



A conference of the American Federation of Musicians, AFL-CIO

RESOLUTIONS

32nd Annual

ROPA Conference

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Resolution N°. 1

July 28, 2016

Subject: *Resolution congratulating Americans for the Arts for their support of a full creative life for all, and championing policies and practices of cultural equity that empower a just, inclusive, and equitable nation.*

Americans for the Arts Resolution

Whereas, Since 1960, Americans for the Arts has served, advanced, and led the network of organizations and individuals who cultivate, promote, sustain, and support the arts in America; and

Whereas, The research and data developed by Americans for the Arts provide tremendous social, economic, and educational benefits to arts and cultural organizations within our communities; and

Whereas, Americans for the Arts has realized great success in its lobbying efforts on behalf of arts funding, educational funding, tax policy, and charitable giving policies; and

Whereas, The mission of Americans for the Arts is to ensure that every American has access to the transformative power of the arts; now, therefore, be it

Resolved, That the Regional Orchestra Players' Association (ROPA) does hereby recognize and commend Americans for the Arts for its focus in providing action-oriented research that assists arts organizations in advocating better local, regional, and national level arts policies; and

Resolved, That ROPA wishes to thank Americans for the Arts' Vice President of Arts and Policy, Randy Cohen, for allocating time and expertise with his presentations at ROPA Conferences; and

Resolved, That ROPA thanks Americans for the Arts for its unwavering devotion to and support for the arts in our nation, and, further, be it

Resolved, That ROPA recommends that ROPA musicians do support and promote the efforts of the Americans for the Arts.

Submitted by: The ROPA Executive Board

Resolution N° . 2

July 28, 2016

Subject: *In solidarity with our brothers and sisters in Kalamazoo in their fight for good-faith bargaining and fair labor practices.*

Support of the Musicians of the Kalamazoo Symphony Orchestra

Whereas, The Regional Orchestra Players' Association asserts that fairness and good faith are the cornerstones of effective collective bargaining; and

Whereas, The Musicians of the Kalamazoo Symphony Orchestra bargained fairly and openly with their management for 19 months; and

Whereas, When the Musicians of the Kalamazoo Symphony Orchestra thought they had reached a conditional tentative agreement with their Employer, the Employer unilaterally changed terms and conditions of employment by issuing drastically changed rehearsal schedules while the final details of the agreement were being worked out prior to ratification; and

Whereas, These changes in rehearsal schedules would impact the majority of the musicians of the orchestra by making it difficult for them to meet their obligations under the collective bargaining agreement to continue to perform with the orchestra; and

Whereas, The American Federation of Musicians Local 228, as bargaining representative of the Musicians, filed an Unfair Labor Practice (ULP) charge against the Employer; now, therefore, be it

Resolved, That the membership of ROPA deplors the actions of the Employer which undermine the Musicians' ability to work and earn a living; and

Resolved, That the membership of ROPA supports AFM Local 228 in its insistence on the Employer's fair treatment of its Musicians by its filing of an ULP charge; and

Resolved, That ROPA and its 87 orchestras with over 7,000 members stands in solidarity with the Musicians of the Kalamazoo Symphony Orchestra; and, therefore, further, be it

Resolved, That ROPA encourages the Employer to rescind the change in the rehearsal schedule and refrain from unilaterally imposing such changes and future unlawful conduct.

Submitted by: The ROPA Executive Board

Resolution N^o. 3

July 28, 2016

Subject: *An encouragement to ROPA orchestras to incorporate the Code of Ethical Audition Practices into their Audition Process and their Collective Bargaining Agreements*

Code of Ethical Audition Practices Resolution.

Whereas, The Regional Orchestra Players' Association (ROPA), understands that orchestras incur a significant expense when running auditions; and

Whereas, Those orchestras may need to limit the number of candidates for a vacancy through resume screening; and

Whereas, ROPA believes that the Code of Ethical Audition Practices provides excellent guidance for running auditions efficiently and fairly, including during the resume screening process; and

Whereas, ROPA recognizes that not all orchestras are aware of or follow the Code of Ethical Audition Practices; now, therefore, be it

Resolved, That ROPA encourages its member orchestras to follow the guidelines in the Code of Ethical Audition Practices; and, further, be it

Resolved, That ROPA encourages its member orchestras to consider incorporating the Code of Ethical Audition Practices into its Collective Bargaining agreements.

