

2007 ROPA Conference - San Francisco, California

Larry Gardner, ROPA Secretary

After the opening welcomes and roll call, the 2007 ROPA conference began with a speech by AFM President Tom Lee. President Lee updated us on the AFM convention, the personnel changes in the AFM New York Symphonic Services Division (SSD) office, AFM's legislative actions—including getting a boycott exemption for Pernambuco wood (used in string instrument bows), successfully influencing Delta Airlines to adopt a more musician-friendly policy for carrying instruments onto airplanes, and the AFM's work on obtaining a recording right for U.S. musicians. Pres. Lee also explained his philosophy of creating an all-inclusive union by getting everybody represented in a room in order to build a consensus for moving forward in a united way.

Labor Journalist Dick Meister gave a fascinating presentation on labor history, including some historical photographs from San Francisco. On Wednesday we were instructed on a different way of looking at negotiating and problem solving called "Skills for Bargaining and Leadership" by Miki Kashtan from Bay Area Non Violent Communication. Later, Nathan Kahn and Patricia Polach gave a grievance workshop and Debbie Newmark spoke about various symphonic recording agreements. On Thursday Patricia Polach delivered two sessions on Labor Law, and Laura Brownell and the SSD Staff, including Chris Durham, Nathan Kahn, Debbie Newmark and David Schoenbrun gave a general topic discussion of problem solving specific to collective bargaining in our industry.

The final guest presentation was by David Rosenfeld, an attorney for many California AFM locals, who spoke on the topic of "Offensive Bargaining." Rosenfeld was careful to point out in the beginning that this type of bargaining is not intended for normal "good faith" bargaining but rather for times when the union is up against an

unscrupulous employer who is attempting to break the union through unfair bargaining, "surface" bargaining, or some other less-than-honorable means.

On Tuesday afternoon we started our "breakout" sessions, where each orchestra delegate attended in a group with their assigned Member-at-Large. Each delegate gave a 10 or 15 minute report on their orchestra's activities and challenges from the preceding year. The following are recurring topics of interest selected from our breakout sessions, which were identified for further discussion in "Topic Breakouts," including strategies for improving the specific situation.

Shrinking Orchestras

This is "downsizing" – smaller orchestras, erosion of the bargaining unit, often with a reduction in the number of services.

Building a Relationship with the Board

This group discussed the importance of developing better communication with your orchestra's board of directors.

Strengthening Your Local

A brainstorm session took place to develop ideas how the orchestra committee, and the musicians of the orchestra, can help keep their Local vital.

Long Range Planning

A large group of delegates discussed musician involvement in orchestra "Long Range Planning" committees, and other orchestra board or management committees; and the importance of maintaining a process for representation of the entire body of musicians whenever serving on

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The Leading Tone Volume 24, Issue 1

Editor

Amy Morris
amymorris7@yahoo.com
6620 Newton Avenue S
Richfield, MN 55423

Letters to the editor can be sent to the e-mail or US Postal address above.

ROPA

The Leading Tone is the official newsletter of the Regional Orchestra Players Association, a conference of the American Federation of Musicians of the United States and Canada, and is published quarterly. Unauthorized reproduction of any part of *The Leading Tone* is strictly prohibited.

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Subscriptions

\$8.00 per year payable to
ROPA
c/o Dennis Danders
Treasurer, ROPA
237 N Rutan
Wichita, KS 67208-3315
ddanders@prodigy.net

2007 Conference Report, continued

any committee.

Unifying Your Orchestra

Another group talked about ideas for keeping the musicians in the orchestra organized and well informed.

Pit Orchestras

This group discussed problems specific to working in the pit performing operas and ballets.

The ROPA Delegates approved Dayton, Ohio as the 2009 conference location. The 2008 conference is scheduled for Houston, Texas provided the ROPA Conference Committee is able to find suitable accommodations.

