



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

2017 Conference Phoenix, AZ

RESOLUTIONS

Resolution N°. 1

August 2, 2017

Subject: *Resolution proposing to amend Article IV, Section 1 and Article V, Section 2 of the ROPA Bylaws to increase the number of Members-at-Large serving on the Executive Board*

Whereas, Pit orchestra membership of The Regional Orchestra Players' Association ("ROPA") has grown significantly in recent years; and

Whereas, The pit orchestra Member-at-Large ("MAL") group is too large for effective communication within the MAL group; and

Whereas, For the first time, the pit orchestras have been split into two groups for the 2017 conference, requiring the ROPA Vice President to also serve as MAL; and

Whereas, The membership of ROPA would be better served if this split could continue; and

Whereas, As ROPA grows, having eight MALS will allow for more individual attention to its member orchestras, of any type; therefore, be it

Resolved, That Article IV, Section 1 and Article V, Section 2 of the ROPA Bylaws be amended as follows:

Article IV, Section 1

Enumeration: The Officers of ROPA shall consist of a President, a Vice-President, a Secretary, a Treasurer, [~~seven~~] **eight** Members-at-Large, and a non-voting Delegate-at-Large to the AFM Convention.

Article V, 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, and [~~three~~] **four** Members-at-Large. The election in odd numbered years shall be for Vice-President, Secretary, and the four remaining Members-at-Large. The Delegate-at-Large to the AFM Convention shall be elected at the ROPA Conference directly following an AFM Convention.

Submitted by: The ROPA Executive Board

Resolution N° 2

August 2, 2017

Subject: *Resolution proposing to amend Article III, Section 5(a) of the ROPA Bylaws to raise the budget threshold for Associate Membership*

Whereas, Orchestras holding an Associate membership with the Regional Orchestra Players' Association ("ROPA") have grown in budget size; and

Whereas, Associate Member Orchestra budgets have increased while musicians' wages have not necessarily kept pace; and

Whereas, The threshold budget for Associate membership has not changed since 2001, despite general economic growth; and

Whereas, The cost of paying ROPA dues often falls on the orchestra musicians; and

Whereas, ROPA supports full and continued participation by all of its members; therefore, be it

Resolved, That Article III, Section 5(a) of the Regional Orchestra Players' Association Bylaws be amended as follows:

Section 5. A symphony orchestra may apply for Associate Membership in ROPA under the following conditions:

- (a) Its total budget is [~~\$800,000~~] **\$1,000,000** or less. If the total budget of an orchestra with Associate Membership should exceed [~~\$800,000~~] **\$1,000,000**, that orchestra must either apply for full ROPA membership or resign its associate membership.

Submitted by: The ROPA Executive Board.

Resolution N° 3

August 2, 2017

Subject: *Resolution proposing to amend Article VII of the ROPA Bylaws to separate the positions of Leading Tone Editor and Social Media Coordinator*

Whereas, The Regional Orchestra Players' Association ("ROPA") values the ability to regularly publish its newsletter, *The Leading Tone*; and

Whereas, ROPA strives to increase its social media presence by giving more focused attention to its social media sites; and

Whereas, The positions of *The Leading Tone* Editor and the Social Media Coordinator require very different skill sets; and

Whereas, Dividing the position of *The Leading Tone* Editor/Social Media Coordinator into two positions will better serve the goals of regularly publishing *The Leading Tone* and increasing ROPA's social media presence; therefore, be it *Resolved*, That Article VII of the Regional Orchestra Players' Association Bylaws be amended and the Sections renumbered as necessary and appropriate, as follows:

Section 1:

Enumeration: The Adjunct Positions shall include an Editor of The Leading Tone, **a Social Media Coordinator**, a Historian, a Webmaster, a Conductor Evaluation Administrator and a Conference Coordinator. Adjunct Positions may be held by persons who are not members of a ROPA orchestra. The services of any Adjunct Position may also be filled by 3rd party vendors. Adjunct Positions shall be filled by appointment by the President with the approval of the Executive Board, and be under the direction and supervision of the Executive Board or by a ROPA officer as provided for in these bylaws.

