

Minutes 2017 ROPA Conference Phoenix, AZ

Tues, Aug 1 – Thurs, Aug 3, 2017

Full Members

Akron Symphony Orchestra
Albany Symphony
Allentown Symphony
Annapolis Symphony
Ann Arbor Symphony
Arizona Opera Orchestra
Atlanta Ballet Orchestra
Atlanta Opera Orchestra
Austin Symphony Orchestra
Binghamton Philharmonic
Boston Ballet Orchestra
California Symphony
Canton Symphony Orchestra
Chattanooga Symphony & Opera Orchestra
Colorado Springs Philharmonic Orchestra
Dallas Opera Orchestra
Dayton Philharmonic
Delaware Symphony Orchestra
Duluth Superior Symphony Orchestra
East Texas Symphony Orchestra
Elgin Symphony Orchestra
El Paso Symphony
Erie Philharmonic Orchestra
Eugene Symphony
Fort Wayne Philharmonic
Harrisburg Symphony Orchestra
Hartford Symphony Orchestra
Houston Ballet Orchestra
Houston Grand Opera Orchestra
Hudson Valley Philharmonic
Huntsville Symphony Orchestra
Illinois Philharmonic Orchestra
Kalamazoo Symphony Orchestra
Knoxville Symphony Orchestra
Las Vegas Philharmonic
Lexington Philharmonic
Long Beach Symphony Orchestra
Los Angeles Opera Orchestra
Madison Symphony Orchestra
Michigan Opera Theatre Orchestra
Minnesota Opera Orchestra
Mississippi Symphony Orchestra
Monterey Symphony

New Haven Symphony Orchestra
New Mexico Philharmonic
New West Symphony
Oakland Symphony
Omaha Symphony Orchestra
Pacific Symphony
Palm Beach Opera Orchestra
Pittsburgh Opera Orchestra
Portland Opera Orchestra
Portland Symphony Orchestra
Reading Symphony Orchestra
Rhode Island Philharmonic
Richmond Symphony
Santa Barbara Symphony
Santa Rosa Symphony
Sarasota Orchestra
South Bend Symphony
Southwest Michigan Symphony Orchestra
Spokane Symphony Orchestra
Symphony Silicon Valley
Tacoma Symphony Orchestra
Toledo Symphony Orchestra
Tucson Symphony Orchestra
West Virginia Symphony
Wichita Symphony Orchestra
Wisconsin Chamber Orchestra

Associate Members

Eastern Connecticut Symphony
Flint Symphony Orchestra
Lincoln Symphony Orchestra
Milwaukee Ballet Orchestra
Pittsburgh Ballet Orchestra
Tri-Cities Opera

Member Orchestras Not Represented

Boulder Philharmonic
California Philharmonic
Fresno Philharmonic Orchestra
Glimmerglass Festival Orchestra
Lansing Symphony
Memphis Symphony Orchestra
Orchestra Iowa
Pasadena Symphony
Shreveport Symphony Orchestra
Southwest Florida Symphony Orchestra
Tulsa Opera Orchestra

Tuesday, August 1, 2017

Proceedings

ROPA President John Michael Smith warmly welcomed the Delegates and attendees and called the Conference to order at 9:00 a.m., Tuesday, August 1, 2017. The opening proceedings were held at in the Copper Ballroom of the Westin Phoenix Downtown Hotel in Phoenix, AZ. President Smith introduced the ROPA Executive Board: Vice-President Nancy Nelson; Secretary Karen Sandene; Treasurer Donna Loomis; Members-at-Large, Maya Stone, Taylor Brown, Mary Anne Lemoine, Sean Diller, Dave Shelton, and Steve Wade; and Delegate-at-Large to the AFM Convention Naomi Bensdorf Frisch.

Welcoming Addresses

Jerry Donato, President of the American Federation of Musicians (AFM) Local 586. Donato welcomed the delegates to the Phoenix area and gave helpful hints about getting around town.

Joseph Specter, General Director, Arizona Opera. Specter highlighted a number of recent successes in programming and media projects that the opera company celebrated.

