

**GOTHAM SYMPHONY ORCHESTRA PLAYERS' ASSOCIATION  
NEW MUSICIAN INFORMATION PACKET**

**KEEP THIS DOCUMENT AS A REFERENCE.  
THE FOLLOWING INFORMATION IS VERY IMPORTANT:**

Welcome to the Gotham Symphony! We are delighted to have you as our colleague. This packet contains an overview of several provisions of our contract and lays out our internal structure as a union orchestra. It is designed to make your transition into the Gotham Symphony as seamless as possible. Please inspect this document carefully and contact your Orchestra Committee or Union Steward regarding any questions you may have.

HISTORY

Begin with a history of your orchestra focusing on significant labor history points and the development over the years of the CBA.

CONTRACT

Our contract or Collective Bargaining Agreement (CBA for short) is the document that governs our relationship as working musicians with the Gotham Symphony. The terms and conditions of our employment with the Gotham Symphony are governed by this agreement. By working together in union, we have been able to negotiate better wages, guarantees of work, clear and concise work rules, due process for discipline and dismissal proceedings, and other benefits. It is essential that we continue to work together to uphold the standards won by our past members and to resolve any current or future issues. We are members of Local 999, based right here in Gotham, NY. Local 999 is the sole representative of the musicians of the Gotham Symphony, both in Collective Bargaining Agreement negotiations and on an everyday basis. We will be entering into negotiations for a successor agreement in 2019.

It is very important that you read and understand the entire contract, not just the highlights contained in this packet. If you haven't yet received a contract, you can obtain one from your Orchestra Committee or Union Steward.

GRIEVANCE PROCEDURE

Our Collective Bargaining Agreement provides for an efficient and effective grievance procedure to handle any problem that may occur in the workplace. The grievance procedure exists to enforce the provisions of the Collective Bargaining Agreement when they have been violated. It is important that you follow the rules and regulations of the grievance procedure in our contract, especially its time limits, to better protect your rights under this contract. The grievance procedure for our workplace is described in Article 24 (pp. 34-35) of the CBA. **Whatever the severity of your problem, you should always contact your Union Steward or Orchestra Committee immediately.**

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RIGHT TO REPRESENTATION

The *Weingarten v. NLRB* Supreme Court decision of 1975 gives employees the right to Union representation during investigatory interviews or "one on one" meetings with supervisors or other management officials regarding their work or conduct, where the interview could lead to discipline of any kind. This is known as your "Weingarten Rights." We strongly recommend that you consult with your Union representatives whenever you are asked to attend a meeting with a management representative and that you request Union representation if you have any reason to believe any meeting could have negative consequences.

To exercise your Weingarten Rights before **or even during** an investigative meeting, please read the following statement to management:

**"If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my Union representative, Officer or Steward be present at this meeting. Without representation, I choose not to participate in this discussion."**

When the Gotham Symphony grants your request, and upon arrival of the Union Steward or other Union Representative, the Gotham Symphony must explain the reason for the interview. The Union Representative is then allowed to meet privately with you before questioning begins. The Representative or Steward may also counsel you on how to answer questions.

It is an Unfair Labor Practice for the Gotham Symphony not to allow you representation in any of the above circumstances. If you are ever denied such a request, you may refuse to answer questions, although you must still attend the meeting. If this occurs, contact the Union Steward immediately.

UNION STEWARD

The Union Steward is a Gotham Symphony musician and union official appointed by the Local to represent and defend the interests of musicians, and to perform other duties for the Local as assigned. The Steward is the primary liaison between the musicians and Union leadership and also the first line of defense in the event that a musician's rights have been violated or safety jeopardized. The Steward enforces the provisions of the Collective Bargaining Agreement and works to ensure that the Gotham Symphony is in compliance with all federal, state, and local laws and regulations. The Steward also represents and defends fellow musicians under discipline or dismissal procedures the Gotham Symphony

The current Union Steward of the Gotham Symphony is Marshall Impartial (987)654.3211;  
[mimpart@ugp.edu](mailto:mimpart@ugp.edu).

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### ORCHESTRA COMMITTEE

Contracted members of the Gotham Symphony elect a committee of five musicians to assist the Union in the enforcement and administration of the Collective Bargaining Agreement. The Orchestra Committee is also part of the Local's Collective Bargaining Agreement negotiating committee. Elections are normally held at the beginning of each season during a full orchestra meeting.

The current members of the Orchestra Committee are as follows:

Felicity Trillium chair  
Charles Strongbow, vice chair  
Bond L. Astix, secretary  
Maigher Who  
Vera Violet Vinn

The Orchestra Committee email is [gsooc@gotham.org](mailto:gsooc@gotham.org). Elections for the Orchestra Committee are held during the first week of rehearsals in September.

### GOTHAM SYMPHONY PLAYERS ASSOCIATION

The Gotham Symphony Players Association consists of members of AFM Local 999 under contract with the Gotham Symphony, regardless of tenure status. The purpose of the GSPA is: 1) to unite the musicians of the Gotham Symphony; 2) to communicate the needs and wishes of those musicians to the Local through the Orchestra Committee; 3) to exchange information with ROPA and with the musicians of other symphonic orchestras through the ROPA Delegate; 4) to deal with the Management of the Gotham Symphony through the Orchestra Committee or other authorized committees in matters that are designated by the Collective Bargaining Agreement between the Gotham Symphony and the Local or that are otherwise delegated to the Player's Association; and 5) to work in general to promote the mutual welfare of the members of the Gotham Symphony.

The membership dues for the Gotham Symphony Players Association are \$18 annually, a copy of the Bylaws for which is attached.

### REGIONAL ORCHESTRA PLAYERS' ASSOCIATION

The musicians of the Gotham Symphony are also members of the Regional Orchestra Player's Association (ROPA), which is a conference within the AFM. ROPA promotes the interests of working musicians in professional AFM orchestras of smaller sized budgets. ROPA represents over 6000 musicians in over 80 orchestras and works to enhance communications among those musicians and their orchestras, to provide knowledge and tools to Union orchestra musicians, to assist in establishing fair working conditions, and to educate the membership about industry standards, labor law, and procedures and practices.

The musicians of the Players' Association elect a Delegate to be our contact with ROPA and to attend the yearly conference. Our current ROPA Delegate is Don Dill (012) 345-6789; [dondilltpt@yahoo.com](mailto:dondilltpt@yahoo.com).

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WELCOME!

Once again, we welcome you to the Gotham Symphony. If you should have any problems or concerns in the workplace or questions about your contract or your employment with the Gotham Symphony, please contact your Orchestra Committee or Union Steward.

Cultivate a section on resources in the community (best dry cleaners, restaurants, veterinarians, international food markets, live music venues, brew pubs, etc. in the area—especially any such places that give discounts to musicians) to be attached to this document.