Section 2:

The Leading Tone Editor~~[***Social Media Coordinator***]~~: *The Leading Tone Editor*~~[*Social Media Coordinator*]~~ 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[;].

~~[(i) Be responsible for email postings of relevant industry articles;~~

~~(j) Moderate emails posted to the ROPA general discussion list;~~

~~(k) Be responsible for monitoring and posting on the ROPA Facebook page;~~

~~(l) Be responsible for any future social media formats as approved by the Executive Board.]~~

NEW SECTION.

Social Media Coordinator: The Social Media Coordinator shall:

(a) Be responsible for email postings of relevant industry articles;

(b) Moderate emails posted to the ROPA general discussion list;

(c) Be responsible for monitoring and posting on the ROPA Facebook page;

(d) Be responsible for any other social media formats as approved by the Executive Board.

Submitted by: The ROPA Executive Board

Resolution No. 4
August 2, 2017

Subject: *Resolution in support of the UAW's efforts to organize the Nissan plant in Canton, Mississippi*

Whereas, The United Auto Workers (the "UAW") have dedicated significant resources to organizing foreign auto maker plants in the United States; and

Whereas, Employees at the Nissan plant in Canton, Mississippi are voting to join the UAW on August 3 and 4, 2017; and

Whereas, Canton, Mississippi is in the jurisdiction of American Federation of Musicians Local 579 ("Local 579"), and Local 579 is the bargaining agent for the Mississippi Symphony, a Regional Orchestra Players' Association ("ROPA") orchestra; and

Whereas, The members of Local 579 have supported the UAW in the Canton organizing campaign; therefore, be it

Resolved, That the Regional Orchestra Players' Association lends its support to the employees of the Canton, Mississippi Nissan plant in their organizing campaign; and be it

Resolved, That ROPA commends Local 579 for its active support of unionism in its region; and be it further

Resolved, That ROPA encourages all AFM locals to continue supporting the organizing efforts of other unions in solidarity and in the pursuit of strengthening unionism in the United States.

Submitted by: Lisa Davis, Delegate, Mississippi Symphony, and the ROPA Executive Board

Resolution N°. 5

August 2, 2017

Subject: *Resolution granting the status of ROPA President Emerita to Carla Lehmeier-Tatum*

In Recognition of Carla Lehmeier-Tatum

Whereas, Carla Lehmeier-Tatum served as President of The Regional Orchestra Players' Association ("ROPA") for nine years, and is the longest serving President in the history of ROPA; and

Whereas, Under her leadership, ROPA has expanded to an organization which serves 86 orchestras and over 5,000 musicians nationwide; and

Whereas, Carla's stewardship, grace, poise, and diplomacy has strengthened ROPA's significance and the reputation of its orchestras throughout the United States; and

Whereas, Carla is a tireless union advocate who continues to fight for musicians' livelihoods; and

Whereas, ROPA wishes to honor Carla for her distinguished service; therefore, be it

Resolved, That the Regional Orchestra Players' Association hopes Carla will continue to be a part of ROPA, in any capacity, for many years to come; and be it further

Resolved, That ROPA hereby confers upon Carla Lehmeier-Tatum the status of ROPA President Emerita.

Submitted by: The ROPA Executive Board

Resolution N°. 6

August 2, 2017

Subject: *Resolution from the musicians of the Kalamazoo Symphony Orchestra, thanking ROPA and its members for their support during a difficult time*

Musicians of the Kalamazoo Symphony Orchestra Honor ROPA

Whereas, During the spring of 2016, the management of the Kalamazoo Symphony Orchestra attempted to unilaterally change the terms and conditions of the musicians' employment; and

Whereas, The change would have resulted in extreme hardship and oppression for many of the musicians of the Kalamazoo Symphony Orchestra; and