Carla Lehmeier was elected as the new ROPA Vice President. Re-elected by acclamation for new terms were Secretary Larry Gardner and Delegate-at-Large to the AFM Convention Gary Lasley. Newly elected Members-at-large are Tim Judd and Paul Austin. Re-elected Members-at-large are Nadège Foofat and Sherill Roberts. Continuing on the board are President Tom Fetherston, Treasurer Dennis Danders, Members-at-large Laurien Jones and Nancy Nelson and Leading Tone Editor Amy Morris.

The ROPA Executive Board wishes to express its appreciation to Debbie Spangler, our conference host, and Locals 6, 153, and 292, our host locals, along with their respective Presidents David Schoenbrun, Beth Zare, and Bob Williams.

Welcome to our new ROPA Orchestras:

California Philharmonic
Delegate: Francisco Castillo
oboesolo@sbcglobal.net

Pasadena Pops
Delegate: Paul Castillo
pcklar@earthlink.net

INFORMATION CENTER

- This newsletter is online at:
<http://www.ropaweb.org/> (* see note)
- To subscribe to the ROPA Internet Mailing List, sign in at www.ropaweb.org and click on 'Mailing List.'
The list is open to musicians in ROPA member orchestras, and AFM Local officers for those orchestras.
- The 2008 ROPA Conference will be held in Houston, Texas.



Minutes

ROPA Executive Board

February 9, 2007

2:02 PM – 3:14 PM EST

Attendees: T Fetherston, K Grimes, L Gardner, N. Foofat, L. Jones, N. Roberts, A. Morris; G Lasley

Absent: D. Danders, C Lehmeier, J Potochnic, S. Roberts,

Proceedings

ROPA

ROPA Resolution 1

LC Committee recommendation: Favorable

WHEREAS, The current structure of Local bargaining rights within the AFM creates membership requirements in multiple Locals for musicians working under multiple CBA's; and

WHEREAS, Requirement of membership in multiple Locals creates a financial burden on many musicians who can ill afford the additional per capita dues, especially musicians in "Driving for Dollars" orchestras who are required to join a different Local to perform in each orchestra, but whose earnings from each orchestra are quite small; and

WHEREAS, The payments to multiple Locals amounts to double taxation after the first per capita payment; therefore, be it

RESOLVED, That Article 9, Section 16 be amended as follows:

A member may petition the Secretary-Treasurer for a rebate equal to the Per Capita dues received by the AFM by virtue of that member's membership throughout the entire prior year in each AFM Local in excess of [two] one. After the International Secretary-Treasurer has confirmed that the member had been a member in good standing of more than [two] one Local[s] throughout that year, the AFM shall pay the rebate to the member. ROPA

Approved by board

ICSOM

ICSOM Resolution 4

LC Committee recommendation: Favorable

WHEREAS, It is AFM policy to provide the best possible representational services to its members; and

WHEREAS, One of the programs used to implement that policy for symphonic members is the Orchestra Service Program (OSP); and

WHEREAS, The current Orchestra Service Program by-law provides only one method of insuring that Symphonic members receive the best possible representational services; and

WHEREAS, It would be beneficial to members, locals and the AFM that there be other suitable programs; therefore, be it

RESOLVED, That the 2006 ICSOM Conference recommends Article 5, Section 38(b) of the by-laws of the American Federation of Musicians be amended as follows:

In the event that a Local does not or cannot provide the services set forth above in a satisfactory manner, or upon the request of the Local or the members of an orchestra for reasonable cause, the International President (after consultation with the Local and the members involved) shall have the authority to take any of the following actions:

1. Appoint a representative who shall work to resolve any issues that may exist between the Local and the Orchestra members; such representative shall act at the direction of the President, who shall consult with the International Executive Board (IEB) and the appropriate Player Conference on these matters;

2. Implement Article 5, Section 30, of the American Federation of Musicians by-laws;

[Included for reference]

SECTION 30. Notwithstanding any other provision of these Bylaws and upon good cause shown, the IEB shall have the authority to assign collective bargaining rights

from one Local to another. Such assignment shall be done in accordance with applicable labor law and with a procedure established by the IEB. Such procedure shall include:

(1) Consultation with the current signatory Local;

(2) Approval of the Local to which the collective bargaining responsibilities are being assigned;

(3) Approval of the affected bargaining unit by secret ballot majority vote;

(4) Agreement of the signatory employer if required by law or contract.