Steve Wilcox, Communications Director, Arizona Commission for the Arts. Wilcox spoke of the economic impact of arts throughout our communities. He also described how contributions to the Gross Domestic Product by arts and culture industries, as well as participation in the arts, are trending upwards, but corporate giving is trending downward.

Roll Call

Secretary Sandene performed the Roll Call, and determined that there was a quorum, with 76 orchestras represented; 69 Full Members and 7 Associate Members.

Heather Malyuk - Sensaphonics

Malyuk discussed the importance of hearing protection for musicians, and methods of protecting our hearing in work settings. She compared the concepts of "Injury" vs. "damage", and that once injured, our hearing can't be rejuvenated. She identified some primary causes of hearing injury.

MAL Breakout Sessions

The ROPA Delegates met with their Member-at-Large and Symphonic Services Division (SSD) representatives in closed sessions to discuss their orchestras' situations and their members' concerns.

Lovie Smith-Wright and Alex Laing: AFM Diversity Committee and Plans for Recognizing the Diversity in our Locals, Diversity in our Orchestras

AFM Diversity Committee Chair Lovie Smith-Wright gave the AFM Diversity report, addressing the AFM's initiatives for recognizing and improving the diversity in the music world.

Alex Laing, Principal Clarinet, Phoenix Symphony, gave his perspective on the state of diversity in the symphonic industry. He spoke of America's changing demographics and how they are not necessarily going to be reflected in the symphonic world for some time. He spoke of the challenges of getting more diverse musicians into our organizations, and whether our performances would be better because of increased diversity.

New Delegate Orientation

The new Delegates attended an orientation hosted by President Smith and Vice President Nelson.

Wednesday, August 2, 2017

Officer Reports

Treasurer Donna Loomis delivered the Treasurer's report.

Secretary Karen Sandene delivered the Secretary's report.

Vice President Nancy Nelson delivered the Vice President's report

President Smith delivered the President's Address.

Conference Reports

Representing their players' conferences were Meredith Snow, International Conference of Symphony and Opera Musicians (ICSOM); Marc Sazer, Recording Musicians Association (RMA); Tony D'Amico, Theater Musicians Association (TMA); and Robert Fraser, Organization of Canadian Symphony Musicians/Organisation des musiciens d'orchestra symphonique du Canada (OCSM/OMOSC). Conference dates for their respective conferences were announced.

Ray Hair – President, American Federation of Musicians

President Hair opened the discussion on the American Federation of Musicians Employers Pension Fund (AFM-EPF). He discussed the importance of successful contract negotiations to the health of the pension fund.

AFM-EPF Presentation

A panel discussion on the status of the AFM-EPF fund – past, present and future – was presented to the delegates. Participating in the discussion were Kevin Campe, Principal, Consulting Actuary, Milliman; Will Luebking, Director of Finance, AFM-EPF; Steve McCourt, Investment Advisor, Meketa Investment Group; Rob Projansky, Fund Co-Counsel, Proskauer Rose; Jani Rachelson, Fund Co-Counsel, Cohen Weiss & Simon; Jeff Ruthizer, Employer Trustee, Pension Fund

Audit Report

The Audit Committee consisted of delegates Leslie Lashinsky (Santa Barbara and Long Beach Symphonies – chair), Amanda Swain (Houston Grand Opera and Ballet Orchestras) and Karen Barker (Erie Philharmonic). Leslie reported that the books were in order, and meticulously maintained. She also thanked the board for their efforts and spoke of what she perceived as the inadequacy of the honoraria awarded to the receiving members of the board.

Resolutions

The following Resolutions were approved by the ROPA Conference on August 2, 2017:

Resolution N^o. 1

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

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

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

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^o. 5

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^o. 6

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

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^o. 8

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^o. 9

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^o. 10

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

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^o. 12

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

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.

Resolution N^o. 14

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

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).

Nominations

President John Michael Smith rose to the podium to lead nominations for Vice President. Lisa Davis, Mississippi Symphony, nominated Dave Shelton, Lexington Philharmonic. The Conference then elected Shelton by acclamation.

Nominations for Secretary were taken. Katie Shields, Arizona Opera Orchestra, nominated Karen Sandene, Omaha and Lincoln Symphony Orchestras. The Conference then elected Sandene by acclamation.

