

Fall
2019

The Leading Tone

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

2019 ROPA Conference Edition
Boston Hilton Logan Airport
July 28th – 30th, 2019

2019 ROPA Conference Report
by Karen Sandene, ROPA Secretary

How do you relay the most recent orchestra industry news and trends to over 5,000 musicians from all corners of the nation? The Regional Orchestra Players' Association (ROPA) annual conference is how! Our conference is an opportunity for representatives from dozens of AFM Union orchestras (currently 92 strong) to network with colleagues, and learn from experts in our field. Our 2019 site was Boston, MA, with hosts AFM Local 9-535 and the three orchestras it represents: Boston Ballet Orchestra, Cape Symphony and the Portland (ME) Symphony.

The 2019 ROPA Conference, held July 28th – 30th, covered the topics of negotiating, union organizing, diversity and inclusiveness, musician self-care and the overall state of our profession. We also paid tribute to two of our AFM/ROPA friends who we lost this year.

ROPA President Mike Smith opened the proceedings by welcoming our newest member, the Vermont Symphony Orchestra, to our ranks, discussing the signing of the new Integrated Media Agreement and sharing progress on ROPA's online conductor evaluation system. AFM Local 9-535 President Pat Hollenbeck entertained the delegates with a light-hearted overview of Boston's contribution to society and the arts.

The keynote speaker was Executive Director of the Portland Symphony, Carolyn Nishon, making a return visit to the ROPA conference after presenting in 2013 in Spokane. Her talk focused on how her orchestra, after nearly collapsing in 2008 from debt, regained its financial health through strategic planning involving both management and musicians.



ROPA Secretary
Karen Sandene

We take time at our conferences to address health and wellness issues facing musicians, and this year our guest was oboist Petrea Warneck, who delivered an informative talk on the Alexander Technique.



The outside of our conference site. Photo courtesy of Katie Shields

Capping off the first day was the topic of Union engagement. AFM Negotiator/Organizer/Educator Todd Jelen and AFM Internal Lead Organizer Alex Wiesendanger demonstrated techniques to improve Union participation among members of our orchestras. Much of their presentation covered changing our perception of the Union as "those people" who do things for us, to "We are the Union" (transactional vs. transformational).

On Day 2, attendees heard from representatives of our fellow AFM Conferences: Organization of Canadian Musicians (OCSM), Theatre Musicians Association (TMA), Recording Musicians Association (RMA) and International Conference of Symphony and Opera Musicians (ICSOM), with Liz Johnston, Tony

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ROPA

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- The list is open to musicians in ROPA member orchestras, and AFM Local officers for those orchestras.

ROPA President's Remarks, 2019 ROPA Conference

by John Michael Smith, ROPA President

I welcome you all here this morning for the 36th Regional Orchestra Players' Association Annual Conference. My name is Mike Smith, and it is my honor and privilege to serve as President of this great organization, and to welcome you to Boston!



ROPA President
John Michael Smith

I'd like to thank Boston Musicians' Association Local 9-535 AFM and three orchestras of this Local that are hosting this conference: the Boston Ballet Orchestra, the Cape Symphony and the Portland Symphony. Local 9-535 is led by President Pat Hollenbeck, Vice President Bob

Couture and Secretary/Treasurer Mark Pinto. Our host orchestra delegates are Bob Marlatt from the Boston Ballet Orchestra, Norma Stiner from the Cape Symphony and Russell Wilson from the Portland Symphony. They all have been welcoming and accommodating, providing much needed volunteer help and participating in making this conference a great event!

I'd like to thank the staff here at Hilton Boston Logan Airport Hotel for their great help and hospitality in providing so many things that make a conference like this happen smoothly.

I'd like to thank the ROPA Executive Board for all the work they have done in preparing for this event and throughout the year, and I know their work and dedication to ROPA and the orchestras we serve will be felt and experienced by all who attend this conference.

I'd like to introduce the 2018-2019 ROPA Executive Board: Members at Large: Casey Bozell from the Portland Opera Orchestra; Lisa Davis from the Mississippi Symphony Orchestra; Christian Green from the Ann Arbor Symphony; Kendra Hawley from the Palm Beach Opera Orchestra; Katie Shields from the Arizona Opera Orchestra; Maya Stone from the Huntsville Symphony Orchestra; Cory Tiffin from the Las Vegas Philharmonic; and Steve Wade from the Hartford Symphony Orchestra.

Our ROPA Delegate-at-Large to the AFM Convention is Naomi Bensdorf Frisch, from the Illinois Philharmonic Orchestra. Our Treasurer is Sean Diller, from the Southwest Michigan Symphony Orchestra. Our Secretary is Karen Sandene, from the Lincoln Symphony Orchestra and Omaha Symphony Orchestra. And I'm Mike Smith, from the Minnesota Opera Orchestra.

I'd like to thank our AFM staff members who are or will be in attendance at this conference: President Ray Hair; Vice President Bruce Fife; Secretary/Treasurer Jay Blumenthal; Symphonic Services Division Director and Special Counsel Rochelle Skolnick; Symphonic Services Division Media Director Deborah Newmark; SSD staff members Chris Durham, Laurence Hoffmann, Todd Jelen and Jane Owen; International Lead Organizer for the AFM Alex Wiesendanger; Legislative Political Director and Director of Diversity for the AFM Alfonso Pollard; and Chair of the AFM Diversity Committee Lovie Smith-Wright.

I'd like to note our guest speakers this year. Portland Symphony Orchestra Executive Director Carolyn Nishon; Alexander Technique specialist Petrea Warneck; President and CEO of the Boston Symphony Orchestra Mark Volpe; orchestra negotiator and labor attorney Mel Schwarzwald; and Jessica Schmidt of Orchestrate Inclusion. I think we have assembled a great collection of recognized experts, many who live in or have ties to the Boston community, and who are all passionate about the subjects they will be presenting to us. I want to thank them for sharing their time and passion for what they do, and I am looking forward to these next few days!

I would like to encourage our delegates and attendees to consider becoming more involved in ROPA. There are several open positions on the Executive Board: four Member-at-Large positions are open; the office of Vice President and Secretary are open, as is the position of Delegate at Large to the AFM Convention. The Executive Board represents and works for you, the delegates and members of ROPA Orchestras. If you would like to do more, the ROPA EB invites you to run for a position. The responsibilities and duties for these positions are

(President's remarks, continued on page 8)

(Secretary's report, continued from page 1)

D'Amico, Martin McClellan and Paul Austin, respectively. Also addressing the conference was the President and CEO of the Boston Symphony, Mark Volpe. AFM President Ray Hair related the lobbying efforts to shore up the AFM-EPF pension, which resulted in the passage of the Butch Lewis Multi-Employer Pension Act by the House of Representatives in July of this year.