3. Place the orchestra in an Orchestra Service Program (OSP) established and maintained under IEB supervision. The OSP shall provide those services and such other assistance as the IEB may deem necessary in the situation at a cost to the Local of 2% of the scale wages received by the orchestra members under the CBA. If the Local Work Dues payable by the members of an orchestra placed in OSP are less than 2%, the Local Work Dues rate payable by the members working under that orchestra's CBA shall be automatically increased to 2%.

Approved by board

ICSOM Resolution 6

LC Committee recommendation: Favorable

WHEREAS, There are many Locals in which the Officers also work as Contractors, Personnel Managers, or Booking Agents, creating a clear, inherent conflict of interest that has a chilling effect on a member's ability to receive fair and impartial representation; therefore, be it

RESOLVED, That Article 5, Section 7(d) of the Bylaws be amended, as follows:

No Local Officer shall (1) serve in the position of a Personnel Manager or a Contractor for an employer of musicians in the Local's jurisdiction. Beginning with a Local's next election on or after August 1, 2001, no Local Officer, except in Canada, shall serve in the position of a contractor of musicians in the musical theater field.; (2) work in any position where s/he receives any remuneration from contracting or booking musical units (other than a regularly organized one of which s/he is a leader or member) in the Local's jurisdiction, except in his/her capacity as a Local officer administering an employment referral or booking program on behalf of the Local.

Note will be modified and corrected: intention will stay the same;

Motion: sign on to ICSOM Resolution Old 6 with technical corrections; MSP

Amendment to sign on with technical corrections; MSC

RMA

[RMA Resolutions have not been finalized as of 2/3/2007]

RMA Different Resolution 15

LC Committee recommendation: Unfavorable

RESOLVED, That Article 18, Section 4(a) shall be amended, as follows:

Delegates[, Locals, or Conferences] submitting a Resolution[,] for consideration by the Convention, must forward it in writing to the International Secretary-Treasurer, postmarked or electronically transmitted not later than March 1 of the Convention year. All electronically transmitted Resolutions must also be submitted by mail, postmarked no later than the next business day. Local, Regional or Player Conferences submitting a Resolution for consideration by the Convention, must forward it in writing to the International Secretary-Treasurer, postmarked or electronically transmitted not later than April 1 of the Convention year. All electronically transmitted Resolutions must also be submitted by mail, postmarked no later than the next business day.

Withdrawn by RMA

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ROPA Executive Board

February 9, 2007

OCSM

OCSM Resolution 15

LC Committee recommendation: Favorable

WHEREAS, The Bylaws of the American Federation of Musicians are the governing constitution of our Union and are the foundation for the rights and responsibilities of members, and the Bylaws wisely grant members the right to propose changes to those Bylaws; and

WHEREAS, For those members who are not professional parliamentarians or attorneys, creating Resolutions for amending the Bylaws requires a great deal of research, discussion and time; and

WHEREAS, The Convention, Committees and Delegates are better served by having more perfectly researched and submitted Resolutions; and

WHEREAS, The rules governing the submission of Bylaw Resolutions should make the process as accessible as is reasonably possible for members while protecting the right of all Delegates to see the submitted Resolutions in a timely way; and

WHEREAS, As a result of the new March 1 deadline, the amount of time between the deadline and the Convention has grown by a full two months over previous Conventions, creating a great burden on members to hurry and cut short their process of participation; therefore, be it

RESOLVED, That Article 18, Section 4(a) be amended, as follows:

Delegates, Locals, or Conferences submitting a Resolution, for consideration by the Convention, must forward it in writing to the International Secretary-Treasurer, postmarked or electronically transmitted not later than [*March 1*] **March 15** of the Convention year. All electronically transmitted Resolutions must also be submitted by mail, postmarked no later than the next business day.

