

Minutes 2018 ROPA Conference Portland, OR

Tues, July 31 – Thurs, Aug 2, 2018

Full Members

Akron Symphony Orchestra
Allentown Symphony
Annapolis Symphony
Ann Arbor Symphony
Arizona Opera Orchestra
Austin Symphony Orchestra
Binghamton Philharmonic
Boston Ballet Orchestra
Boulder Philharmonic
California Symphony
Canton Symphony Orchestra
Cape Symphony
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
Erie Philharmonic Orchestra
Eugene Symphony
Fort Wayne Philharmonic
Fresno Philharmonic Orchestra
Harrisburg Symphony Orchestra
Hartford Symphony Orchestra
Houston Ballet Orchestra
Houston Grand Opera Orchestra
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
Marin Symphony
Memphis Symphony Orchestra
Michigan Opera Theatre Orchestra
Minnesota Opera Orchestra
Mississippi Symphony Orchestra
Monterey Symphony
New Haven Symphony Orchestra
New West Symphony

Oakland Symphony
Omaha Symphony Orchestra
Orchestra Iowa
Pacific Symphony
Palm Beach Opera Orchestra
Pasadena Symphony
Pittsburgh Opera Orchestra
Portland Opera Orchestra
Portland Symphony Orchestra
Reading Symphony Orchestra
Richmond Symphony
Sacramento Symphony and Opera Orchestra
Santa Barbara Symphony
Santa Rosa Symphony
Sarasota Orchestra
South Bend Symphony
Southwest Florida Symphony Orchestra
Southwest Michigan Symphony Orchestra
Spokane Symphony Orchestra
Symphony Silicon Valley
Symphony Tacoma
Toledo Symphony Orchestra
Tucson Symphony Orchestra
West Virginia Symphony
Wichita Symphony Orchestra
Wisconsin Chamber Orchestra

Associate Members

Eastern Connecticut Symphony
Flint Symphony Orchestra
Glimmerglass Festival Orchestra
Lincoln Symphony Orchestra
Milwaukee Ballet Orchestra
Opera San Jose
Tri-Cities Opera Orchestra

Member Orchestras Not Represented

Albany Symphony
Atlanta Ballet Orchestra
Atlanta Opera Orchestra
California Philharmonic
El Paso Symphony
Hudson Valley Philharmonic
Lansing Symphony
New Mexico Philharmonic
Pittsburgh Ballet Orchestra
Rhode Island Philharmonic
Tulsa Opera Orchestra

Tuesday, July 31, 2018

New Delegate Breakfast

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

Proceedings

ROPA President John Michael Smith warmly welcomed the Delegates and attendees and called the Conference to order at 10:00 a.m., Tuesday, July 31, 2018. The opening proceedings were held in the Columbia Falls Ballroom of the University Place Hotel and Conference Center in Portland, Oregon. President Smith introduced the ROPA Executive Board: Vice-President and Delegate-at-Large to the AFM Convention Naomi Bendsdorf Frisch; Secretary Karen Sandene; Treasurer Donna Loomis; Members-at-Large Maya Stone, Taylor Brown, Lisa Davis, Sean Diller, Katie Shields, Amanda Swain, Marika Fischer Hoyt and Steve Wade. In addition, President Smith acknowledged the work of Local 9-535 and its officers, as well as conference host delegate Casey Bozell of the Portland Opera Orchestra. President Smith also gave brief remarks addressing the legislative attempts to weaken Union strength, and how the ROPA conference is a place for acquiring tools to reinforce Union solidarity in our orchestras.

Welcoming Addresses

Bruce Fife, President of AFM Local 99, welcomed the Conference attendees with a locally-produced film promoting Portland, Oregon, that utilized a 61-piece locally-contracted orchestra.

Tom Chamberlain, President, Oregon AFL-CIO, addressed the Conference. Representing approximately 300,000 members, Chamberlain discussed the challenges to Union membership across the nation, and how the Oregon AFL-CIO has taken proactive measures to counteract negative court decisions which have eroded the checks and balances that once protected workers in the old American capitalist structures. Chamberlain spoke of the importance of face-to-face interactions with recruiting and retaining membership which, while more difficult, is more effective. The importance of remembering Union history was also stressed.

New Orchestra Highlight – Pat Hollenbeck, President, Local 9-535 Boston; Norma Stiner, Delegate, Cape Symphony

Pat Hollenbeck and Norma Stiner recapped the successful organizing effort with the Cape Symphony, ROPA's newest orchestra. They highlighted the past history of the orchestra and the obstacles encountered during the organizing process, both from management and the orchestra members themselves.