Day 3 featured Labor Attorney Mel Schwarzwald holding an illuminating Q and A session dealing with the negotiations process. Inclusivity and diversity was the focus for much of this morning with a summary of the 2019 SphinxConnect in Detroit, and a report from Lovie Smith-Wright from the AFM Diversity Committee. Alfonso Pollard, AFM Diversity, Legislative and Political Director, spoke about Washington legislative initiatives, including the Butch Lewis pension bill. Jessica Schmidt from Orchestrate Inclusion spoke on how our institutions can address racism and unconscious bias, as well as programs to lend career support to talented black and Latinx musicians.

The Conference paid tribute to two of our long-time ROPA friends, Janice Galassi (from the SSD and the Allentown Symphony), and Linda Boivin (from the New Mexico Philharmonic, and who also served several years as our unflappable conference coordinator). A slide show was presented, and the delegates passed resolutions in their honor.

Following the election of officers, the 2019-20 ROPA Executive Board will include President Mike Smith (Minnesota Opera Orchestra), Vice President Amanda Swain (Houston Ballet Orchestra and Houston Grand Opera Orchestra), Secretary Karen Sandene (Omaha Symphony Orchestra and Lincoln Symphony Orchestra), Treasurer Sean Diller (Southwest Michigan Symphony Orchestra), Delegate-at-Large to the AFM Convention Naomi Bensdorf Frisch (Illinois Philharmonic Orchestra) and Members-at-Large Casey Bozell (Portland Opera Orchestra), Lisa Davis (Mississippi Symphony Orchestra), Christian Green (Ann Arbor Symphony), Kendra Hawley (Palm Beach Opera Orchestra), Beverly Setzer (Symphony Tacoma), Katie Shields (Arizona Opera Orchestra), Cory Tiffin (Las Vegas Philharmonic) and Steve Wade (Hartford Symphony Orchestra).

As always, a big thank-you goes out to SSD staff: Director Rochelle Skolnick, Debbie Newmark, Chris Durham, Jane Owen, Todd Jelen and Laurence Hofmann, who teach us the skills to negotiate better contracts and strengthen our bargaining unit. And finally, thanks so much to conference hosts: the musicians of Local 9-535 (Boston), Boston Local President Pat Hollenbeck, and numerous hard-working local volunteers. We look forward to seeing you all at our 37th Annual Conference in 2020 in Orange County, CA!



The 2019-2020 ROPA Executive Board: Katie Shields (Arizona Opera Orchestra); ROPA Secretary Karen Sandene (Omaha Symphony Orchestra and Lincoln Symphony Orchestra); Casey Bozell (Portland Opera Orchestra); Christian Green (Ann Arbor Symphony); Beverly Setzer (Tacoma Symphony Orchestra); ROPA Vice President Amanda Swain (Houston Ballet Orchestra and Houston Grand Opera Orchestra); ROPA Treasurer Sean Diller (Southwest Michigan Symphony Orchestra); ROPA President Mike Smith (Minnesota Opera Orchestra); former Member-at-Large Maya Stone (Huntsville Symphony Orchestra); Kendra Hawley (Palm Beach Opera Orchestra); ROPA Delegate-at-Large to the AFM Convention Naomi Bensdorf Frisch (Illinois Philharmonic Orchestra); Lisa Davis (Mississippi Symphony Orchestra); Cory Tiffin (Las Vegas Philharmonic); and Steve Wade (Hartford Symphony). Photo courtesy of Mike Smith





Opposite page, clockwise from top left: ROPA President Mike Smith.; the Union Oyster House in downtown Boston; Conference Coordinator Paul Gunther and Member-at-Large Christian Green (Ann Arbor Symphony), Member-at-Large Cory Tiffin (Las Vegas Philharmonic), delegates Sharon Jones (Elgin Symphony Orchestra), Lisa Bressler (Madison Symphony Orchestra) and Andy Rosza (Illinois Philharmonic Orchestra).

This page, clockwise from top left: Delegate-at-Large to the AFM Convention Naomi Bendsdorf Frisch (Illinois Philharmonic Orchestra) and Member-at-Large Maya Stone (Huntsville Symphony Orchestra); Alexander Technique instructor Petrea Warneck works with delegate Debbie Spangler (Oakland Symphony and Symphony Silicon Valley); Member-at-Large Kendra Hawley (Palm Beach Opera Orchestra) and ROPA Treasurer Sean Diller (South Bend Symphony Orchestra); AFM Local 47 Los Angeles Secretary/Treasurer Gary Lasley and Chicago Federation of Musicians Local 10-208 President Terryl Jares; delegates Karen Barker (Erie Philharmonic Orchestra), Gigi Dang (Monterey Symphony) and Judi McDermott-Eggert (New Haven Symphony Orchestra). Photos courtesy of Katie Shields and Sharon Jones



Report on the 101st AFM Convention

by Naomi Bendsdorf Frisch, *Delegate-at-Large to the AFM Convention*

As ROPA's Delegate-at-Large to the AFM Convention, I had the honor and privilege of representing ROPA at the 101st AFM Convention, June 16-20, in Las Vegas. Delegates from Locals throughout the United States and Canada and from each of the player conferences gathered for educational presentations and to participate in the governance of our union. The convention opened with a State of our Union speech from President Ray Hair. He discussed the work that has been done and is ongoing to increase revenues to musicians from streaming media. Recent negotiations have secured higher payouts to musicians as well as additional contributions to the Pension Fund. Presentations from other union leaders and representatives from royalty funds were given throughout the conference to provide inspiration and information. We also heard from members of Local 10-208, Chicago, about the two strikes undertaken by the Lyric Opera Orchestra musicians and the Chicago Symphony musicians; the musicians of the Fort Worth Symphony regarding their successful "Growth not Cuts" campaign; and the musicians of the Boise Philharmonic about their recent organizing campaign and winning the rights to bargain their first union contract.

The state of the Pension Fund was a consistent concern throughout the conference. There were presentations from Trustees about the state of the Fund and Retiree Representative Brad Eggen led informational sessions. One proposed resolution would have added an investment expert and an expert in actuarial science to the Pension Trustees. This resolution was debated extensively in committee and on the floor. The Joint Law and

Finance Committees underwent a very thorough process to evaluate this resolution. They listened to debate, weighed the pros and cons of the proposal, considered the impact such a change would make on recipients, trustees and the Fund, and ultimately recommended the resolution's defeat. The floor debate was intense but civil, and left all in the room proud to be a part of the democratic process. The resolution did not pass and the makeup of the Pension Trustees remains unchanged.

Several other resolutions and recommendations were discussed and voted on at the convention. Of particular interest to ROPA members were small changes to the rules regarding who can apply for loans from the ROPA-ERF and how those loans are collected. The process for applying is now in alignment with the ROPA bylaws, and there are more serious penalties for failing to repay ERF loans. We also changed the way ROPA is defined in the AFM bylaws by removing the words "with lower operating budgets" from the definition. This reflects and promotes our growing organization, and the new definition is also aligned with those of the other player conferences.