MSC

OCSM Resolution 16

LC Committee recommendation: Favorable

WHEREAS, The responsibilities of the International Executive Board (IEB) in guiding and governing the AFM include submitting Recommendations when they see a need to amend the Bylaws; and

WHEREAS, Under the present system, Delegates sometimes have much less time to consider an IEB Recommendation than they do Resolutions from other Delegates; and

WHEREAS, The IEB has, by virtue of its administrative role, the most current and comprehensive knowledge of the whole AFM, and therefore is in the best position to be prepared to submit Recommendations earlier, rather than later; and

WHEREAS, Delegates should be able to consider all legislative proposals thoroughly, fairly, and on an equal footing, which is only possible if they are all available simultaneously; and

WHEREAS, Delegates should be able to expect that all ideas, from all sources (including the IEB) can get an equal and fair hearing from the Convention; and

WHEREAS, The language that needs to be changed exists in two separate sections, so that this amendment requires changes to both Article 3, Section 7 (a) and Article 18, Section 5, therefore, be it

RESOLVED, That Article 3, Section 7(a) be amended, as follows:

The International Secretary-Treasurer shall keep a faithful record of the proceedings of all meetings; answer all communications pertaining to the Federation; issue all charters in accordance with AFM Bylaws; inform all Locals of all additions to the AFM; compile a list of Locals' work dues to be distributed to all Locals and booking agents; attest all bills; notify the Delegates of all Con-

vention-related meetings; publish in the *International Musician's* May issue all Recommendations to be proposed by the IEB at the Convention [*as are then formulated*] and all Resolutions submitted in accordance with these Bylaws; publish the Convention proceedings (the actual three days' Minutes) in a separate booklet, along with the official Roll Call, and send a copy to each Delegate as soon after the Convention as possible; publish in the *International Musician* as soon as possible all laws that have been in any way changed; forward to each Local a number of copies of the AFM Bylaws representing 5% of the Local membership, plus additional copies of the Bylaws as requested; and if any Convention Resolutions are referred to the International President or the IEB for action or change, publish the results of the action in the *International Musician*.

BE IT FURTHER RESOLVED, That Article 18, Section 5 be amended, as follows: All Recommendations to be proposed to the Convention by Federation Officers or by the IEB [*as are then formulated*,] **must be formulated and submitted to the Secretary-Treasurer not later than April 1 of the Convention year and** shall be printed in the May issue of the *International Musician*. However, in the event of an emergency, a Recommendation may be introduced to the Delegates of any Convention by a two-thirds vote of the IEB.

Withdrawn by OCSM

OCSM Resolution 27

LC Committee recommendation: Favorable

WHEREAS, Our shared core values of unionism are founded on all union members belonging to a true community; and we know that our community is strong only when it is based on trust and transparency; and

WHEREAS, The AFM is already obligated by law to make the auditor's report public; and

WHEREAS, This information will greatly aid in the ability of Delegates and members to understand the challenges facing our union and contribute to an understanding of how best to meet those challenges; and

WHEREAS, Placing this information on the website alleviates the difficulty for members of making official requests by mail, and the extra staff workload and costs associated with processing requests, copying and mailing; therefore, be it

RESOLVED, That Article 3, Section 4(l) be amended as follows:

The International President shall employ an auditor, who must be a Certified Public Accountant (CPA), properly bonded according to the custom of that profession, to audit the Federation's books annually. The auditor's report shall be referred to the Finance Committee at the Convention. **The International President shall make a copy of the auditor's report available on the members area of the AFM website.**

Sign on to resolution MSC

OCSM Resolution 28

LC Committee recommendation: Favorable

WHEREAS, Our shared core values of unionism are founded on all union members belonging to a true community; and we know that our community is strong only when it is based on trust and transparency; and

