



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

RESOLUTIONS

2020 Virtual Conference

Resolution N°. 1

July 28, 2020

Subject: *Resolution proposing to amend Article V of the ROPA Bylaws*

Election Bylaw Change Resolution

Whereas, The 2020 Regional Orchestra Players' Association ("ROPA") Conference is being held virtually due to the COVID-19 pandemic; and

Whereas, To elect Officers, the ROPA Bylaws require a secret ballot election in accordance with United States Department of Labor recommendations; and

Whereas, The ROPA Executive Board wishes to clarify the process for elections which must be held by mail in the event that secret ballot elections cannot be held in person, such as during a virtual conference; and

Whereas, The ROPA Executive Board wishes to amend the bylaws to allow for electronic secret ballot elections when possible in the future; therefore, be it

Resolved, That Article V of the Regional Orchestra Players' Association Bylaws be amended, as follows:

Section 2:

Time of Elections: There shall be an election of Officers on the final day of each General Conference of ROPA, or as soon as practicable thereafter. The election in even numbered years shall be for President, Treasurer, and four Members-at-Large. The election in odd numbered years shall be for Vice-President, Secretary, and the four remaining Members-at-Large. The Delegate-at-Large to the AFM Convention shall be elected at the ROPA Conference directly following an AFM Convention.

Section 4:

Nominations: Nominations shall take place from the floor of the ROPA Conference prior to the day of the election. In the event the nomination meeting is held virtually via an online or telephonic meeting program, nominations shall be

made verbally by the nominating delegate and repeated by the Secretary. Each candidate must consent to the nomination - either in person at the time of nomination or by giving a written statement to the Secretary at or prior to the nomination - as a condition of having their name on the ballot.

Section 5:

Balloting: Elections shall be by secret ballot and conducted according to the rules and regulations promulgated by the U.S. Department of Labor for conducting secret ballot elections in Labor Organizations. In the event that only one candidate is nominated for an Office, that candidate shall be declared elected by acclamation, without the need of balloting. . . .

Submitted by: The ROPA Executive Board

Resolution N^o. 2
July 28, 2020

Subject: *Resolution to Adopt the ROPA Executive Board's Statement Against Racism*

Resolution in Opposition to Systemic Racism

Whereas, Recent events, such as the brutal killing of George Floyd and other Black and Indigenous People of Color (“BIPOC”), have brought to light, now more than ever, the need to act to end systemic racism in the United States; and

Whereas, The Regional Orchestra Players’ Association (“ROPA”) recently published a statement against systemic racism; and

Whereas, The ROPA Executive Board pledges to continue to explore ways in which ROPA can contribute to the work of ending systemic racism in the professional orchestral community; therefore, be it

Resolved, That the delegates of the 2020 ROPA Conference hereby adopt the statement below and pledge to contribute to this important work.

Regional Orchestra Players’ Association (ROPA) Executive Board Statement on Anti-Racism

The recent murder of George Floyd by police officers has shocked the world in its brutality and blatant disregard for the rights of a Black man: a human being. This horrific incident is not an isolated occurrence, but one that plays out regularly in our nation. This crime received the attention of people around the world; unfortunately, this scenario is all too familiar here in the US to the Black and minority communities.

Enough! We are angered and saddened that we, as an organization, have not done enough to create equity in our field and promote a diverse and inclusive workplace for the musicians of our orchestras.

What will we do?

- We will encourage awareness and understanding of racism in all its forms in our organizations, through training in Diversity, Equity, and Inclusiveness (DEI) – not just for musicians, not just for staff members, not just for boards of directors – for everyone.*
- We will continue to strive to support audition and tenure processes that make auditions and hiring into orchestral jobs “implicit bias proof”.*
- We will encourage performance and programming practices that provide a safe and welcoming space for all musicians of color, and audiences that embrace all the diverse cultures in our communities.*

- *We will build on our promise to provide harassment-free ROPA meetings and conferences and work towards building an inclusive environment for our members which is safe for all and that helps to erode the systemic racism in our industry and our country.*

The systemic racism and white privilege that permeates our society must change. We hear the wake-up call and strive to do better. The outrage we are feeling today must drive us forward.

The ROPA Executive Board, serving and representing nearly 6,000 professional orchestral musicians, stands with our brothers and sisters in the American Federation of Musicians in condemning racism. BLACK LIVES MATTER.