Roll Call

Secretary Sandene performed the Roll Call, and determined that there was a quorum. Attending conference were 78 orchestras represented; 71 Full Members and 7 Associate Members.

Heather Malyuk - Sensaphonics

Heather Malyuk presented a follow-up to last year's presentation, going into detail about success or lack of success with various methods of mitigating the effects of the sound levels in performance settings. She said that there is difficulty monitoring sound levels in symphony orchestras, due to the quickly-changing dynamics during performances. Malyuk compared different types of sound shields and ear protection encountered in orchestras. She stressed the importance of high-quality, personally-fitted ear plugs, and having options available that could be provided for subs/extras. She also discussed the psychological obstacles musicians encounter when dealing with hearing issues, leading some to hesitate to admit hearing issues for fear of rejection from fellow musicians or with management.

Liza Hirsch Medina – Janus Decision and its Effects on Unions

Medina charted the path of Union weakening since the air traffic controllers strike during the Reagan administration. She described the eroding effects of the Citizen's United ruling by the Supreme Court.

Hirsch Medina stated that organizing ourselves will be the only way to survive and thrive in this environment. Like Tom Chamberlain, she also stressed the importance of recruiting new members. During the Q and A time, Tina Morrison (AFM-IEB) reminded delegates about the upcoming Right-to-Work vote in Missouri, and encouraged delegates to fill out post cards.

Lovie Smith-Wright - AFM Diversity Committee

Smith-Wright acknowledged the members of the Diversity Committee, and the path the committee has taken since starting in 1999. She highlighted projects that the committee had worked on this year.

Alfonso Pollard – AFM Diversity Committee/AFM Legislative

Pollard discussed the changing of the guard at the NEA, and how the NEA has survived two attempts to cut funding by the current administration. He touched on the topics of the AFM pension, the Butch Act tax bill, traveling with protected wood and ivory, and TEMPO.

Rochelle Skolnick – Sexual Harassment/Hostile Work Environment Presentation

Skolnick spoke at length about the differences between sexual harassment and hostile work environment in the workplace. She stressed the importance of contemporary documentation of any questionable actions, and outlined the Union's role of the duty of fair representation of our membership in any actions arising from situations, involving persons within and outside of the bargaining unit.

Symphonic Services – Debbie Newmark/Todd Jelen

Newmark described various aspects of the IMA and where to go to get information. Jelen spoke on the progress of his Right-to-Work presentation and his desire to meet with additional orchestras in Right-to-Work states. He also stressed the importance of Locals holding New Member Orientations, as dictated by Local by-laws. Important ways to recruit new members - such as new member orientations, new information packages and face-to-face contact at auditions - were highlighted.

Wednesday, August 1, 2018

Member-at-Large Groups

Delegates met in closed session with their Member-at-Large groups, to discuss the conditions in their orchestras and to share ideas.

Ray Hair – President, American Federation of Musicians

President Hair introduced the members of the International Executive Board and Symphonic Services staff. He talked about the MPTF funding status, stressing that the fund was more robust when LPs were the way people purchased music.

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 Will Luebking, Director of Finance, AFM-EPF; Rob Projansky, Fund Co-Counsel, Proskauer Rose; Jani Rachelson, Fund Co-Counsel, Cohen Weiss & Simon; Jeff Ruthizer, Pension Fund Employer Trustee, and Tim Herman, Milliman, Inc.

Rochelle Skolnick – SSD News and Notes

Skolnick highlighted the work SSD done in helping our orchestras this season. She congratulated the Vermont and Cape Symphonies as new CBA orchestras. She covered the AFM Media Agreement negotiations - how the AFM has excellent negotiating teams, and how it will be up to orchestra members to have due diligence in enforcing those agreements. Skolnick updated the attendees on the AFM's work with the New World program, her attendance at the SphinxConnect conference, and the Major Orchestras

Librarians' Association (MOLA) Conference. She also spoke at length about the webinars available for Local officers and Orchestra Committees.

Conference Reports

Representing their players' conferences were Paul Austin (ICSOM), Gary Lasley (RMA), Lovie Smith-Wright (TMA), and Robert Fraser (OCSM). Conference dates for their respective conferences were announced. Austin shared a slide show highlighting ICSOM and its successes/challenges.