WHEREAS, The AFM is already obligated by law to make the documents described in this resolution public; and

WHEREAS, This information will greatly aid in the ability of Delegates and members to understand the challenges facing our union and contribute to an understanding of how best to meet those challenges; and

WHEREAS, Placing this information on the website alleviates the difficulty for members and extra workload of staff of making official requests by mail and waiting for a process for responding to be developed, as well as saving the costs associated with processing requests, copying and mailing; therefore, be it

RESOLVED, That Article 3 Section 7(f) shall be amended, as follows:

The International Secretary-Treasurer shall be the Federation bookkeeper

Minutes

ROPA Executive Board

February 9, 2007

and shall submit to the Convention a complete statement of all **assets, liabilities**, receipts and disbursements during his or her term of office, and shall allow the Finance Committee to examine all books and papers. **The International Secretary-Treasurer shall make available on the members' area of the AFM website copies of current AFM Bylaws, IEB policies, copies of official publications, an annual IRS Form 990 and other annual financial reports required to be filed with the governments of the United States or Canada, as applicable, and an annual financial statement consisting of assets, liabilities, and cash receipts and disbursements.**

Sign on to OCSM Resolution #28 MSC

OCSM Resolution 32

LC Committee recommendation: Favorable

WHEREAS, It is in the clear interest of Delegates to know exactly the state of our Union, understand historical trends affecting the membership, and plan for the future; and

WHEREAS, It is not just difficult, but impossible to know our Union if we do not know how many we are; and

WHEREAS, The technical ability to query the AFM database already exists, so that generating this census should be easy and straightforward; therefore, be it

RESOLVED, That Article 3 Section 7(a) shall be amended, as follows:

The International Secretary-Treasurer shall keep a faithful record of the proceedings of all meetings; answer all communications pertaining to the Federation; issue all charters in accordance with AFM Bylaws; inform all Locals of all additions to the AFM; compile a list of Locals' work dues to be distributed to all Locals and booking agents; attest all bills; **provide the Delegates, prior to the Convention, with the results of a complete current Federation census of unique members; that is, excluding multiple memberships, and divided by membership category;** notify the Delegates of all Convention-related meetings; publish in the *International Musician's* May issue all Recommendations to be proposed by the IEB at the Convention as are then formulated and all Resolutions submitted in accordance with these Bylaws; publish the Convention proceedings (the actual three days' Minutes) in a separate booklet, along with the official Roll Call, and send a copy to each Delegate as soon after the Convention as possible; publish in the *International Musician* as soon as possible all laws that have been in any way changed; forward to each Local a number of copies of the AFM Bylaws representing 5% of the Local membership, plus additional copies of the Bylaws as requested; and if any Convention Resolutions are referred to the International President or the IEB for action or change, publish the results of the action in the *International Musician*.

Sign on to msc

OCSM Resolution 59

LC Committee recommendation: Unfavorable

WHEREAS, The election of Officers is the most important single event in the governance of our Union; and

WHEREAS, The elected leaders of our Union should be accountable to and responsible to each member of the AFM in equal weight; and

WHEREAS, No member of the union should feel – and actually be – diminished, and counted as only a fraction of another member's value in the election of AFM officers; and

WHEREAS, Under the existing rules, some members get less representation than others simply by virtue of where they have chosen to make their home and the size of the Local where they happen to be a member; and

WHEREAS, The true strength of our Union can only be enhanced by fair-

ness, equality and community; therefore, be it

RESOLVED, that Article 17 Section 4(c) shall be amended, as follows:

Each Delegate shall be entitled to one vote on all matters determined by voice vote, including a division of the house to ascertain or verify the result of the voice vote. For election of Officers and Delegates to the AFL-CIO Convention, each Local shall be entitled [to one vote for each 100 members or major fraction thereof, but no Local shall be entitled to cast more than 50 votes. No Local shall have less than one vote.] **to cast as many votes as it has members, according to the International Secretary-Treasurer's books. Members of multiple Locals shall designate in writing by March 31st of each AFM Convention year which Local shall be empowered to cast a vote for that member. If a member fails to do this, the Local in whose jurisdiction the member's principal mailing address is located shall be empowered to cast a vote for that member.**

Not to sign to resolution: msc

OCSM Resolution 60

LC Committee recommendation: Unfavorable

WHEREAS, The AFM will achieve true democracy only when there is a system of one person, one vote; therefore, be it

RESOLVED, That Article 17, Section 4(e) be amended, as follows:

On questions affecting a change in the laws, each Local may, upon Roll Call, cast as many votes as it has members, according to the International Secretary-Treasurer's books. **Members of multiple Locals shall designate in writing by March 31st of each AFM Convention year which Local shall be empowered to cast a vote for that member. If a member fails to do this, the Local in whose jurisdiction the member's principal mailing address is located shall be empowered to cast a vote for that member.** Roll Call shall be demandable and had under this Article on demand of 30 Delegates or 15 Locals.

Not to sign on motion carries

Larry Gardner, ROPA Secretary

Note regarding Minutes of February 9, 2007:
Additions are in bold and underlined
[Deletions are italicized and enclosed in brackets]

Minutes

ROPA Executive Board Conference Call

July 7, 2007

10:10 AM – 11:47 AM EST

Attendees: T Fetherston, K Grimes, L Gardner, N. Foofat, L. Jones, A. Morris, G Lasley, C Lehmeier, J Potochnic; N. Nelson;

Absent: S. Roberts, D. Danders;

Proceedings

Discussed plans for conference including MAL Breakouts, meeting with Pres. Tom Lee, SSD Director Laura Brownell, ROPA orchestras that won't be attending, resolutions for conference (fiscal year resolution from D. Danders and Delegate at Large term change to 3 years to coincide with AFM Conventions), health care and ethics committees meeting times and reports, agenda questions; logistics; MAL breakouts; topic breakouts; board meeting at conference, orchestras for special reports to the whole conference, and feelings about pursuing a national radio agreement.

Discussed Pres. Fetherston's planned attendance at a Mellon Foundation meeting and an overview of how the Mellon foundation has been working in general.

Larry Gardner, ROPA Secretary

2007 ROPA Conference Resolutions

The following resolutions were adopted unanimously by the Conference Delegates.

Additions are in bold and underlined

<Deletions are italicized and enclosed in brackets>

Resolution No. 1

Whereas, the ROPA Conferences are starting in July;

Whereas, the ROPA Executive Board approved to change the Fiscal Year (on August 11, 2006) to August 1 – June 30 for this year and July 1 - June 30 for subsequent years;

Whereas, with the Fiscal Year ending July 31, it is impossible to get the Financial Statements completed in a timely manner; therefore be it

Resolved, that the ROPA Bylaws Article X, Section 4(a) be amended to read as follows:

Each Member Orchestra shall pay annual dues no later than December 31 of each Fiscal Year <(August 1 - July 31)> **(July 1 – June 30)**.

Be it further resolved that Article X, Section 4(a) be amended as follows:

If the dues remain unpaid <at the end fiscal year (July 31)> **by the beginning of the ROPA Conference**, the Orchestra shall be expelled from membership and can only be reinstated upon payment of a \$100.00 reinstatement fee, together with all back indebtedness. The Executive Board shall be empowered to grant an extension for payment and/or waive any penalties if, in its opinion, an extraordinary situation requires the same.