Whereas, The musicians of the Kalamazoo Symphony Orchestra reached out for assistance from the membership of the Regional Orchestra Players' Association ("ROPA"); and

Whereas, ROPA and its members came to the aid of the musicians of the Kalamazoo Symphony Orchestra by spreading the word, offering support, and providing education and training; and

Whereas, The delegates to the 2016 ROPA Conference adopted a resolution urging the management of the Kalamazoo Symphony Orchestra to bargain fairly with the musicians; and

Whereas, The publicity, support, and education helped the musicians get through a difficult time; and

Whereas, The musicians of the Kalamazoo Symphony Orchestra have been able to maintain their working conditions, thanks in part to the support of ROPA and its member musicians; now, therefore, be it

Resolved, That the musicians of the Kalamazoo Symphony Orchestra express their deepest gratitude to their colleagues in Regional Orchestra Players' Association orchestras across the country, and thank ROPA and its member musicians for their solidarity and support in time of need; and further, be it

Resolved, That ROPA acknowledges and appreciates the sentiments of the musicians of the Kalamazoo Symphony Orchestra.

Submitted by: Nora Frisk, Delegate, Kalamazoo Symphony Orchestra

Resolution No. 7

August 2, 2017

Subject: *Resolution for consideration by the delegates of the Regional Orchestra Players' Association*

Whereas, Many musicians who are members of Regional Orchestra Players' Association ("ROPA") orchestras also work as substitute and/or extra musicians in other orchestras; and

Whereas, Working as a substitute and/or extra musician is an important part of many ROPA musicians' livelihoods, and is sometimes a ROPA musician's primary or significant source of income; and

Whereas, Standards and procedures for engagement of substitute and/or extra musicians may vary amongst orchestras, and are often not fully addressed; and

Whereas, Arbitrary or discriminatory hiring and employment practices for substitute and extra musicians, when they exist, adversely affect the entire community of musicians; therefore, be it,

Resolved, That the Regional Orchestra Players' Association promotes fair and equitable hiring and employment practices for any musician, including substitutes and extras; and, be it further

Resolved, That ROPA encourages all orchestras to adopt ethical policies, procedures, and criteria in regard to hiring and employment practices for substitute and extra musicians.

Submitted by:

A. C. Lewis, Santa Rosa Symphony ROPA Delegate.

Debbie Spangler, Oakland Symphony and Symphony Silicon Valley ROPA Delegate

Resolution N° 8

August 2, 2017

Subject: *Resolution congratulating the musicians of the Los Angeles Opera Orchestra for their 2016 Grammy award*

Los Angeles Opera Resolution

Whereas, Members of the Regional Orchestra Players' Association ("ROPA") produce high quality media projects under the Integrated Media Agreement (the "IMA") of the American Federation of Musicians of the United States and Canada, which serve to elevate the reputation of ROPA and classical music nationwide; and

Whereas, The Los Angeles Opera produced a recording under the IMA of John Corigliano's *The Ghost of Versailles*; and

Whereas, In February 2017, the recording received Grammy Awards for Best Opera Recording and Best Engineered Classical Album for 2016; and

Whereas, The Los Angeles Opera Orchestra is a member of ROPA; and

Whereas, ROPA encourages its members to continue creating projects under the IMA; therefore, be it

Resolved, That the Regional Orchestra Players' Association congratulates the Los Angeles Opera and the musicians of the Los Angeles Opera Orchestra for the great honor of receiving two Grammy Awards.

Submitted by: The ROPA Executive Board.