Another resolution was considered to make the national dues rebate an automatic process for members who belong to more than two locals. ROPA was in favor of this; it is likely that many AFM members who belong to more than two locals play in ROPA orchestras. However, discussion centered on the fact that the AFM does not currently have the technology to do this easily on an automated basis, and the resolution was defeated. The ROPA board was glad that the subject came be-

fore the convention, however, and we hope to explore other ways to make belonging to multiple locals easier for members in time for the next convention in 2022.

Throughout the conference, the plight of the musicians of the Baltimore Symphony Orchestra was on everyone's mind. The musicians had been locked out just days before we all convened in Las Vegas. IC-SOM Chair Meredith Snow announced a Call to Action to support the Baltimore Symphony Orchestra, which began with generous kick-off gifts of \$10,000 from the musicians of the Atlanta Symphony Orchestra and \$3,000 from the musicians of the Kansas City Symphony. AFM delegates approached the microphone at seemingly every opportunity to donate money to the musicians and to the Baltimore Local to support them in their labor struggle. All together, the delegates of the 101st AFM Convention raised nearly \$100,000 for the musicians, including a \$250 gift from ROPA and approximately \$15,000 for the local.

This was my first AFM convention and I was incredibly impressed at the level of professionalism and care and concern for our union I saw from all participants. The highlight of the convention was hearing all of the great music performed by union musicians in between sessions. This included a very moving presentation by Dave Pomeroy, IEB member and president of Local 257 in Nashville, who shared the song he wrote for the 2019 pension rally in Columbus, OH. You can watch a video of his performance at the rally at <https://www.youtube.com/watch?v=6ONbf6H8-Eg>.



Regional Orchestra Players' Association

In Memoriam: Linda Boivin

From Carla Lehmeier-Tatum, ROPA president emerita: I have been flooded with ROPA memories these past few days as I went through photographs and emails. The memories from each city and each conference hotel brought me to the same conclusion: we were all so fortunate to have had Linda taking care of us as the ROPA Conference Coordinator. All these memories brought back moments where she was behind the scenes coming up with preemptive remedies. No matter what the level of issue was, she was smiling and making sure that no one was troubled. Occasionally I would see the eye roll and she would say "Oh, brother" with a big sigh, and she would let it go. Her resilience was a perfect match for the unexpected and unknowns that we encountered at each new conference site. She would always preface her communications of concern with: it's all taken care of, but this is what we had to do.

a number of trips to Australia to visit her daughter and her family.

Linda was a member of both the New Mexico Philharmonic and the Santa Fe Symphony. She maintained a full violin



Photo courtesy of Mike Smith

The resilience she shared with us, became one of her biggest assets as she battled cancer. She went through some significant health challenges, but nothing got in her way when it came to spending time with her family. Linda cherished her time with her husband, two daughters, two grandchildren and her two dogs. She loved sharing her passion of skiing with her husband and this past ski season, she got on the slopes every Friday from before Thanksgiving until March. Linda and husband Dan enjoyed traveling together, which included a ski vacation in Italy and

studio of students who adored her, trained her dog Eli on a regularly basis, kept a beautiful garden, redecorated her house and made 10 pounds of toffee every December which she presented to her symphony friends at the holiday pops.

Linda served on the Local 618 Board of Directors and was the ROPA delegate for over a decade, represented the orchestra musicians on numerous negotiations committees and always volunteered to host parties and meetings for the NM Phil. Linda's love for her friends was evi-

dent this spring when she brought a number of her favorite French bakery cakes to a Santa Fe Symphony rehearsal break to celebrate her birthday. She shared that love with us at ROPA at every conference, making sure that everyone was well taken care of. We will all miss Linda and her beautiful smile! Please take the time at the ROPA conference to raise a glass for both Linda and Janice. We have been so blessed to have had them in our lives... we love you and will miss you both dearly!

From Linda's best friend Nicolle: I am so grateful for having Linda in my life and I know she has touched many lives. She is the toughest woman I know. What a blessing she has been and to think she was able to spend her last birthday with all of us and bringing her own cakes to boot! What a love!

From the New Mexico Philharmonic: Linda was accomplished in many areas besides music such as gardening, cooking and dog training, but she truly excelled in the art of friendship. Her sunny, outgoing and compassionate personality will be missed by so many and our hearts go out to her husband, siblings, children and grandchildren.

From Mike Smith, ROPA President: Her smile, her quiet confidence that all would be well, and so giving of herself to help others; these are things I will remember and cherish about Linda.

Do you have news about your orchestra?
An article to submit?
A letter to the editor?
We'd love to have you contribute
to the *Leading Tone*!
Submit articles to Sharon Jones at
bellsauf@gmail.com

The Leading Tone is the official voice of ROPA and reflects ROPA policy. However, we do appreciate and encourage the contribution of articles and letters by others. These submissions may cover topics on which ROPA has no official position; the opinions expressed therein are solely those of the author(s) and not necessarily of ROPA, its officers or members.

(President's remarks, continued from page 2)

described in the ROPA bylaws. And a conference is a great opportunity to speak with our board members about what it is like to serve on the board and how they carry out their duties throughout the year.

We are also looking for orchestras and Locals to host our future annual conferences. Next year we will be in Orange County, California, and hosted by Local 7 Orange County Musicians' Union and the Pacific Symphony. If you think your Local and orchestra would like to host a future annual conference, please let us know! There is an article in the Delegate Handbook about hosting a ROPA Conference. I can tell you it is a great experience to host a conference, and it is a great team-builder for your orchestra and Local. So please consider this way of becoming more involved in ROPA!

Another way you can be more involved in ROPA is to submit articles and news for The Leading Tone, our periodic newsletter. We would like to publish four newsletters every year. All delegates and orchestra members are encouraged to bring forward topics and stories that are of interest to ROPA.

Speaking of being involved in ROPA, we will be remembering two musicians at this conference who brought much of their spirit and passion to ROPA, their orchestras and their union. Linda Boivin served as our ROPA Conference Coordinator for several years, and recently passed away after a long battle with cancer. And Janice Galassi, a former member of the ROPA Executive Board, ROPA delegate, AFM staff person, cellist and tubist, recently passed away. Their smiles, determination and spirit brought much to many ROPA conferences. They will be truly missed.

You may have been following the dialogue of the American Federation of Musicians-Employers Pension Fund (AFM-EPF) and the Musicians for Pension Security. The basic fact is that the AFM Em-

ployers' Pension Fund has been classified as critical and declining, which puts it in a position to apply to the US Treasury Department to reduce benefits under the Multiemployer Pension Reform Act (MPRA). The AFM-EPF will do everything it can to preserve the Fund for current participants and future generations of musicians. One current piece of legislation for that is the Rehabilitation for Multiemployer Pensions Act, also known as the Butch Lewis Act. This legislation passed in the House of Representatives last week and was re-introduced to the Senate a few days ago. This bill would provide low-interest government loans to struggling multiemployer pension funds, and could be coupled with additional assistance from the Pension Benefit Guaranty Corporation. The bill would provide sufficient money for the fund to pay benefits to current retirees and beneficiaries for life, while allowing the funds to grow back to stronger financial footing. ROPA and ICSOM are currently looking at combining efforts for a campaign to encourage support for this bill, and you as AFM musicians will be encouraged to contact your members of Congress now and in the coming months to help push this legislation through. There is a link from the AFM-EPF website that directs you to your congressional representatives. I encourage you to contact them regarding supporting efforts to support the AFM-EPF and other multiemployer pension plans. (<https://www.afmepf.org/Participants/ContactCongress.aspx>.)