Submitted by: Naomi Bendorf Frisch, Member-at-Large, ROPA Executive Board and Cory Tiffin, Delegate, Las Vegas Philharmonic

Resolution N°. 4

July 28, 2016

Subject: *Resolution celebrating the contributions and devotion of Leadership of Bruce Ridge to the symphonic player conferences*

Resolution Honoring Bruce Ridge

Whereas, Bruce Ridge has been involved in the International Conference of Symphony and Opera Musicians (ICSOM) for 23 years; and

Whereas, Bruce Ridge has been involved with the work of the Governing Board of ICSOM for 14 years; and

Whereas, Bruce Ridge has been Chairperson of ICSOM for 5 terms, a period covering 10 years, longer than any of his predecessors; and

Whereas, Bruce Ridge is concluding his final term as ICSOM Chairperson in August of 2016; and

Whereas, Bruce Ridge has not only been a strong leader and Arts Advocate but he has been a true advocate for Symphonic Musicians throughout his career by working tirelessly to promote a positive message about symphony orchestras to the public; and

Whereas, Bruce Ridge's inspirational work will continue to positively impact the lives of symphonic musicians for decades to come; and

Whereas, Bruce Ridge has provided invaluable leadership to the musicians of

ICSOM orchestras has been crucial in ensuring the survival of each; and

Whereas, Bruce Ridge has initiated numerous campaigns that have provided monetary assistance to symphony orchestra musicians, exceeding one million dollars in contributions; now, therefore, be it

Resolved, That the Regional Orchestra Players' Association hereby applauds and commends Bruce Ridge for his service to ICSOM and its members and for his tireless friendship and support of ROPA; and, further, be it

Resolved, That ROPA wishes to thank Bruce Ridge for his true support, devotion, and friendship to ROPA and our 7,000 members; as we wish him all the best in his future endeavors.

Submitted by: The ROPA Executive Board

Resolution N°. 5

July 28, 2016

Subject: *Recognition and appreciation to Janice Galassi for her unrelenting support of ROPA over many years, and her many contributions to ROPA and its 87 member orchestras.*

Recognition and Appreciation to Janice Galassi

Whereas, Janice Galassi became a member of the Regional Orchestra Players' Association (ROPA) Executive Board in 2013, bringing to ROPA a wealth of knowledge and experience as a grassroots organizer; and thereafter for the American Federation of Musicians (AFM) as a Contract Administrator/Organizer, Director of Symphonic Services Division, and as AFM Director of Organizing and Education while concurrently negotiating many contracts across the country; and

Whereas, Janice Galassi has been unrelenting in her support for ROPA, by sharing her vast experience, knowledge, and wisdom with ROPA and the AFM; and

Whereas, Janice Galassi has steadfastly stood for strong union principles of fairness, common sense, and compassion; and has shared those values with ROPA and all who know her; and

Whereas, The Delegates of ROPA, ROPA orchestras, and ROPA as an organization have benefited greatly from Janice's knowledge, experience, and solid values; and, therefore, be it

Resolved, That the membership, delegates, and the Executive Board of ROPA hereby sincerely thank Janice Galassi for her years of professional assistance, advice, and service to ROPA, its delegates and membership; and

Resolved, That ROPA sends our thoughts and prayers to Janice Galassi together with best wishes for a healthy, joyful and fulfilling retirement; and, therefore, be it

Resolved, That ROPA truly hopes that Janice Galassi will continue to be part of ROPA for many years to come.

Submitted by: The ROPA Executive Board

Resolution N°. 6

July 28, 2016

Subject: *Resolution applauding and celebrating the contributions of Nathan Kahn to ROPA and its orchestras upon his retirement*

Resolution Honoring Nathan Kahn

Whereas, Nathan Kahn is one of the founding members of The Regional Orchestra Players' Association (ROPA); and

Whereas, Nathan Kahn is the founding President of ROPA; and

Whereas, Nathan Kahn has been a musician member of a ROPA orchestra for the majority of his career; and

Whereas, Nathan Kahn has provided invaluable assistance to the musicians of ROPA orchestras as a contract negotiator for 28 years, negotiating over 300 contracts; and

Whereas, Nathan Kahn is retiring from his position as an American Federation of Musicians (AFM) Symphonic Services Division (SSD) Negotiator as of August 31, 2016; and

Whereas, Nathan Kahn's contributions to the success of ROPA, its musicians, and its member orchestras have been crucial in ensuring the health and well-being of each; now, therefore, be it

Resolved, That ROPA applauds, recognizes, and commends Nathan Kahn for his lifetime devotion of outstanding service and unwavering commitment; and

Resolved, That ROPA hereby thanks Nathan Kahn for his support and unfailing friendship to ROPA and its members, and to unionism itself; and

Resolved, That ROPA truly hopes that Nathan Kahn will continue to be a part of ROPA, in any capacity, for many years to come; and, further, be it

Resolved, That ROPA wishes Nathan Kahn all the best in his retirement.