Resolution N°. 9

August 2, 2017

Subject: *Resolution commending the American Federation of Musicians for implementing the Local Officer Training Program*

AFM Local Officer Training Resolution

Whereas, During the 2016 International Convention of the American Federation of Musicians of the United States and Canada (the “AFM”), a Resolution was considered to develop more training for local officers; and

Whereas, This program was successfully developed through the cooperative efforts of the AFM Symphonic Services Division and the AFM International Executive Board; and

Whereas, AFM local officers are now receiving this training; and

Whereas, This training will be available to more local officers in the future without additional financial burden to the locals; and

Whereas, The importance of having knowledgeable and well-trained union officers is critical to protecting the rights of AFM members and to growing the AFM membership; and

Whereas, Local officer training leads to improved communications and relationships between Regional Orchestra Players’ Association (“ROPA”) member orchestras and their locals; therefore, be it

Resolved, That the Regional Orchestra Players’ Association hereby applauds, commends, and recognizes the AFM for providing local officer training, and looks forward to the positive influence it is sure to have on ROPA orchestras.

Submitted by: The ROPA Executive Board

Resolution N°. 10

August 2, 2017

Subject: *Resolution in opposition to H.R. 785, the proposed National Right-to-Work Act*

National Right-to-Work Resolution

Whereas, On February 1, 2017, Representative Steve King (R-IA) introduced H.R. 785, the “National Right-to-Work Act,” in the United States House of Representatives; and

Whereas, The Taft-Hartley Act of 1947, which allows states to adopt anti-labor “right-to-work” laws, has undermined unions for 70 years by allowing individuals who work under collectively bargained agreements to “free ride”; and

Whereas, “Right-to-work” legislation, in states where it has been enacted, compromises our locals’ abilities to support our member orchestras; and

Whereas, A federal “right-to-work” law would irreparably harm unions in the United States; and

Whereas, The Regional Orchestra Players’ Association (“ROPA”) values union membership and supports free bargaining laws across the country; therefore, be it

Resolved, That the Regional Orchestra Players’ Association hereby declares its opposition to H.R. 785; and be it further

Resolved, That ROPA supports the American Federation of Musicians of the United States and Canada (the “AFM”) in its efforts to lobby against H.R. 785.

Submitted by: The ROPA Executive Board

Resolution N^o. 11

August 2, 2017

Subject: *Resolution commending the work of the American Federation of Musicians in lobbying to support continued funding of the National Endowment for the Arts*

NEA Resolution

Whereas, President Trump’s proposed budget for 2018 eliminates all funding for the National Endowment for the Arts (the “NEA”); and

Whereas, Many member orchestras of the Regional Orchestra Players’ Association (“ROPA”) rely on funding, either directly or indirectly, from the NEA; and

Whereas, The survival of the NEA is a crucial element in helping our communities to thrive; and

Whereas, Elimination of funding for the NEA would be extremely harmful to ROPA orchestras and to the public at large; and

Whereas, The American Federation of Musicians of the United States and Canada (the “AFM”), alongside several other arts organizations, has worked tirelessly and successfully to fight the proposed elimination of funding; and

Whereas, House appropriators have seen fit to restore FY 2018 NEA funding at a level of \$145 million in opposition to the President’s proposal; therefore, be it

Resolved, That the Regional Orchestra Players’ Association hereby applauds, commends, and recognizes the AFM and its lobbying arm for its hard work in Washington D.C. to preserve funding for the NEA; and be it further

Resolved, That ROPA objects to the President’s proposal to eliminate funding for the NEA and opposes any and all efforts that diminish or eliminate the NEA.

Submitted by: The ROPA Executive Board

Resolution N°. 12

August 2, 2017

Subject: *Resolution thanking Paul Austin for his years of service to ROPA*

In Recognition of Paul Austin

Whereas, Paul Austin was elected as delegate for the Grand Rapids Symphony Orchestra to The Regional Orchestra Players' Association ("ROPA") in 2007; and

Whereas, Paul Austin served on the Executive Board of ROPA from 2008 through 2011 as Member-At-Large and also as Vice President, which included the duty of serving as Conductor Evaluation Administrator; and

Whereas, After stepping down as Vice President in 2011, Paul Austin continued in his role as Conductor Evaluation Administrator; and

Whereas, Even after his orchestra became a member of the International Conference of Symphony and Opera Musicians ("ICSOM"), Paul remained in the role of Conductor Evaluation Administrator of the ROPA Conductor Evaluation Bank until the spring of 2017; and

Whereas, Paul remains a valuable contributor to the lives of symphonic musicians in the United States by serving on the ICSOM Governing Board; therefore, be it

Resolved, That the Regional Orchestra Players' Association hereby thanks, applauds, commends and recognizes Paul Austin for his many years of outstanding service and unwavering devotion and friendship to ROPA and its members, and to unionism itself, and wishes him well on his future endeavors.