Officer Reports

Vice President Naomi Bensdorf Frisch delivered the Vice President's report.

Treasurer Donna Loomis delivered the Treasurer's report.

Secretary Karen Sandene delivered the Secretary's report.

Approval of 2017 Conference Minutes

The minutes of the 2017 Phoenix Conference were approved by the delegates, with Judy Naillon (Wichita Symphony) moving and Nora Frisk (Kalamazoo Symphony) seconding.

ICSOM Conductor Evaluation Bank Update

ICSOM President Paul Austin updated the delegates on the 2-year progression of switching its conductor evaluation process to an on-line system. Austin mentioned that OCSM has had its system on-line since 2011. Safeguards to protect confidentiality were discussed.

Audit Report

The Audit Committee consisted of Laurien Jones (California Symphony), Sarah Chandler (Binghamton Philharmonic) and Beverly Setzer (Orchestra Tacoma). The books were found to be in order.

Nominations

Secretary Karen Sandene rose to the podium to lead nominations for President. Theresa Dimond, Los Angeles Opera, nominated John Michael Smith, Minnesota Opera Orchestra. The Conference then elected Smith by acclamation.

Nominations for Treasurer were taken. Amanda Swain, Houston Ballet and Grand Opera Orchestras, nominated Sean Diller, Southwest Michigan Orchestra. The Conference then elected Diller by acclamation.

Nominations for Vice-President (1 year term) were taken. Sean Diller, Southwest Michigan Orchestra, nominated Amanda Swain, Houston Ballet and Grand Opera Orchestras. The Conference then elected Swain 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):

- Casey Bozell, Portland Opera Orchestra, nominated by Kathryn Cosgrove, Toledo Symphony.
- Lisa Davis, Mississippi Symphony, nominated by Gigi Dang, Monterey Symphony.
- Christian Green, Ann Arbor Symphony, nominated by Stephen Chong, Eugene Symphony.
- Kendra Hawley, Palm Beach Opera Orchestra, nominated by Alicia Mastromonaco, Marin Symphony
- Cory Tiffin, Las Vegas Philharmonic, nominated by Beverly Setzer, Symphony Tacoma.
- Steve Wade, Hartford Symphony, nominated by Karen Casey, Memphis Symphony

Resolutions

The following Resolutions were approved by the ROPA Conference on August 1, 2018:

Resolution No. 1

Subject: *Resolution in Support of the National Alliance for Audition Support*

National Alliance for Audition Support Resolution

Whereas, The Regional Orchestra Players' Association ("ROPA") firmly believes that orchestras are essential to the vitality of a local community; and

Whereas, Often, the musicians on stage at an orchestra concert do not mirror the diverse racial and socioeconomic make-up of the communities in which they perform; and

Whereas, Studies have shown that audiences are more engaged when they feel a personal connection with the performers on stage; and

Whereas, ROPA acknowledges the importance of increasing diversity amongst the musicians in its orchestras; and

Whereas, The Sphinx Organization has been working tirelessly towards these goals for over 20 years; and

Whereas, Recently, the Sphinx Organization helped found the National Alliance for Audition Support, a field-wide initiative with the long-term goal of increasing diversity in American orchestras; therefore, be it

Resolved, That the Regional Orchestra Players' Association applauds the Sphinx Organization for the work it has done towards increasing diversity in American Orchestras and supports the work it continues to do; and be it further

Resolved, That ROPA commends the American Federation of Musicians ("AFM") for its support of the same; and be it further

Resolved, That ROPA encourages its member orchestras to develop and support diversity initiatives, which increase diversity onstage.

Submitted by: The ROPA Executive Board.

Resolution N°. 2

Subject: *Resolution in support of increased education and training regarding sexual harassment in the workplace*

Sexual Harassment in the Workplace Resolution

Whereas, Discrimination and sexual harassment are an ongoing problem in America's workplace; and

Whereas, Recently, the #metoo movement has helped shed light on the widespread problem of sexual harassment, including by celebrities and individuals in the Arts; and

Whereas, Symphonic Musicians have felt empowered by this movement to come forward as victims of sexual

harassment in the orchestral workplace; and

Whereas, Over the past year, several prominent members of the classical music community have been publicly revealed as perpetrators of sexual harassment; and

Whereas, Employers around the country are committed to increasing employee and management training to combat sexual harassment in the workplace; therefore be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby supports sexual harassment-free workplaces in every orchestra; and be it further

Resolved, That ROPA urges orchestral employers to work jointly with the American Federation of Musicians (the "AFM") to offer training and education, with the goal of preventing sexual harassment in American Orchestras.

