

Minutes 2019 ROPA Conference Boston, Massachusetts

Sunday, July 28 – Tuesday, July 30, 2019

Full Members

Akron Symphony Orchestra
Albany Symphony
Allentown Symphony
Annapolis Symphony
Ann Arbor Symphony
Arizona Opera Orchestra
Atlanta Ballet Orchestra
Atlanta Opera Orchestra
Austin Symphony Orchestra
Binghamton Philharmonic
Boston Ballet Orchestra
Boulder Philharmonic
California Symphony
Canton Symphony Orchestra
Cape Symphony
Chattanooga Symphony & Opera Orchestra
Colorado Springs Philharmonic Orchestra
Dallas Opera Orchestra
Dayton Philharmonic
Duluth Superior Symphony Orchestra
East Texas Symphony Orchestra
Elgin Symphony Orchestra
Erie Philharmonic Orchestra
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
Long Beach Symphony Orchestra
Madison Symphony Orchestra
Marin Symphony
Michigan Opera Theatre Orchestra
Minnesota Opera Orchestra
Mississippi Symphony Orchestra
Monterey Symphony
New Haven Symphony Orchestra
New Mexico Philharmonic
Oakland Symphony
Omaha Symphony Orchestra

Palm Beach Opera Orchestra
Pittsburgh Ballet Orchestra
Pittsburgh Opera Orchestra
Portland Opera Orchestra
Portland Symphony Orchestra
Reading Symphony Orchestra
Rhode Island Philharmonic
Richmond Symphony
Sacramento Symphony and Opera Orchestra
Santa Barbara Symphony
Santa Rosa Symphony
Sarasota Orchestra
South Bend Symphony
Southwest Michigan Symphony Orchestra
Spokane Symphony Orchestra
Symphony Silicon Valley
Symphony Tacoma
Toledo Symphony Orchestra
Tucson Symphony Orchestra
Vermont Symphony
West Virginia Symphony
Wichita Symphony Orchestra
Wisconsin Chamber Orchestra

Associate Members

Flint Symphony Orchestra
Glimmerglass Festival Orchestra
Hudson Valley Philharmonic
Lincoln Symphony Orchestra
Milwaukee Ballet Orchestra
Tri-Cities Opera Orchestra

Member Orchestras Not Represented

California Philharmonic
Central City Opera
Delaware Symphony Orchestra
Eastern Connecticut Symphony
El Paso Symphony
Eugene Symphony
Lansing Symphony
Lexington Philharmonic
Los Angeles Opera Orchestra
Memphis Symphony Orchestra
New West Symphony
Opera San Jose
Orchestra Iowa
Pacific Symphony
Pasadena Symphony
Southwest Florida Symphony Orchestra

Tulsa Opera Orchestra

Sunday, July 28, 2019

New Delegate Breakfast

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

Proceedings

ROPA President John Michael Smith warmly welcomed the Delegates and attendees and called the Conference to order at 10:00 a.m., Sunday, July 29, 2019. The opening proceedings were held in the New England Ballroom of the Hilton Boston Logan Airport Hotel. President Smith introduced the ROPA Executive Board: Vice-President Amanda Swain, Secretary Karen Sandene, Treasurer Sean Diller, Delegate-at-Large to the AFM Convention Naomi Bensdorf Frisch, Members-at-Large Casey Bozell, Lisa Davis, Christian Green, Kendra Hawley, Katie Shields, Maya Stone, Cory Tiffin, and Steve Wade. In his remarks to the delegates, President Smith discussed the critical status of the AFM Pension Fund and urged attendees to contact members of Congress to encourage them to offer their support for protecting the fund. Smith highlighted his experiences at the 2019 AFM Convention in Las Vegas, stressing that ROPA's voice is being heard by the greater AFM community. Smith concluded with updates on the new Integrated Media Agreement, the upcoming on-line conductor evaluation process, and welcomed our newest orchestra, the Vermont Symphony.