Submitted by: The ROPA Executive Board; *co-sponsored by* Sarah Chandler, delegate, Binghamton Philharmonic

Resolution No. 13
August 2, 2017

Subject: *Resolution acknowledging the Pittsburgh Symphony Orchestra Musicians for donating \$10,000 to the orchestra endowment fund of the Pittsburgh Ballet Theatre Orchestra.*

In Honor of the Musicians of the Pittsburgh Symphony Orchestra

Whereas, The Pittsburgh Ballet Theatre created an endowment fund for the Pittsburgh Ballet Theatre Orchestra, a member of the Regional Orchestra Players' Association ("ROPA") with a goal of \$4 million for the orchestra endowment, as part of its \$21.2 million capital campaign; and

Whereas, The goal of the fund is to protect the company's current level of orchestra accompaniment, and to build on its goal of sustainable, long-term funding for annual performances with live music; and

Whereas, In 2006 the Pittsburgh Ballet Theatre scaled back live music to where the ballet has committed to performing with the full Pittsburgh Ballet Theatre Orchestra for only two out of five mainstage productions; and

Whereas, The Musicians of the Pittsburgh Symphony Orchestra, a member of the International Conference of Symphony and Opera Musicians ("ICSOM"), has made a donation to the Pittsburgh Ballet Theatre of \$10,000, specifically for the orchestra endowment, in the belief "...that live music is essential to the success of all ballet performances, and we hope that our donation will encourage other generous individuals in our city to give in order to bring the orchestra back to all Pittsburgh Ballet Theatre performances..."¹; therefore, be it

Resolved, That the Regional Orchestra Players' Association appreciates and acknowledges the generous work of orchestras supporting other orchestras in their local arts community; and be it further

Resolved, That ROPA and the Pittsburgh Ballet Theatre Orchestra acknowledge and thank the Pittsburgh Symphony Orchestra Musicians for their generous donation to maintain and grow the number of live performances of the Pittsburgh Ballet Theatre Orchestra.

Submitted by: The Musicians of the Pittsburgh Ballet Theatre Orchestra and The ROPA Executive Board.

¹ Shirley McMarlin, *Pittsburgh Symphony Musicians Donate \$10,000 for PBT Orchestra*, TRIB LIVE, June 14, 2017 (quote from Micah Howard, PSO Bassist and Orchestra Committee chair).

Resolution N°. 14

August 2, 2017

Subject: *Resolution in gratitude to Nancy Nelson for 6 years of faithful service as Vice President of ROPA.*

Nancy Nelson Resolution

Whereas, Nancy Nelson has served for three terms as Vice President of the Regional Orchestra Players' Association ("ROPA"); and

Whereas, Under her guidance, ROPA's membership has grown and thrived; and

Whereas, Nancy's dedication to ROPA's guiding principles has been an inspiration to the ROPA Executive Board and all of ROPA's member musicians; and

Whereas, Nancy has selflessly stepped up in times of need by also performing the duties of a Member-At-Large; and

Whereas, Nancy has offered comfort, leadership, and support to all delegates, from the newest orchestras to the founding member orchestras; and

Whereas, In her role as Vice President, Nancy has trained many new ROPA delegates to be union leaders; therefore, be it

Resolved, That the Regional Orchestra Players' Association hereby thanks Nancy Nelson for her service to ROPA and its members; and be it further

Resolved, That ROPA expresses its most sincere hope and desire that Nancy will continue to be a part of ROPA, in any capacity, for many years to come.

Submitted by: The ROPA Executive Board