Submitted by: The ROPA Executive Board

Resolution N°. 3

Subject: *Resolution in support of legislation to help Multi-Employer Pension Funds*

Butch Lewis Act Resolution

Whereas, Beginning in the early 2000s, economic conditions in the United States contributed to a wide-scale drop in the assets of multi-employer pension funds, including the American Federation of Musicians and Employers' Pension Fund ("AFM-EPF"); and

Whereas, Many member orchestras of the Regional Orchestra Players' Association ("ROPA") participate in the AFM-EPF; and

Whereas, Many musicians in ROPA orchestras rely on the AFM-EPF's solvency for retirement; and

Whereas, Congress enacted the Multiemployer Pension Reform Act ("MPRA")¹ in 2014 to attempt to provide relief to pension funds that were in trouble; and

Whereas, The MPRA may not be sufficient to protect AFM-EPF members' pensions; and

Whereas, The American Federation of Musicians ("AFM") has been actively involved in working with Congress to address this problem; and

Whereas, In February 2018, Congress established a bipartisan Joint Select Committee on the Solvency of Multiemployer Pension Plans ("Joint Committee") in order to draft new legislation that addresses the potential insolvency of Multiemployer Pension Plans across the country; and

Whereas, One proposed legislative solution is the Butch Lewis Act,² which would provide government loans to

¹ More information on MPRA can be found at https://www.uschamber.com/sites/default/files/multiemployer_report_-_chamber_-final.pdf
² S. 2147, <https://www.congress.gov/bill/115th-congress/senate-bill/2147/text?format=txt>

multi-employer pension funds; and

Whereas, The Joint Committee needs to hear from constituents about the urgency of passing new legislation like the Butch Lewis Act; and

Whereas, On July 12, 2018, AFM President Ray Hair stated in an email to AFM members, “The Butch Lewis Act is the only plan that will provide a path to financial health for troubled pension plans”; therefore, be it

Resolved, That the Regional Orchestra Players’ Association (“ROPA”) encourages its members to contact their members of Congress³ and express their support for new Multiemployer Pension Fund legislation like the Butch Lewis Act; and, be it further

Resolved, That ROPA supports the American Federation of Musicians of the United States and Canada (“AFM”) in its efforts to lobby for the Butch Lewis Act or any other similar legislation that protects the AFM-EPF and its beneficiaries.

Submitted by: The ROPA Executive Board

Resolution N°. 4

Subject: *Resolution in support of increased solidarity in the face of Anti-Union and Anti-worker sentiment brought on by recent Supreme Court Decisions*

Solidarity Resolution

Whereas, Recently, two decisions came out of the United States Supreme Court, *Epic Systems*⁴ and *Janus*⁵, which severely undermine American workers’ rights under the National Labor Relations Act (“NLRA”); and

Whereas, Union membership in the United States is already threatened by Right-to-Work laws in 28 states; and

Whereas, Statistics prove that Union workplaces provide better wages and working conditions than non-union workplaces; and

Whereas, The *Epic Systems* decision denies workers their right to engage in protected, concerted activity, as protected by the NLRA; and

Whereas, the *Janus* decision has the potential to cripple the power of public sector unions; and

Whereas, The *Janus* decision, by hurting public sector unions, hurts all unions, both in the public and private sectors; and

Whereas, Unions across the United States are banding together in opposition to these decisions by encouraging membership under the slogan, “Don’t Mourn, Organize!”; therefore be it

³ instructions at <https://www.afm-epf.org/Participants/ContactCongress.aspx>

⁴ *Epic Systems Corp. v. Lewis*, 137 S. Ct. 809 (May 21, 2018)

⁵ *Janus v. AFSCME Council 31*, 138 S. Ct. 2448 (June 27, 2018)

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby stands in opposition to the decisions rendered in *Epic Systems* and *Janus*; and be it further

Resolved, That ROPA encourages its musicians to stand in solidarity with our Union brothers and sisters in all industries, by engaging in organizing efforts, contacting legislators, encouraging union membership, and any other efforts to increase solidarity in their own communities.