Welcoming Addresses

Pat Hollenbeck, President of AFM Local 9-535, greeted the delegates and gave an update about our stay in Boston, highlighting the significant musical, political and scientific contributions of Boston citizens over time. In talking about the developments in rocket technology taking place in Boston, leading to America landing on the moon, Hollenbeck suggested ROPA and the AFM think about what should be our "moonshot".

Carolyn Nishon, Executive Director, Portland (ME) Symphony

Carolyn Nishon presented the roadmap that the Portland Symphony used to bring their struggling orchestra back from the brink of collapse. Key to that process was the importance of involving all stakeholders in the orchestra (management, musicians, board) in the strategic planning process, and gauging the musical interests and needs from the community to see how best the orchestra could meet these needs. Building financial stability through patron relationships was mentioned by Nishon as another integral component to strengthening the orchestra.

Roll Call

Secretary Sandene performed the Roll Call, and determined that there was a quorum. Attending conference were 73 orchestras represented; 67 Full Members and 6 Associate Members.

ROPA Code of Conduct Resolution

Naomi Bensdorf Frisch, ROPA's Delegate-at-Large to the AFM Convention, led a discussion pertaining to the Code of Conduct voted on at the 2019 AFM Convention, suggesting that ROPA should adopt a similar resolution. A motion was made/seconded/approved by the delegates approving a resolution (text of the resolution can be found in the Resolution section in the Minutes)

Petrea Warneck – Alexander Technique

Alexander Technique/Body-Mapping consultant Petrea Warneck educated the attendees on how zeroing in on signals from the body can help musicians find more comfort in movement. She checked with delegates to see who had studied the Alexander Technique before. Delegates were asked to write down how they were feeling at the moment, and after sharing many examples, delegates realized that people mostly focus on what is feeling wrong rather than what is feeling

good. The brain tends to focus on those aches and makes them grow in importance. Delegates were told the importance of recognizing when the body feels at ease. Warneck also demonstrated small corrections in posture and movement on several delegates.

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.

Todd Jelen/Alexander Wiesendanger - Organizing

Todd Jelen and Alex Wiesendanger, AFM Educators and Organizers, staged the first part of their two session presentation about bargaining unit members' perception of the Union, its leaders and the role of the Union. Through a large group activity, Jelen and Wiesendanger highlighted the difference between "Transactional" interactions ("I do this/you do that" - service-model unionism) and "Transformational" interactions ("We" act together on what matters). They discussed the notion of 'third-party-ing' the Union, which is referring to the Union as an entity separate and distinct from its membership, which is something employers often do.

Monday, July 29, 2019

Officer Reports

President Mike Smith introduced the members of SSD who were among the founding members of ROPA: Nathan Kahn, Chris Durham, Jane Owen and Rochelle Skolnick's father Sam Gnagey. ROPA President Emeritus Nathan Kahn addressed the conference. He stated that when ROPA was founded in 1984 to assist with communication and organization amongst Regional Orchestras there were 13 member orchestras. He congratulated ROPA on now representing 91 orchestras.

Vice President Amanda Swain delivered the Vice President's report, highlighting her activities of the 2018-19 season. She spoke of her outreach to potential member orchestras, and asked delegates to let her know if they were aware of orchestras that would benefit from ROPA. She also stressed the importance of responding to communications from the MALs.

Secretary Karen Sandene delivered the Secretary's report. She walked the delegates through the Settlement Bulletin Google form, and gave instructions on how to access the protected areas of the ROPA website.

Delegate-at-Large to the AFM Convention Naomi Bensdorf Frisch reported on the 2019 convention. Among issues addressed at the convention were the AFM's push for more compensation for recording musicians, the AFM pension, asking for support for the Butch Lewis Act. A resolution introduced by the Players' Conferences removed "with lower operating budgets" language from the AFM By-laws. The convention discussed making it easier to belong to more than one more Local, but that effort was defeated. Bensdorf Frisch showed a video of IEB member Dave Pomeroy performing a song at the AFM Convention.

Treasurer Sean Diller delivered the Treasurer's report. A Motion was made by Beverly Setzer/seconded by Judy Naillon to approve the 2019-20 ROPA budget. M/S/C.