Submitted by: The ROPA Executive Board

Resolution N^o. 7

July 28, 2016

Subject: *Resolution in gratitude to Carla Lehmeier-Tatum for 9 years of faithful service as President of ROPA.*

Resolution in Gratitude to Carla Lehmeier-Tatum

Whereas, Carla Lehmeier-Tatum has been a musician member of a Regional Orchestra Players' Association (ROPA) orchestra for the majority of her career; and

Whereas, Carla Lehmeier-Tatum has been involved with the work of ROPA for some twelve years; and

Whereas, Carla Lehmeier-Tatum has provided passionate and invaluable assistance and leadership to the musicians of ROPA orchestras as President for nine years, making her the longest serving President of ROPA; and

Whereas, Carla Lehmeier-Tatum is completing her service as ROPA President on July 28, 2016; and

Whereas, under her leadership, ROPA has gained more than 20 member orchestras; and

Whereas, Carla Lehmeier-Tatum's determination and dedication have ensured that ROPA, its orchestras, and its musicians have a strong voice and are able to participate prominently in the national discourse of our Union; and

Whereas, Carla Lehmeier-Tatum has led and managed ROPA responsibly with an eye toward the future; and

Whereas, Carla Lehmeier-Tatum's leadership has been the catalyst for the growth of the strong reputation of Regional Orchestras in the United States; and

Whereas, Carla Lehmeier-Tatum's contributions to the success of ROPA, its musicians, and its member orchestras have been crucial in ensuring the growth and well-being of each; now, therefore, be it

Resolved, That ROPA thanks, applauds, and commends Carla Lehmeier-Tatum for her long service and strong leadership to ROPA and its members; and

Resolved, That ROPA thanks Carla Lehmeier-Tatum for her untiring commitment to all ROPA orchestras and musicians; and, further, be it

Resolved, That ROPA truly hopes that Carla Lehmeier-Tatum will continue to be a part of ROPA, in any capacity, for many years to come.

Submitted by: The ROPA Executive Board

Resolution N° 8

July 28, 2016

Subject: *Resolution Commending ICSOM, Regarding Article 5, Section 32 (Providing for Online Balloting) of the AFM Bylaws*

Praise for ICSOM and its Modern E-Voting Resolution

Whereas, Symphonic bargaining units often face difficulties in ratifying collective bargaining agreements through in-person voting; and

Whereas, Mail balloting is not a viable option in circumstances where a ratification vote must be held quickly, or where eligible members are away from home for extended periods; and

Whereas, The International President's Office is now maintaining a list of one or more vendors whose online balloting services meet the American Federation of Musicians (AFM) requirements; and

Whereas, the International Conference of Symphony and Opera Musicians (ICSOM) was instrumental in recognizing and creating those guidelines to be recognized by the AFM; now, therefore, be it

Resolved, That the Regional Orchestra Players' Association (ROPA) praises ICSOM for its work on this important resolution; and, further, be it

Resolved, That ROPA recommends that its orchestras take advantage of this helpful and useful change to the AFM bylaws and use the guidelines to conduct online ratifications.

Submitted by: The ROPA Executive Board

Resolution N^o. 9

July 28, 2016

Subject: *Reaffirmation of ROPA's stance that all orchestras should classify musicians as employees, instead of misclassifying them as independent contractors, as asserted by the National Labor Relations Board and affirmed by the United States Court of Appeals in Lancaster Symphony Orchestra v. NLRB on April 19, 2016.*

Orchestral Musicians' Employee Status Recognition

Whereas, The National Labor Relations Board (NLRB) found that the Musicians of the Lancaster Symphony Orchestra are employees and not independent contractors; and

Whereas, The Musicians' status as employees entitles them to form a union and receive all the benefits therefrom; and

Whereas, The United States Court of Appeals for the District of Columbia Circuit affirmed and upheld the NLRB's finding; and

Whereas, The Regional Orchestra Players' Association (ROPA) supports and agrees with the determination that orchestral musicians are employees and not independent contractors; and

Whereas, ROPA supports the unionization efforts by the Musicians of the Lancaster Symphony Orchestra and others like it; now, therefore, be it

Resolved, That ROPA and its 87 orchestras with over 7,000 members applauds the Greater Lancaster Federation of Musicians, AFM Local 294

(Lancaster, PA) for its extraordinary efforts to help classify the Musicians of the Lancaster Symphony Orchestra as employees; and

Resolved, That ROPA applauds Local 294 for its organizing efforts; and, further, be it

Resolved, That ROPA congratulates the Musicians of the Lancaster Symphony Orchestra on the negotiations of their first union contract.

Submitted by: The ROPA Legislative Committee