Submitted by: The ROPA Executive Board

Resolution N°. 5

Subject: *Resolution commending Congress for its continued resolve in funding the National Endowment for the Arts*

NEA Resolution

Whereas, Since taking office, President Trump has threatened to defund the National Endowment for the Arts (the "NEA"); and

Whereas, Congress has so far refused to do so and even increased funding to the NEA from 2016 to 2017⁶; and

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

Whereas, ROPA orchestras use such funding to bring culture and healing to all Americans through educational concerts and programs of great classical music; and

Whereas, The more than 5000 ROPA orchestra musicians who endeavor to support good health and well-being through music performed in their communities, are advocates for American creators of new works, and are cultural ambassadors providing music, the universal language, that can be understood and enjoyed by people throughout the world; and

Whereas; The NEA is a crucial element in helping our communities to thrive; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby applauds and commends Congress for continuing to recognize the importance of the NEA by increasing its funding in 2017; and be it further

Resolved, That ROPA encourages Congress to act in support of the thriving Arts community in the United States and robustly allocate funds to the NEA.

Submitted by: Karen Barker, Delegate, The Erie Philharmonic, and The ROPA Executive Board.

Resolution N°. 6

August 1, 2018

⁶ <https://www.statista.com/statistics/192353/us-federal-funding-of-the-national-endowment-for-the-arts-since-2002/>

Subject: *Housekeeping Resolution proposing to amend Article VI, Section 5 of the ROPA Bylaws to separate the positions of Leading Tone Editor and Social Media Coordinator*

Whereas, At the 2017 Regional Orchestra Players' Association ("ROPA") Conference in Phoenix, AZ, the delegates approved a resolution to amend the ROPA bylaws in order to separate the Social Media Coordinator and the *Leading Tone* Editor Adjunct Positions of the ROPA Executive Board⁷; and

Whereas, the ROPA Executive Board discovered another section of the bylaws that needed to be amended to reflect this change; and

Whereas, The ROPA Executive Board wishes to be thorough and transparent; therefore, be it

Resolved, That Article VI, Section 5 of the Regional Orchestra Players' Association Bylaws be amended and the Sections renumbered as necessary and appropriate, as follows:

Section 5:

An Honorarium for the office of President, Vice President, Secretary, Treasurer, Webmaster, ~~and~~ The Leading Tone Editor, and Social Media Coordinator shall be set by the Executive Board, subject to the approval of the general membership.

Submitted by: The ROPA Executive Board

Resolution No. 7

Subject: *Resolution proposing to amend Article III, Section 5(f) and Article X, Section 3 of the ROPA Bylaws to increase annual ROPA dues in the 2019-20 Fiscal Year*

Dues Resolution

Whereas, Dues for Membership in the Regional Orchestra Players' Association ("ROPA") have remained the same since the 2005-2006 Fiscal Year; and

Whereas, Over the past thirteen years, the ROPA Executive Board has worked tirelessly to keep expenses low while providing high quality services; and

Whereas, The ROPA Executive Board has chosen to forgo certain projects because of the cost; and

Whereas, The cost of producing the ROPA Annual Conference has increased and will continue to increase in the future by an unknown amount; and

Whereas, The ROPA Executive Board wishes to maintain its fiscal responsibility to its membership; and

Whereas, The ROPA Executive Board believes that a raise in membership dues will help to maintain this fiscal responsibility and better fulfill ROPA's mission; and

Whereas, The ROPA Executive Board realizes that an increase in annual dues may be a burden to ROPA members;

⁷ See Resolution No. 3, 2017 ROPA Conference

and

Whereas, The cost-cutting measures in the 2017-18 Fiscal Year resulted in a budget surplus, and delaying an increase until the 2019-20 Fiscal Year gives ROPA members time to prepare for the increase; therefore, be it

Resolved, That Article III, Sec 5(f) and Article X, Section 3 of the ROPA Bylaws be amended as follows, **beginning with the 2019-20 Fiscal Year** (dues due on December 31, 2019):

Article III, Section 5(f)

(f) The dues for Associate members shall be ~~\$200~~ \$220 per year, payable in accordance with the regulations set forth in Article VIII of the ROPA Bylaws.

Article X, Section 3

Dues for a Full Member Orchestra shall be ~~\$680~~ \$700 annually. Dues for an Associate Member Orchestra shall be ~~\$200~~ \$220 annually.