President Mike Smith delivered the President's address. Smith highlighted his activities this season and the work done on the standing committees he served on. He stated that the ERF (Emergency Relief Fund) is in good shape, with no outstanding loans. He also spoke briefly on

the Electronic Media negotiations. Smith concluded by introducing Mark Emery, delegate from new member orchestra the Vermont Symphony.

Approval of 2018 Portland Conference Minutes

A motion was made by Jeanette Isenberg/seconded by Casey Bozell to approve the minutes from the 2018 Portland conference, as amended. **M/S/C**

Conference Reports

Representing their players' conferences were Paul Austin (ICSOM), Mark McClelland (RMA), Tony D'Amico (TMA), and Liz Johnston (OCSM). Conference dates for their respective conferences were announced.

Paul Austin, ICSOM, shared a Powerpoint highlighting ICSOM and its successes/challenges. He thanked those who contributed the "Call to Action" in support of the Musicians of the Baltimore Symphony.

Mark Volpe, President and CEO, Boston Symphony Orchestra

Volpe welcomed the delegates to Boston and talked about the operations of the Boston Symphony Orchestra. He stated that the BSO is the largest employer of any orchestra in the world.

Ray Hair – President, American Federation of Musicians

President Hair shared some of his background as a musician and how his experiences led him to be an advocate for musicians' rights. He talked about the importance of creating the perception of power when negotiating. Hair stated that employers generally don't give workers increases unless they're afraid of the power the workers yield.

Rochelle Skolnick – Symphonic Services Division News and Notes

Skolnick acknowledged the Symphonic Services Division (SSD) Staff, reminding delegates that SSD personnel have been orchestral players, and have shared the same experiences as us. She pointed out the SSD section in the *International Musician*. Skolnick focused on festival orchestras, pointing out that musicians who work under CBAs in their ROPA orchestras will often play in festivals which don't have similar protections. She also touched on the IMA negotiations and the work stoppage in Baltimore and Chicago orchestras; she was gratified to see so much support for those musicians. Skolnick also celebrated the successful organizing of the Boise Symphony.

Symphonic Services – Debbie Newmark

Newmark covered the recent IMA negotiations. She walked through elements of the new agreement and showed which orchestras have signed on to it. She informed the delegates where to go to get additional information.

Todd Jelen/Alexander Wiesendanger – Organizing, part 2

Jelen and Wiesendanger continued their presentation on organizing, concentrating on the concept of "inoculation", which is preparing membership for possible actions from management against the union. They offered suggestions for what to say when the employer tries to 3rd party the union. The presenters stated that it is very important to spend more time getting to know the membership and establishing rapport, prior to presenting the visions of the union to them, that whatever issue the Union is fighting for, it's better when the whole orchestra is fighting for it.

Nominations

President Mike Smith rose to the podium to lead nominations for Vice President. Maya Stone,

Huntsville Symphony, nominated Amanda Swain. The Conference then elected Swain by acclamation.

Nominations for Secretary were taken. Casey Bozell, Portland Opera Orchestra, nominated Karen Sandene. The Conference then elected Sandene by acclamation.

Nominations for Delegate-at-Large to the AFM Convention were taken. Amanda Swain, Houston Grand Opera and Ballet Orchestras, nominated Naomi Bensdorf Frisch, and Emily Cornelius, New Mexico Philharmonic, nominated Gigi Dang, Monterey Symphony

The following people were nominated for 4 open ROPA Member-at-Large positions (listed alphabetically):

- Gigi Dang, Monterey Symphony, nominated by Judy Naillon, Wichita Symphony
- Kendra Hawley, Palm Beach Opera Orchestra, nominated by Alicia Mastromonaco, Marin Symphony
- Beverly Setzer, Symphony Tacoma, nominated by Katie Shields, Arizona Opera Orchestra
- Katie Shields, Arizona Opera Orchestra, nominated by Lisa Davis, Mississippi Symphony
- Cory Tiffin, Las Vegas Philharmonic, nominated by Sharon Jones, Elgin Symphony

Audit Report

The Audit Committee, consisting of Beverly Setzer, Symphony Tacoma (chair); Carmen Bannon, Sarasota Orchestra; and Leslie Lashinsky, Santa Barbara and Long Beach Symphonies, certified that the financial records were accurate to the best of their knowledge.