This past year has been a challenging one for some orchestras, and all musicians in the AFM. We're facing the continuing struggles with the AFM pension. We've had two strikes by major orchestras in Chicago, and the Baltimore Symphony Orchestra musicians have been locked out for their summer season, effectively implementing their management's path of cuts, not growth. How do we respond? We stick together. We need the solidarity that organizing and collectively working together to stand against these challenges

that would try and break us down. The knowledge and inspiration we receive here at ROPA can provide us with tools, resources and information that will make us strong.

I experienced a number of firsts in this past year: I attended my first SphinxConnect Conference in Detroit in February. This annual conference has been happening for several years, and I was impressed with the energy and passion they shared in addressing the ongoing and everyday struggle of diversity and inclusiveness in our field for black and Latinx orchestral musicians. I attended the League of American Orchestras annual conference in Nashville, Tennessee. ROPA and ICSOM have been invited to work together with the League, the Sphinx Organization and the New World Symphony, who have partnered together to create the National Alliance for Audition Support (NAAS), which is an initiative with the long-term goal of increasing diversity in American orchestras.

Most recently I attended my first AFM Convention. I was completely overwhelmed by the strength and energy that was present in the room for our AFM. It was truly inspiring! ROPA introduced resolutions that were passed by the convention; we do make a difference, and we are being heard.

Other things worth mentioning this morning: after 18 months of hard and tedious bargaining, the combined negotiating team of AFM officers and staff, leaders of major Locals and rank and file musicians from ROPA and ICSOM achieved a new Integrated Media Agreement to carry through to 2022. It provides increases in compensation for many areas of live recording, and in particular addresses much greater increase in compensation for streaming, which has become increasingly dominant in only a few years. And I know that many of you will welcome the upcoming launch of online conductor evaluation surveys and electronic conduc-

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(President's remarks, continued from page 8)

tor evaluation reports that will soon be up and running! And we welcome our 92nd orchestra to ROPA, the Vermont Symphony Orchestra!

ROPA delegates and friends, may you take away from this conference much knowledge, many tools and resources to share with your orchestras when you return home, to guide and inspire them with strength and knowledge, in keeping

with ROPA's Guiding Principles:

- ROPA is a place for our member orchestras to turn for support;
- ROPA establishes a forum for our member orchestras to discuss concerns and to educate orchestras on current trends and solutions;
- ROPA provides assistance for orches-

tras in crisis with advice and contact information;

- ROPA works to create fair collective bargaining agreements, fair working conditions and fair compensation.

Together we can!

SAVE THE DATE! 2020 ROPA Conference

Tuesday, July 28th — Thursday, July 30th

Negotiating Orchestras Workshop: Monday, July 27th

Orange County, CA

Hosts:

Local 7 Orange County Musicians' Union
and the Pacific Symphony Orchestra



Dana Point, Orange County, CA.. Photo credit: Wikimedia Commons

Remembering Janice Galassi

Four perspectives compiled by Nathan Kahn, ROPA President Emeritus, Retired AFM SSD Negotiator

Janice Galassi touched so many lives in so many ways that the best way to remember her is to hear from some of those who knew her so well...

From Connie Trach-Harrisburg, Allentown and Reading Symphony Orchestras: In the fall of 1979, Janice and another local musician set about forming a chamber orchestra comprised of local musicians. For many years, the prevailing notion in the Lehigh Valley (55 miles north of Philadelphia) was, "You can't find good musicians here; you have to go to Philly." They put together a small orchestra to accompany a local choral group, and the Lehigh Valley Chamber Orchestra was born.

The LVCO presented its first subscription season in 1980-81. Janice was personnel manager, librarian, executive director, office manager and cellist. As the orchestra grew and flourished, Janice divested herself of one job after another. She remained personnel manager for several years, and played cello until the orchestra's untimely demise on March 31, 2007. It was during the orchestra's 25-plus year run that our friendship and professional partnership developed and deepened. As time passed, the orchestra named a principal conductor and executive director. As local musicians were cast aside, the old "local vs imported" conflict began to rear its ugly head. This upset Janice terribly. We, hesitantly at first, began to talk about it, and our bond was complete. Deeply disturbed by the mistreatment of our friends and colleagues, Janice contacted SSD. Organizer Paul Frank contacted her and we began the process of successfully organizing the Lehigh Valley Chamber Orchestra. Due to her efforts, we negotiated the Lehigh Valley's first collective bargaining agreement. And, she was bitten by the union bug! Not too long after that campaign, the AFM offered her a job. A few years later, she led the organizing campaign for the Allentown Symphony, also a success. Local 45, Lehigh Valley Musicians Association, now ad-

ministers two CBAS thanks to Janice's passion and hard work.

Janice was committed to young musicians and education. In the mid-1970's two musicians, who had recently moved to the area, started a youth orchestra. Unfortunately, about 10 years later a rift between



Photo courtesy of Nathan Kahn

the founders and the board caused the organization to collapse. Local musicians rallied in support and helped form a new organization. Never content to sit back and observe from afar, Janice led the charge to support the effort, and served as board president. She believed in fair and equal treatment for everyone. She would hire talented high school students for ensembles she put together for local churches and choral groups. She paid them and treated them exactly as she did the professionals, always saying that if they were capable of performing up to professional standards, they should be treated like professionals.

For more than four decades Janice had been a colleague, a mentor, a friend, a sister. She taught me so much about raising kids, teaching music and unionism. I miss our talks. I miss having her to go to with an orchestra committee question. I miss our hours-long breakfasts and din-

ners out, just talking about anything and everything (which often prompted concerned phone calls from her kids when they could not find her at home). Her passing leaves a large hole in my life, but the years upon years of friendship leave me with many good memories and so much more. I am blessed to have had someone like Janice in my life. I am grateful beyond words.

From Marj Goldberg-Harrisburg Symphony ROPA Delegate, Vice-President, Local 77-Philadelphia: I first met Jan in the Harrisburg Symphony in the early 90's. I was young and uninvolved but somehow I still knew she was a natural leader. In 1996 we were locked out by our management and Jan organized a leaflet and candlelight vigil demonstration outside of our concert hall. I somehow knew that I needed to make the 2 hour drive to participate. We showed up in our concert clothes and stood outside in the freezing cold to participate. I will never forget the impact this had on me and the other members of our orchestra. She was our orchestra committee chairperson and she chaired a number of contentious negotiations. In early 1999 we had this conversation that forever changed my life.