Submitted by: The ROPA Executive Board

Resolution N°. 8

Subject: *Resolution encouraging Local Officers, Union Stewards, ROPA Delegates, and Orchestra Committees to develop and maintain positive working relationships*

Cooperation between Locals and Orchestra Committees Resolution

Whereas, American Federation of Musicians (“AFM”) Locals are the exclusive bargaining agents for every Regional Orchestra Players’ Association (“ROPA”) Orchestra; and

Whereas, Successful Collective Bargaining depends on strong advocacy on behalf of our orchestras by these AFM Locals; and

Whereas, ROPA provides training and resources to its delegates, to share with their Orchestra Committees and Local officers, in order to promote strength at the bargaining table; and

Whereas, Often, Local officers choose to appoint Union Stewards to represent them in the orchestral workplace; and

Whereas, Free and open communication between Union Stewards and Orchestra Committees is essential to smooth and effective administration of Collective Bargaining Agreements; and

Whereas, Free and open communication between the ROPA Delegate, the Orchestra Committee, the Union Steward, and the Local provides added strength in Collective Bargaining Sessions, leading to more favorable contracts for ROPA Orchestras; therefore, be it

Resolved, That the Regional Orchestra Players’ Association (“ROPA”) encourages Orchestra Committees, Union Stewards, ROPA Delegates, and AFM Locals to work cooperatively with each other in solidarity towards the common goal of stronger Collective Bargaining Agreements.

Submitted by: The ROPA Executive Board

Resolution N°. 9

Subject: *Resolution recognizing ROPA orchestras which have been a part of their communities for over 100 years*

Centennial Resolution

Whereas, Orchestra musicians of the Regional Orchestra Players' Association ("ROPA") contribute to the cultural life of their communities and help their communities to thrive by providing high quality musical performances; and

Whereas, the work of ROPA orchestra musicians further serves to elevate the reputation of ROPA and classical music nationwide; and

Whereas, Many musicians of ROPA orchestras are valued educators and supporters of the communities the orchestras serve; and

Whereas, Orchestras, and the Arts in general, are thriving and the contribution of an orchestra to its community should be championed; and

Whereas, In several communities throughout the United States, ROPA orchestras have been serving their communities for over 100 years; therefore, be it

Resolved, That the Regional Orchestra Players' Association commends the following orchestras for contributing to their communities for over 100 years:

The New Haven Symphony Orchestra, New Haven, CT
The Flint Symphony, Flint, MI
The Reading Symphony Orchestra, Reading, PA
The Erie Philharmonic, Erie, PA
The Austin Symphony, Austin, TX

Submitted by: The ROPA Executive Board.

Resolution N°. 10

Subject: *Resolution in support of the Santa Rosa Symphony Orchestra after the Sonoma County Wildfires*

Santa Rosa Resolution

Whereas, Wildfires devastated large parts of Sonoma County during the past year; and

Whereas, As a result of those wildfires, 21 members of the Santa Rosa Symphony Community lost their homes; and

Whereas, Many instruments were damaged by these wildfires, including a devastating loss to the Santa Rosa Youth

Symphony; and

Whereas, The Santa Rosa Symphony redoubled its efforts to provide community support in this time of need by dedicating its 90th anniversary season to first responders and victims; and

Whereas, The Santa Rosa Symphony gave a benefit concert which brought together all of the Santa Rosa Symphony's living music directors to pay tribute to the community and which raised \$112,000 to benefit those affected by the wildfires; and

Whereas, The conductors, musicians, stage and production crews, staff, and ushers all donated their time to this benefit concert; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") lends its support to the Santa Rosa community in this time of need; and further, be it

Resolved, That ROPA commends the Santa Rosa Symphony Orchestra for its tireless commitment to its community.

Submitted by: the ROPA Executive Board

Resolution N°. 11

Subject: *Resolution congratulating the Elgin Symphony Orchestra on a successful fundraising appeal*

Elgin Symphony Orchestra Resolution

Whereas, In March of 2018, the Elgin Symphony Orchestra announced that it needed \$140,000 to complete its 2017-18 season; and

Whereas, Music Director Andrew Grams made a public appeal from the podium to the audience for donations; and

Whereas, Within six weeks, \$700,000 had been raised through small and large donations; and

Whereas, Board Members of the Elgin Symphony stepped up to ensure the completion of their season; and

Whereas, The Elgin Symphony Orchestra continues to work to raise funds to grow the impact of the orchestra in its community; therefore, be it

Resolved, That the Regional Orchestra Players' Association hereby applauds the Elgin Symphony Orchestra and its Musicians, Board of Directors, Staff, Music Director, and the Elgin Community for the overwhelming success of this fundraising appeal.