Resolution No. 2

Whereas, the AFM Convention voted to change the frequency of the Convention to every three years, instead of every two years;

Whereas, the term of office of the Delegate-at-Large to the AFM Convention is currently two years, which means a Delegate-at-Large elected just following a convention would have to be re-elected for a second term in order to actually go to the Convention; therefore, be it

Resolved, that ROPA Bylaws Article V, Section 2 be amended as follows:

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, and the three remaining Members-at-Large<, and the Delegate-at-Large to the AFM Convention>. **The Delegate-at-Large to the AFM Convention shall be elected at the ROPA Conference directly following an AFM Convention.**

Be it further resolved that ROPA Bylaws Article V, Section 3 be amended as follows:

Section 3. Term of Office: The term of each Office, **except for Delegate-at-Large to the AFM Convention**, shall be approximately two years.<> **The term of office for Delegate-at-Large shall be approximately three years.**<I>It shall commence immediately following the adjournment of the Conference during which the regular election for that Office was held, or immediately following the election in the event it was not held at a ROPA Conference, and shall end with the next regular election for that Office. An Officer shall hold Office during the term for which he or she has been elected or until his or her successor has been duly installed.

Resolution No. 3

Atlanta Ballet Theatre

Whereas, The Atlanta Ballet Orchestra has been a member orchestra of the Regional Orchestra Players Association for many years; and

Whereas, The Board and Management of the Atlanta Ballet have decided their only mission is to provide the public with dance, without the live performance of the music that was composed to accompany it; and

Whereas, Audience members are being severely cheated by paying full price for an arts experience, which should include a live music experience, and instead get the equivalent of a high priced cassette player; and

Whereas, The move to use pre-recorded music grossly degrades the Atlanta Ballet from major status to something much lower, certainly not what Atlanta, with its size and cultural liveliness and sophistication deserves; and

Whereas, The move to use pre-recorded music is grossly unfair to our brother and sister musician members of the Atlanta Ballet Orchestra; therefore, be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Atlanta Ballet, in the strongest terms possible, to immediately hire the musicians of the Atlanta Ballet Orchestra and drop its plans to use pre-recorded music; and

Be It Further Resolved, that the ROPA Conference of 2007 of the American Federation of Musicians calls the Atlanta Ballet to immediately begin to bargain in good faith with the Atlanta Federation of Musicians, Local 148-462 of the American Federation of Musicians.

Resolution No. 4

Pasadena Pops Orchestra

Whereas, Solidarity with our fellow Union orchestral musicians is critical to all our livelihoods; and

Whereas, The Pops Orchestra is an orchestra of the highest caliber; and

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2007 ROPA Conference Resolutions

Whereas, The Boards and Managements of the Pasadena Symphony and Pasadena Pops Orchestra have decided to merge their orchestras into the Pasadena Symphony; and

Whereas, The proposed merger will result in the unfair layoff of all of the Pasadena Pops Musicians; and

Whereas Union musicians should not allow orchestra managements to take unfair advantage of the underemployment in our field by offering new work to musicians in such a manner as to deprive another group of their right to the work historically due them; therefore, be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Pasadena Symphony and/or any successor organization - in the strongest terms possible - to continue to hire the musicians of the Pasadena Pops Orchestra and to grant them tenure; and be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Pasadena Symphony and/or any successor organization to immediately begin to bargain in good faith with the Professional Musicians Local 47, of the American Federation of Musicians to use the Pasadena Pops Musicians for the work that will be produced as part of their "Pops" services; and be it

Resolved, That ROPA shall present a copy of this Resolution to the Pasadena Symphony Musicians and its Players' Committee, and to the Executive Board of Professional Musicians Local 47, and urges those bodies to provide their unconditional support of the Pasadena Pops Musicians; and be it further

Resolved, That the ROPA leadership present this Resolution to the 2007 ICSOM Conference and urges the adoption of similar legislation in support of the Pasadena Pops Musicians.

Resolution No. 5

Whereas, Kathleen Grimes has served as a ROPA Delegate for the Ann Arbor Symphony; and

Whereas, Kathleen Grimes has served ROPA as a Member at Large for two years; and

Whereas, Kathleen Grimes has served ROPA as Vice President since the 2006 ROPA Conference; therefore, be it

Resolved, That the 2007 ROPA Conference bestow upon Kathleen Grimes the title of **Vice President Emerita** with our heartfelt thanks for a job well done.