Jan: "Marj, you need to be on the orchestra committee."

Me: "But Jan I have new baby...."

Jan: "Bring him to the meetings."

If you knew Jan you know that I ran, was elected and I brought that baby to the meetings. Jan was responsible for our membership in ROPA and she was our very first delegate. When she went to work for Symphonic Services I was her replacement as our orchestra chair. I had fantastic shoes to fill and my job was made easy because she did all the heavy lifting before me. I chaired the orchestra committee for many years and I was lucky enough to participate in three very quick and easy negotiations, all because Jan had set us up with Nathan Kahn, ROPA and Symphonic Services.

Any time a colleague from another orchestra needed help the answer was always: CALL JAN!

When I decided to run for the office of Vice President of Local 77 in Philadelphia I knew I was channeling my inner Jan Galassi. Aside from the leader Jan, there was the hilarious colleague Jan. Whenever an overly vocal section leader would begin to pontificate she would very slowly look around and start to place her bow on top of her head. This is the gesture many Suzuki teachers use to get their string groups to stop talking. It was always so funny.

From Katie Shields, Arizona Opera Orchestra and MAL: Janice was a lovely person and a gentle soul. I know she did a wonderful work in Arizona with a couple of troubled locals. My condolences to her family and professional colleagues; please know that she was highly valued and will be greatly missed.

Karen Barker Farren, President, AFM Local 118; delegate, Erie Philharmonic: Janice was witty, smart, and committed to our ROPA orchestras. She served as SSD and then the head of organizing for the AFM, and it was in that capacity that I met Janice at a new officers training session. We have already and will continue to miss her. Not only do we miss her in ROPA, the AFM has lost a superior advocate and source of wisdom.

From Steve Heitlinger, ROPA Delegate-Allentown Symphony Orchestra: As the Delegate from the Allentown Symphony where Janice played for 48 years, I am very touched that so many people in ROPA have said such kind things about Janice Galassi. She was a great leader, and we will miss her dearly.

When it came time for contract negotiations, Janice led the good fight for our orchestra's membership while working to maintain better relations with management. Even her own children described

her as "quite a force". We at Local 45 consider it our mission to carry on her legacy and continue the work that she started.

From Lisa Bressler, ROPA Delegate-Madison Symphony Orchestra: I first met Janice when she came to Kalamzaoo for contract negotiations. One of the first things she told me was that I had won her position in the Lehigh Valley Chamber Orchestra after she left it to devote herself to her work as an AFM negotiator. Janice had co-founded the LVCO so it was near and dear to her heart, and she made me feel very special that while I was not taking her place, I was kind of filling her shoes there.

From Sarah Chandler, Binghamton Philharmonic: Back when I was learning the ropes about negotiating, Janice was like a lifeline. I can't imagine getting through those early days without her! Thank you, Janice, for your dedication, your feistiness and your love for mentoring other musicians to take up the mantle.

From Nathan Kahn-ROPA President Emeritus, Retired AFM SSD Negotiator: If I were to isolate Janice Galassi's perhaps strongest attribute, it was her ability to connect with even the most reprehensible people and accurately analyze any situation as to how they would respond. She would "kill them with kindness", coupled with a genuine concern for what was making that individual so angry or obstinate, and had the patience to unravel the issue with that person, be it a committee member, a local officer or a member of management.

I first met Janice when she was the exemplary Committee Chair of the Harrisburg Symphony sometime around 1996. Management was already hostile at the first meeting because I was there as an SSD negotiator; an "outsider." Some managements don't like "outsiders" coming in, so this management was clearly in a highly defensive position, to which we responded with calm and measured responses.

As negotiations dragged on, the management negotiator decided to lock the musicians out by cancelling a group of upcoming concerts. We discussed our options: the usual picketing, leafleting, Unfair Labor Practice charges, etc. Suddenly, Janice came up with the idea of a candlelight vigil. Janice and her committee enlisted support and participation from the music community, the faith community, peace and justice advocates, the labor community and average citizens who were outraged by management's treatment of the musicians. And there it was on the front page of the Harrisburg newspaper: a picture of several hundred people carrying candles quietly surrounding the Pennsylvania State Capitol. Janice and the HSO committee had turned the entire city of Harrisburg against management, with almost no adversity. It was brilliant. After some ULP charges were filed, management reinstated the cancelled services.

The fallout of this event was such that in subsequent negotiations management came to the table with a clear respect for the musicians. We negotiated two five-year contracts in row, with good raises and conditions, and both negotiations were completed in one day. These wonderful people skills were invaluable in Janice's work as an organizer, and led to many successful organizing campaigns, including the Madison Symphony, Lancaster, PA Symphony and Lehigh Valley Chamber Orchestra, among many others.

As SSD Director Janice would tell her staff, "I trust you; tell me what I need to know and the rest I know you can handle, but I'll always be there if you need me."

A dedicated unionist, honesty and integrity and friendship to everyone: characteristics that are rare these days. All of us who knew Janice loved her, respected her, laughed with her at her outrageously funny jokes and caricatures, and therefore are so saddened at her unexpected passing. Rest in peace, Janice; we will forever hold your memory in our hearts.

ROPA 2019 Resolutions

Adopted at the Annual Conference

Resolution N^o. 1

Subject: *Resolution to adopt Anti-Discrimination and Anti-Harassment policies at ROPA Conferences Resolution in Support of a Harassment and Discrimination-Free Environment at ROPA Conferences*

Whereas, The Regional Orchestra Players' Association ("ROPA") has the purpose to pursue activities that are conducive to the well-being of its members; and

Whereas, An environment free of discrimination and harassment is essential to the wellbeing of everyone; and

Whereas, ROPA strives to create a Conference environment that promotes free discussion, open learning, and the building of solidarity; and

Whereas, At the 101st Convention of the American Federation of Musicians of the United States and Canada ("AFM"), a Code of Conduct was adopted which prohibited harassment and discrimination at its convention and adopted a new section of the bylaws to prohibit such conduct at all AFM events; and

Whereas, ROPA is a player conference of the AFM; and

Whereas, Until now, while ROPA Conferences have embraced a discrimination and harassment-free environment, ROPA has never had a written policy to that effect; therefore, be it

Resolved, That Article VIII of the ROPA Bylaws be amended as follows: NEW SECTION 8. Policy on Discrimination and Harassment The Regional Orchestra Players' Association is committed to maintaining an environment free of harassment and discrimination at its annual conference and any other meetings or gatherings of the ROPA Executive Board or other subsection of the membership. ROPA respects the dignity of every delegate, officer, and member or guest, without regard to race, religion, ethnicity, national origin, creed, age, disability, citizenship, sex, sexual orientation, gender identity, marital status, family status, physical appearance, socio-economic status, or political affiliation. Further, any offensive speech, conduct, intimidation, harassment, or bullying based upon one or more of the foregoing characteristics of another person shall not be tolerated.