Resolutions

The following Resolutions were approved by the ROPA Conference on July 29, 2019:

Resolution No. 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 well-being 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 Orchestra, 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 management 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”)¹ 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”)², 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 Senators³ 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 its efforts to lobby for the Butch Lewis Act, the RMPA, or any other similar legislation that protects the AFM-EPF and its beneficiaries.

Submitted by: The ROPA Executive Board

¹ More information on MPRA can be found at

https://www.uschamber.com/sites/default/files/multiemployer_report_-_chamber_-final.pdf

² H.R. 397, <https://www.congress.gov/bill/116th-congress/house-bill/397?r=15&ts=5>

³ instructions for contacting senators will be forthcoming through a campaign from ICSOM via phone2action, or see <https://www.afm-epf.org/Participants/ContactCongress.aspx>

Resolution N°. 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 2018¹; 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

¹ For information on the history of the bill, see <https://www.congress.gov/bill/115th-congress/house-bill/5447>.

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 Terryl 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’ Association (“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°. 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 No. 7

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

IMA Resolution

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

Tuesday, July 30

Mel Schwarzwald – Labor Attorney, Schwarzwald McNair & Fusco

Mr. Schwarzwald went through strategies to use during negotiations by taking questions submitted by the delegates. Key concepts discussed were the importance of caucusing rather than having internal discussions in front of management, how to negotiate money and get financial information from management, taking language from other contracts, getting proposals in advance, and taking care when filing unfair labor practices, as the NLRB leans republican.

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. She covered the success of the Women’s Caucus at the AFM Convention. She highlighted a new special project: Las Vegas Live, which allowed up-and-coming musicians to perform while learning more about the AFM. Smith-Wright said that this has been a successful recruiting tool for new members.

Alfonso Pollard – AFM Diversity Committee/AFM Legislative

Pollard highlighted recent legislative victories. He shared that the House of Representatives passed funding for the National Endowment for the Arts and the Corporation for Public Broadcasting, including an increase from past years. He also touched on the topics of the AFM pension, the Music Modernization Act, the Butch Lewis Act, and traveling with protected wood and ivory.

Tribute to Linda Boivin and Janice Galassi

A short film was created by Naomi Bendorf Frisch, which included remembrances and photographs provided by friends and colleagues, to pay tribute to our friends and colleagues Linda Boivin and Janice Galassi, who passed away in 2019. The film was shown to the conference, and ended with a moment of silence.

Jessica Schmidt – Orchestrate Inclusion

Schmidt spoke of her work with organizations to raise awareness of equity, diversity and inclusion in the workplace. She shared her definitions of equity, diversity and inclusion, and she highlighted initiatives that are being done by various organizations to increase representation of underrepresented populations. Schmidt also discussed roadblocks organizations often encounter in the process.

Elections

The Election Committee consisted of Laurel Browne, Minnesota Opera Orchestra (Chair), Melody Rapier, Wichita Symphony; and Marjorie Goldberg, Harrisburg Symphony. Laurel delivered the election results.

Member-at-Large Results:

*Katie Shields, Arizona Opera Orchestra	55
*Cory Tiffin, Las Vegas Philharmonic	53
*Beverly Setzer, Symphony Tacoma	48
*Kendra Hawley, Palm Beach Opera Orchestra	42
Gigi Dang, Monterey Symphony	20
* Elected to a 2-year term	

Delegate-at-Large to the AFM Convention results:

*Naomi Bendorf Frisch, Illinois Philharmonic 53
Gigi Dang, Monterey Symphony 4

* *Elected to a 3-year term*

Site Selection for 2021 ROPA Conference

President Smith entertained nominations for the 2021 ROPA Conference. No site was selected.

Oath of Office

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

Adjourned

ROPA President John Michael Smith adjourned the 2019 ROPA Conference at 3:00 p.m. on Tuesday, July 30, 2019.

Respectfully submitted,

Karen Sandene, ROPA Secretary