Resolution No. 6

Omaha Symphony Orchestra

Whereas, The Omaha Symphony Orchestra has an 86-year tradition of being Omaha's premiere performing arts organization; and

Whereas, The Omaha Symphony Orchestra is an orchestra of the highest caliber, capable of performing in the same league as orchestras in major metropolitan areas; and

Whereas, The Omaha Symphony Association's vision for 2011/12, adopted in March 2007, is "to be the premier musical

and cultural entertainment experience, performing to full audiences-the hottest ticket in town-touching each listener emotionally through the indescribable power of music"; and

Whereas, Money Magazine designated the City of Omaha as one of the Top Ten Best Big Cities for the year 2006; and

Whereas, The City of Omaha is the home of five Fortune 500 companies, including Berkshire Hathaway, ConAgra Foods, Union Pacific, Peter Kiewit Sons, and Mutual of Omaha; and

Whereas, The City of Omaha is in the midst of \$2 billion of downtown redevelopment, which included the \$95 million state-of-the-art Holland Center for the Performing Arts, the site for the performances of the Omaha Symphony Orchestra; and

Whereas, The Omaha Symphony Association has repeatedly been unwilling or unable to present a vision of growth as an organization during recent negotiations; and

Whereas, The Omaha Symphony Association was unwilling to offer musicians any meaningful economic proposals during the last several contract negotiations; and

Whereas, The Omaha Symphony Association was unwilling to discuss the musicians' proposed contract changes during negotiations in May; therefore, be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Omaha Symphony Association to immediately begin to bargain in good faith with the Professional Musicians Local 70-558, of the American Federation of Musicians; and be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Omaha Symphony Association to increase its efforts to capitalize on the financial resources and generosity of the people and corporations of Omaha in order to create a thriving and financially sound musical organization; and be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Omaha Symphony Association to acknowledge that the success of the Omaha Symphony lies in great part with the musicians of the symphony, and to reward musicians' contributions with meaningful wage increases and improved working conditions.

ROPA Officers

President Tom Fetherston
Dayton Philharmonic
Email: tfetherston@earthlink.net

Vice-President Carla Lehmeier
New Mexico Symphony Orchestra
Email: lehtat@aol.com

Secretary Larry Gardner
Fresno Philharmonic Orchestra
Email: larrybassoon@sbcglobal.net

Treasurer Dennis Danders
Wichita Symphony Orchestra
Email: ddanders@prodigy.net

Member-at-Large Nadège Foofat
Albany Symphony
Email: nadegefoofat@aol.com

Member-at-Large Laurien Jones
California Symphony Orchestra
Email: laurienj@pacbell.net

Member-at-Large Tim Judd
Richmond Symphony
Email: timjudd1@yahoo.com

Member-at-Large Nancy Nelson
Houston Ballet Orchestra
Email: ncy.nelson4756@sbcglobal.net

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Grand Rapids Symphony
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Portland Opera Orchestra
Email: shrobert@linfield.edu

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Gary Lasley
Hollywood Bowl Orchestra
Email: gary@arcobass.com

Editor Amy Morris
Minnesota Opera Orchestra
Email: amymorris7@yahoo.com

Adjunct Officers

Strike Fund Trustee Gaylon Patterson
Memphis Symphony Orchestra
Email: gaylonp@bellsouth.net

Conference Coordinator Liz Cochran
Delaware Symphony
Email: lizard@bee.net

Legal Counsel Patricia Polach
Email: ppolach@bredhoff.com

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Email: tfetherston@earthlink.net

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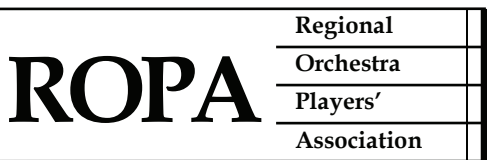
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