Submitted by: The ROPA Executive Board

Resolution N^o. 2

Subject: *Resolution in support of the Musicians of the Baltimore Symphony Orchestra*

Baltimore Symphony Orchestra Resolution

Whereas, In September of 2018, during negotiations for a new contract, management of the Baltimore Symphony Orchestra proposed to slash their season from 52 to 40 weeks, drastically cutting musicians' pay; and

Whereas, The musicians of the Baltimore Symphony Or-

chestra, who had already agreed to concessionary contracts for nearly two decades, questioned the need for further cuts at the musicians' expense after the orchestra had embarked on an expensive European tour; and

Whereas, The musicians and their supporters successfully lobbied the Maryland State legislature to allocate 3.2 million dollars in support of the orchestra; and

Whereas, Six days later, on May 30, 2019, shortly before its summer season was set to begin, management of the Baltimore Symphony Orchestra abruptly cancelled their summer season; and

Whereas, On June 17, 2019, management of the Baltimore Symphony Orchestra locked out its musicians, and threatened to cut off their health insurance benefits; and

Whereas, Citing mismanagement of the Orchestra's budget, Governor Larry Hogan of Maryland has refused to release funds promised to the orchestra; and

Whereas, The Musicians of the Baltimore Symphony Orchestra are working hard to increase awareness of their fight, including presenting a free Fourth of July Concert in the city where "The Star Spangled Banner" was written, and the musicians need support to preserve their wages and benefits; and

Whereas, The International Conference of Symphony and Opera Musicians' ("ICSOM") Call to Action, initiated on June 17, 2019, has raised over \$250,000 in support of the Baltimore Symphony Orchestra Musicians and Local 40-543 of the American Federation of Musicians of the United States and Canada ("AFM"); and

Whereas, The Regional Orchestra Players' Association ("ROPA") donated \$250 to the Call to Action in support of the Baltimore Symphony Orchestra Musicians; and

Whereas, As of the date of the passage of this resolution, the Baltimore Symphony Orchestra Musicians are still locked out and stand to lose their health insurance benefits on September 1, 2019; and

Whereas, The actions of the management of the Baltimore Symphony Orchestra were unnecessary and resulted in punitive action towards its musicians, without whom it could not exist; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby stands in solidarity with the musicians of the Baltimore Symphony Orchestra in their fight to maintain and improve their wages and working conditions; and, be it further,

Resolved, That ROPA calls on Governor Larry Hogan of Maryland to release the funds appropriated by the legislature to the Baltimore Symphony Orchestra in order to bring the musicians back to work; and, be it further,

Resolved, That ROPA condemns the actions of the manage-

ment of the Baltimore Symphony Orchestra and hereby implores them to end the lockout and sustain the wages and benefits its musicians deserve.

Submitted by: The ROPA Executive Board

Resolution N^o. 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 Multi-employer Pension Reform Act ("MPRA") in 2014 in an attempt to provide relief to pension funds that were in trouble; and

Whereas, The AFM-EPF went into "Critical and Declining" status as of the start of the current fiscal year on April 1, 2019; and

Whereas, Under MPRA, a fund in Critical and Declining status can explore the option of reducing benefits in order to keep the fund solvent; and

Whereas, The Butch Lewis Act would provide alternative relief to the AFM-EPF in the form of Government loans, which could alleviate the need to reduce benefits; and

Whereas, The American Federation of Musicians of the United States and Canada ("AFM") has been actively involved in lobbying Congress to pass the Butch Lewis Act; and

Whereas, On July 24, 2019, the Butch Lewis Act, now titled the Rehabilitation for Multi-employer Pensions Act of 2019 ("RMPA"), passed in the House of Representatives; and

Whereas, The RMPA is now going to a vote in the Senate, and Senators need to hear from constituents about the urgency of passing this bill; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") encourages its members to contact their Senators and express their support for legislation such as the RMPA which assists troubled Multi-employer Pension Funds; and, be it further,

Resolved, That ROPA supports the American Federation of Musicians of the United States and Canada ("AFM") in

(Resolutions, continued from page 12)

its efforts to lobby for the Butch Lewis Act, the RMPA, or any other similar legislation that protects the AFM-EPPF and its beneficiaries.

Submitted by: The ROPA Executive Board

Resolution N^o. 4

Subject: *Resolution commending Congress for passing the Music Modernization Act*

Music Modernization Act Resolution

Whereas, For many years, The American Federation of Musicians of the United States and Canada (the "AFM"), alongside several other unions and arts organizations, has worked tirelessly and successfully to lobby for legislation that increases royalties from the use of recordings of AFM members' music; and

Whereas, Many orchestras of the Regional Orchestra Players' Association ("ROPA") and their individual members would benefit from increased revenues for their recording work; and

Whereas, The Music Modernization Act, H.R. 5447, was introduced in April of 2018; and

Whereas, The Music Modernization Act provides protection for sound recordings fixed before February 15, 1972, creating a system for paying royalties to producers and sound engineers, and establishes a statutory blanket license for digital music services; and

Whereas, Such changes to copyright law provide more predictable and increased revenues for AFM members; and

Whereas, The Music Modernization Act was signed into law on October 11, 2018; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby applauds, commends, and recognizes the American Federation of Musicians of the United States and Canada ("AFM") and its lobbying arm for its hard work in Washington, D.C. to support the Music Modernization Act; and be it further,

Resolved, That ROPA congratulates and commends the United States Congress for passing this important legislation.

Submitted by: The ROPA Executive Board

Resolution N^o. 5

Subject: *Resolution congratulating AFM Local 10-208, Chicago, IL, for resolution of two major orchestral strikes*

Local 10-208 Resolution

Whereas, In October of 2018, the musicians of the Chicago Lyric Opera Orchestra, represented by Local 10-208 of

the American Federation of Musicians of the United States and Canada, ("AFM"), announced that bargaining for a successor collective bargaining agreement had been unsuccessful; and

Whereas, Management of the Lyric Opera of Chicago was attempting to impose cuts to the musicians' pay, reduce the number of weeks of work, drastically change the schedule, and cut the musicians' health benefits; and

Whereas, In response, the musicians of the Chicago Lyric Opera Orchestra initiated a strike; and

Whereas, Public support for the musicians was very strong, as demonstrated in a well-attended rally at Daley Plaza in Chicago, which included speeches by AFM President Ray Hair and representatives of the International Conference of Symphony and Opera Musicians ("ICSOM"), the Regional Orchestra Players' Association ("ROPA"), and Chicago government entities; and

Whereas, The strike resulted in a compromise from the Lyric Opera of Chicago management which preserved the musicians' rate of pay, guaranteed an additional five weeks of work for the Ring Cycle, and preserved health benefits; and

Whereas, Support for the Chicago Lyric Opera Orchestra Musicians is now stronger than ever; and