Submitted by: Sharon Jones, Delegate, The Elgin Symphony Orchestra and The ROPA Executive Board.

Resolution N°. 12

Subject: *In Appreciation of Linda Boivin for her work as ROPA Conference Coordinator and wishing her well*

Resolution in Appreciation of Linda Boivin

Whereas, Linda Boivin served as Conference Coordinator to the Regional Orchestra Players' Association ("ROPA") from 2012 to 2017; and

Whereas, Linda's work as Conference Coordinator was an invaluable contribution to the smooth running of each of those ROPA conferences; and

Whereas, Linda performed her duties as Conference Coordinator with grace and a calming demeanor; and

Whereas, Linda has helped coordinate dozens of volunteers to provide resources to ROPA delegates; therefore, be it

Resolved, That the Executive Board and the membership of the Regional Orchestra Players' Association ("ROPA") do hereby thank Linda Boivin for her hard work, assistance, positive attitude, and dedication to ROPA over the years; and, therefore, be it further,

Resolved, That ROPA is grateful for Linda's service and wishes her well.

Submitted by: The ROPA Executive Board

Resolution N^o. 13

Subject: *In Appreciation of Donna Loomis for her work as ROPA Treasurer*

Resolution in Appreciation of Donna Loomis

Whereas, Donna Loomis became a Regional Orchestra Players' Association ("ROPA") delegate for the El Paso Symphony in 2008; and

Whereas, Donna was elected to the ROPA Executive Board as a Member-at-Large in 2011; and

Whereas, Donna has served as ROPA Treasurer since 2014; and

Whereas, Donna has performed her duties as ROPA Treasurer with dedication, perseverance, and undaunted financial responsibility to the ROPA annual budget and to the purposes and goals of ROPA; and

Whereas, Donna has shown exceptional dedication to ROPA and her colleagues; therefore, be it

Resolved, that the Delegates and Executive Board of the 34th annual ROPA Conference, August, 2018, express their utmost and sincere appreciation, gratitude, and thanks to Donna Loomis for her many years of outstanding service and devotion to ROPA and its musicians, and wish her all the best in her future endeavors.

Submitted by: The ROPA Executive Board

Honorarium for Honorarium

The motion was made to set the honorarium for Social Media Coordinator at \$200, moved by Sean Diller (Southwest Michigan Symphony), and seconded by Beverly Setzer (Symphony Tacoma).

Thursday, August 2**John Beder and Kathleen Derouche – Film: "Composed"**

"Composed", a documentary dealing with performance anxiety, was shown to the attendees. The filmmakers, John Beder and Kathleen Derouche of Bed Rock Productions, were in attendance, and took questions from the audience.

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 was one ineligible ballot, but otherwise, no problems.

Member-at-Large Results:

*Steve Wade, Hartford Symphony	51
*Christian Green, Ann Arbor Symphony	46
*Casey Bozell, Portland Opera Orchestra	43
* Lisa Davis, Mississippi Symphony	42
**Cory Tiffin, Las Vegas Philharmonic	38
**Kendra Hawley, Palm Beach Opera Orchestra	20

* Elected to a 2-year term

** Elected to a 1-year term

Fund-Raising Auction

A quick auction, held as a fund-raiser for the Lew and Lenny Legacy Fund, raised \$60. A delegate noted that the fund made it possible for him to attend the Labor Notes Conference in 2016.

Site Selection for 2019 and 2020 ROPA Conferences

Delegates voted on two potential sites for the 2019 and 2020 conferences. The site selected for 2019 was Boston (Local 9-535), and the site selected for 2020 was Orange County (Local 7).

Shea Scruggs – Seeing the Blind Spots: An Inclusive Vision for American Orchestras

Shea Scruggs, Diversity Consultant, had delegates examine the impact of role-reversal between persons of color and whites in several situations. Delegates were also led through an activity that had them react to images of faces in different races in combination with positive/negative descriptors. Scruggs also highlighted recent studies that have examined racial biases. He presented the challenge to work to improve our organizational cultures to improve diversity in our workplaces.

Oath of Office

Bruce Fife, Local 99 President, administered the oath of office to the newly-elected ROPA Board.

Adjourned

ROPA President John Michael Smith adjourned the 2018 ROPA Conference at 3:00 p.m. on Thursday, August 2, 2018.

Respectfully submitted,

Karen Sandene, ROPA Secretary