The following people were nominated for 6 open ROPA Member-at-Large positions (4 2-year positions and 2 1-year positions – listed alphabetically):

- Lisa Davis, Mississippi Symphony, nominated by Dave Shelton, Lexington Philharmonic
- Sean Diller, Southwest Michigan Symphony Orchestra, Vivianne Belanger, Fort Wayne Symphony
- Marika Fischer Hoyt, Madison Symphony, nominated by Leslie Lashinsky, Long Beach and Santa Barbara Symphony Orchestras
- Katie Shields, Arizona Opera Orchestra, nominated by Beverly Setzer, Symphony Tacoma
- Amanda Swain, Houston Grand Opera and Ballet Orchestras, nominated by Christian Green, Ann Arbor Symphony
- Maya Stone, Huntsville Symphony, nominated by Gigi Dang, Monterey Symphony

Todd Jelen/Rochelle Skolnick – Role-playing

AFM Negotiator, Educator, Organizer Todd Jelen and AFM Symphonic Services Director and Special Counsel Rochelle Skolnick led the delegates in a mock Peer Review procedure, *Lillian's Last Stand: an Interactive Workshop on Due Process and Peer Review*.

Nathan Kahn - Negotiations

President Emeritus Nathan Kahn discussed what makes us stronger negotiators across the table.

Thursday, August 3

Symphonic Services Division

SSD Director Rochelle Skolnick highlighted the services that SSD offers to our orchestras. She gave a detailed description about the new Local officer training initiative. She acknowledged the successful Lancaster Symphony classification as employees rather than independent contractors. She also talked about looking for ways to work with the League of American Orchestras in the area of diversity.

Debbie Newmark – IMA

Debbie Newmark, SSD Director of Symphonic Electronic Media, spoke on the Integrated Media Agreement. She presented examples of real situations that have come across her desk, and had delegates look at IMA contact language to find out the proper compensation, or if permission could be granted.

Alfonso Pollard - Legislative

AFM Legislative-Political Director and Director of Diversity Alfonso Pollard briefed delegates on legislation the AFM is tracking in Congress, some of which includes NEA funding, Fair Play/Fair Pay, NAFTA, intellectual property and health care. He also spoke of the AFM program for identifying and highlighting minority players in our orchestras.

Kevin Case – Bullying

ISCOM General Counsel Kevin Case addressed the conference, leading to a discussion regarding the issue of bullying in the workplace – and how the orchestral workplace can and should confront the issue.

Elections

The Election Committee consisted of Gigi Dang, Monterey Symphony (Chair), Beverly Setzer, Symphony Tacoma; and Judi McDermott-Eggert (New Haven). Gigi delivered the election results; there were no problems.

Member-at-Large Results:

*Maya Stone, Huntsville Symphony	47
*Amanda Swain, Houston Ballet and Grand Opera Orchestras	41
*Sean Diller, Southwest Michigan Symphony	40
*Katie Shields, Arizona Opera	40
**Lisa Davis, Mississippi Symphony	31
**Marika Fischer Hoyt, Madison Symphony	28

* Elected to a 2-year term

** Elected to a 1-year term

Site Selection for 2019 ROPA Conference

After asking for suggestions from the floor for conference sites for the 2019 Conference, no nominations were offered, so there was no selection of a site at this time.

Weston Sprott/Shea Scruggs – "Actionable Strategies to Make Your Orchestra More Diverse and Inclusive"

Metropolitan Opera Orchestra Trombonist Weston Sprott gave the presentation, as Consultant for Diversity and Inclusiveness Shea Scruggs was not able to attend. His discussion dealt with the challenges of encouraging diversity within the orchestral ranks, administrations, and audiences. He emphasized the importance of becoming aware of, and off-setting biases in our processes of hiring and evaluating musicians. Delegates were also reminded to think toward the future as American demographics become younger and more ethnically diverse.

Oath of Office

AFM Vice President Bruce Fife administered the oath of office to the newly-elected ROPA Board.

Adjourned

ROPA President John Michael Smith adjourned the 2017 ROPA Conference at 3:00 p.m. on Thursday, August 3, 2017.

Respectfully submitted,

Karen Sandene, ROPA Secretary