Whereas, In March of 2019, the musicians of the Chicago Symphony Orchestra, also represented by Local 10-208 of the AFM, announced that after 18 months of bargaining for a successor contract without a resolution, they were initiating a strike; and

Whereas, The strike focused on preserving the musicians' defined benefit plan; and

Whereas, Support for the musicians was incredibly strong, and included public statements from Maestro Riccardo Muti, Speaker of the House Nancy Pelosi, Representatives Dick Durbin and Sean Casten, and others; and

Whereas, After ICSOM initiated a call to action, approximately \$200,000 was raised to help the musicians; and

Whereas, The strike went on for seven weeks; and

Whereas, Mayor Rahm Emanuel of Chicago stepped in to help the musicians and management reach a compromise, resolving the strike in late April, 2019; and

Whereas, Through all of this, Local 10-208 of the AFM, through its officers, led by President Terry Jares, was unwavering in its support of the musicians and worked hard to preserve wages and working conditions for the fine musicians of both the Lyric Opera Orchestra and the Chicago Symphony Orchestra; therefore, be it

Resolved, That the Regional Orchestra Players' Associ-

ation ("ROPA") hereby applauds the work of the officers of Local 10-208 of the AFM and the members of the negotiating committees of the Chicago Lyric Opera Orchestra and the Chicago Symphony Orchestra for their herculean efforts to preserve their wages and working conditions; and, be it further,

Resolved, That ROPA commends their efforts, which help preserve wages and working conditions for us all.

Submitted by: The ROPA Executive Board

Resolution N^o. 6

Subject: *Resolution expressing regret at the potential closure of the National Philharmonic*

National Philharmonic Resolution

Whereas, The National Philharmonic was established in 2003; and

Whereas, The National Philharmonic presents orchestral programs in The Music Center at Strathmore, bringing music to Montgomery County, Maryland and the Greater Washington, D.C. Metropolitan Area; and

Whereas, The National Philharmonic employs professional musicians in Montgomery County, Baltimore, Washington, D.C., and the Greater Metropolitan Area; and

Whereas, On July 16, 2019, the Washington Post reported that the National Philharmonic would close due to a lack of funding; and

Whereas, The news of the potential closing of the National Philharmonic is unexpected; and

Whereas, The closing of the National Philharmonic would take work from regional orchestra musicians; and

Whereas, The National Philharmonic has launched a fundraising campaign to save the orchestra, which seeks \$150,000 in funding by July 31, 2019; and

Whereas, The National Philharmonic is hopeful to receive this funding in order to continue operations; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby expresses its support for the National Philharmonic; and, be it further,

Resolved, That ROPA would be saddened by the loss of this artistic treasure in the Greater Washington, D.C. Metropolitan Area.

Submitted by: The ROPA Executive Board

Resolution N^o. 7

Subject: *Resolution congratulating the bargaining committee on a successful IMA negotiation*
IMA Resolution

(Resolutions, continued on page 14)

(Resolutions, continued from page 13)

Whereas, The Integrated Media Agreement (“IMA”) is an agreement between The American Federation of Musicians of the United States and Canada (“AFM”) and orchestra managements, which governs rates of pay and conditions for use of certain live recordings; and

Whereas, The most recent IMA expired on June 30, 2017; and

Whereas, The IMA bargaining committee endeavored to negotiate a successor agreement beginning in October of 2017; and

Whereas, The employers formed the Employers’ Electronic Media Association (“EMA”) to act as their representative in bargaining the IMA; and

Whereas, The IMA bargaining committee, including AFM President Ray Hair, AFM Secretary-Treasurer Jay Blumenthal, AFM Director of Symphonic Services and Special Counsel Rochelle Skolnick, AFM Director of Symphonic Electronic Media Debbie Newmark, several members of the IEB, presidents of several large AFM locals, and rank-and-file musicians from International Conference of Symphony and Opera Musicians (“ICSOM”) and Regional Orchestra Players’ Association (“ROPA”) orchestras, worked tirelessly to reach agreement with the EMA; and

Whereas, After eighteen months of bargaining, the parties finally reached agreement on the 2019-22 IMA; and

Whereas, The 2019-22 IMA is currently being ratified around the country; therefore, be it

Resolved, That the Regional Orchestra Players’ Association (“ROPA”) hereby applauds, commends, and recognizes the members of the Integrated Media Agreement (“IMA”) bargaining team for their hard work and exceptional dedication to reaching a favorable agreement; and, be it further,

Resolved, That ROPA encourages its member orchestras to ratify or sign on to the 2019-22 IMA.

Submitted by: The ROPA Executive Board

Resolution N^o. 8

Subject: *Resolution in support of AFM Campaigns for fair streaming media contracts*

Organizing Campaigns Resolution

Whereas, Consumption of recorded music in North America is moving more and more to on-demand streaming platforms; and

Whereas, The American Federation of Musicians of the United States and Canada, (“AFM”), through its President Ray Hair, and bargaining teams throughout the AFM, has been pushing employers to give musicians their fair share of revenues from such consumption; and

Whereas, AFM musicians in the Television and Film industries have been fighting back through organizing campaigns to ensure fair, industry-standard compensation; and

Whereas, Global media industries employ musicians to create music for their productions for movie theaters, broadcast and cable television, and streaming services; and

Whereas, These employers earned revenues in excess of 100 billion dollars in 2018; and

Whereas, Compensating AFM musicians through fair residual payments provides significant and ongoing sources of revenue to the American Federation of Musicians & Employers Pension Fund (“AFM-EPF”) on behalf of all Participants, not just those directly employed by these industries; and

Whereas, Musicians who play in Regional Orchestra Players’ Association (“ROPA”) orchestras also perform on Television and on Film scores and directly benefit from increased residuals; and

Whereas, Increased streaming revenue for musicians in the Television and Film industries helps raise the standards for streaming revenue for all musicians in all industries; therefore, be it

Resolved, That the Regional Orchestra Players’ Association (“ROPA”) hereby supports the efforts of the American Federation of Musicians of the United States and Canada (“AFM”) in promoting the AFM Streaming Media Campaigns; and, be it further,

Resolved, That ROPA encourages its members to support these campaigns in whatever way they can.

Submitted by: The ROPA Executive Board

Resolution N^o. 9

Subject: *In Memory of Linda Boivin, our Colleague and Friend*

Resolution in Memory of Linda Boivin

Whereas, Linda Boivin was a member of the New Mexico Philharmonic, a Regional Orchestra Players’ Association (“ROPA”) orchestra;

Whereas, Linda served as Conference Coordinator to the Regional Orchestra Players’ Association (“ROPA”) from 2012 to 2017; and

Whereas, Linda’s work as Conference Coordinator allowed ROPA delegates and Executive Board members to get to know Linda as a colleague and friend; and

Whereas, Linda was diagnosed with cancer in 2010 but continued living a life filled with music, travel, and family; and

Whereas, In June 2019, Linda Boivin passed away; therefore, be it

Resolved, That the Executive Board and the membership of the Regional Orchestra Players’ Association (“ROPA”) do hereby offer their condolences to Linda’s family and friends; and, therefore, be it further,

Resolved, That ROPA will donate \$100 to the American Cancer Society in Linda’s honor and memory; and, therefore, be it further,

Resolved, That ROPA is grateful for Linda’s service and will miss her terribly.

Submitted by: The ROPA Executive Board

Resolution N^o. 10

Subject: *In Memory of Janice Galassi, a Great Union Leader*

Resolution in Memory of Janice Galassi

Whereas, Janice Galassi was a member of the Allentown Symphony Orchestra, a Regional Orchestra Players’ Association (“ROPA”) orchestra, and served on the ROPA Executive Board; and

Whereas, Janice served as president of Local 45 of the American Federation of Musicians of United States and Canada (“AFM”) since 2013; and

Whereas, From 1999 to 2015, Janice was a staff member of the AFM, including serving as Symphonic Services Division Director and Director of Organizing and Education; and

Whereas, In her roles with the AFM, Janice assisted countless musicians and ROPA orchestras with contract negotiations and organizing campaigns; and

Whereas, Janice was always there to help any union member in need; and

Whereas, In June of 2019, Janice Galassi passed away from cancer; therefore, be it

Resolved, That the Executive Board and the membership of the Regional Orchestra Players’ Association (“ROPA”) do hereby offer their condolences to Janice’s family and friends; and, be it further,

Resolved, That ROPA will donate \$100 to the American Cancer Society in Janice’s honor and memory; and, be it further,

Resolved, That ROPA is grateful for Janice’s dedication to unionism and for her inspiring spirit; and, be it further,

Resolved, That ROPA members remember her fondly and will miss her terribly.

Submitted by: The ROPA Executive Board

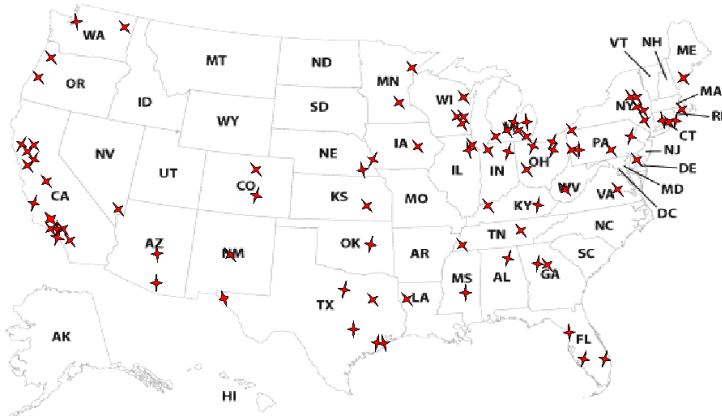
ROPA Guiding Principles

What is the Regional Orchestra Players' Association (ROPA)?

- Professional orchestra musicians of large and medium-sized budgets with AFM contracts;
- Service organizations networking with over 5,000 musicians and 89 orchestras;
- Representatives of Regional Symphony Musicians at International/National forums.

Who does ROPA serve?

- ROPA rank and file musicians;
- Future musicians by protecting today's jobs;
- All orchestras. What affects one affects all;
- The American Federation of Musicians;
- The communities our orchestras serve;
- Elected representatives—Delegates and Orchestra Committees.



ROPA Orchestras, 2018

Why does ROPA exist?

- To give knowledge and tools to union orchestras' musicians and to assist in establishing fair working conditions;
- To educate the membership about industry standards, labor law, procedures and practices;
- To empower and enable our colleagues to better their lives in their workplace;
- To communicate during a time when labor is being dismantled in our country.

Other important principles identified:

- ROPA is a place for our member orchestras to turn to for support;
- ROPA establishes a forum for our member orchestras to discuss concerns and to educate orchestras on current trends and solutions;
- ROPA provides assistance for orchestras in crisis with advice and contact information;
- ROPA works to create fair collective bargaining agreements, fair working conditions and fair compensation.

What are the important defining roles the ROPA Executive Board performs in the organization?

- Assist orchestras in need and identify resources for the issue at

hand;

- Build relationships to develop industry contacts to provide sound advice;
- Provide professional musicians of ROPA with labor education and strengthen networking;
- Collect regional orchestra data for the industry;
- Strengthen rights and working conditions of our member musicians;
- Educate our membership on what is possible and how other musicians have arrived where they are;
- Work to bring our constituents together: AFM, Players Conferences, Locals, Orchestra Committees, and Musicians.

What are the crucial components ROPA utilizes to accomplish its goals?

- Information sharing with orchestra to orchestra, musician to musician and person to person;
- The information is shared through website, emails, Facebook, telephone calls, conferences and newsletters;
- Work to create an atmosphere within each ROPA Orchestra of concern and commitment;
- Create awareness of issues through Delegate communicating to the ROPA Executive Board.

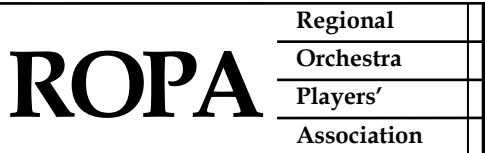
What are the results of the work of ROPA?

- Inclusion in a labor community;
- Better professional lives and contracts than we otherwise had;
- Solidary and support;
- Greater awareness of management tactics;
- Knowledge of what works and what doesn't work;
- Education of membership;
- Orchestra profiles: wage and scale charts, orchestra reports.

What are the Values of ROPA?

- Unity
- Fairness
- Democracy in work place
- Education
- Shared Sacrifice
- We are one with all labor
- What impacts one, impacts all
- Collective action to find solutions
- Identify problems—Identify Successes





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

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ROPA Member Orchestras

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
Boise Philharmonic
Boston Ballet Orchestra
Boulder Philharmonic
California Symphony Orchestra
Canton Symphony Orchestra
Cape Symphony
Central City Opera 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
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
Lansing 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 Mexico Philharmonic
New West Symphony Orchestra
Oakland Symphony
Omaha Symphony Orchestra
Orchestra Iowa
Pacific Symphony
Palm Beach Opera Orchestra
Pasadena Symphony Orchestra
Pittsburgh Opera Orchestra
Portland Opera Orchestra
Portland Symphony Orchestra
Reading Symphony Orchestra
Rhode Island Philharmonic
Richmond Symphony
Sacramento Philharmonic & Opera
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
Vermont Symphony Orchestra
West Virginia Symphony
Wichita Symphony Orchestra
Wisconsin Chamber Orchestra
Associate Members
California Philharmonic
Eastern Connecticut Symphony Orchestra
El Paso Symphony
Flint Symphony Orchestra
Glimmerglass Opera Orchestra
Hudson Valley Philharmonic
Lincoln Symphony Orchestra
Milwaukee Ballet Orchestra
Opera San Jose
Pittsburgh Ballet Orchestra
Tri-Cities Opera Orchestra
Tulsa Opera Orchestra