Submitted by: The ROPA Executive Board

Resolution N°. 3

July 28, 2020

Subject: *Resolution Encouraging Congress to Pass the HEROES Act*

HEROES Act Resolution

Whereas, In March 2020, a global pandemic hit the United States; and

Whereas, Many orchestras of the Regional Orchestra Players' Association ("ROPA") have ceased operations due to the pandemic and their individual members have become unemployed; and

Whereas, To date, Federal legislations such as the Coronavirus Aid, Relief, and Economic Security (CARES) Act have provided much needed relief to musicians and other unemployed Americans; and

Whereas, As cases of COVID-19 continue to rise, more assistance is needed to ensure that musicians and other unemployed Americans are able to stay in their homes, feed their families, and receive affordable healthcare; and

Whereas, On May 15, 2020, the House of Representatives passed the HEROES Act; and

Whereas, The HEROES Act provides an extension to the Paycheck Protection Plan program implemented by the CARES Act, which, if enacted, would provide much needed forgivable loans to the arts and culture sector, including nonprofits and freelancers; and

Whereas, The HEROES Act provides an extension of the Federal Pandemic Unemployment Compensation (FPUC) program, which provides an additional \$600/week to the 20 million Americans receiving state unemployment benefits, including many ROPA orchestra musicians who would suffer great losses without these benefits; and

Whereas, The HEROES Act provides a federal subsidy for healthcare costs for Americans who have lost employer coverage due to unemployment; and

Whereas, The HEROES Act further provides substantial increases to the National Endowment for the Arts (NEA) and the National Endowment for Humanities (NEH) funding, which would greatly assist our member orchestras; and

Whereas, The Senate has yet to vote on the HEROES Act; and

Whereas, The Senate will recess on July 31, 2020; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby strongly supports the immediate passage of the HEROES Act, or similar legislation, which would provide much needed relief to our member musicians and others in need; and be it further

Resolved, That ROPA encourages its member musicians and supporters to immediately contact their Senators¹ and encourage passage of the HEROES Act before the July 31, 2020 recess.

Submitted by: The ROPA Executive Board

¹ Senators can be contacted by using the ICSOM Phone2Action campaign: <https://actnow.io/FQDHyoj>

Resolution N°. 4

July 28, 2020

Subject: *Resolution Encouraging Congress to Pass the Mixed Earner Pandemic Unemployment Assistance Act*

Mixed Earner Act Resolution

Whereas, In March 2020, a global pandemic hit the United States; and

Whereas, Many orchestras of the Regional Orchestra Players' Association ("ROPA") have ceased operations due to the pandemic and their individual members have become unemployed; and

Whereas, Current Federal legislation such as the Coronavirus Aid, Relief, and Economic Security (CARES) Act has provided much needed relief to musicians and other unemployed Americans; and

Whereas, The CARES Act further provides Pandemic Unemployment Assistance ("PUA") to musicians and freelance workers who are otherwise ineligible for unemployment assistance; and

Whereas, Most musicians' annual compensation consists of a combination of employee wages and self-employment income; and

Whereas, PUA is not available to anyone who earns any employee wages; and

Whereas, Regular unemployment compensation is usually only calculated based on past employee wages earned, resulting in many musicians receiving only a small amount of benefits disproportionate to their actual income; and

Whereas, Representatives Judy Chu (D-CA) and Adam Schiff (D-CA) recently introduced the Mixed Earner Pandemic Unemployment Assistance Act, which is legislation that is intended to resolve the imbalance in unemployment compensation for workers, including musicians, who earn a mix of employee wages and self-employment income; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby strongly supports the passage of the Mixed Earner Pandemic Unemployment Assistance Act, or similar legislation, which would provide much needed relief to our member musicians and others in need.

Submitted by: The ROPA Executive Board

Resolution N°. 5

July 28, 2020

Subject: *Resolution Calling on Symphonic Managers to Take Care of Musicians During the COVID-19 Pandemic*

Protect our Musicians Resolution

Whereas, In June 2020, management of the Indianapolis Symphony Orchestra announced that they were furloughing all musicians and staff for the 2020-21 season, cancelling musicians' health insurance as of June 7, 2020, despite holding assets which include a \$97 million endowment; and

Whereas, In June 2020, management of the Nashville Symphony Orchestra announced that it would be furloughing its musicians for the 2020-21 season, with no guarantee of health insurance past the end of 2020; and

Whereas, In July 2020, management of the Fort Wayne Philharmonic announced that it would be furloughing its musicians through January 31, 2021 and have only committed to pay the musicians' health insurance through the end of 2020; and

Whereas, Despite the real challenges to live performances presented by the COVID-19 pandemic, these decisions are extremely troubling in that they fail to protect the safety and security of musicians who have dedicated their careers to serving their communities with live music performances; and

Whereas, These orchestras are only some examples of how orchestral, opera, and ballet managements are sacrificing the health and security of their musicians in the name of "financial sustainability"; and

Whereas, The actions of these managements were unnecessary and resulted in punitive action towards musicians, without whom the organizations could not

exist; and

Whereas, The actions of these managements deprive their communities of great art during a time of suffering; and

Whereas, What affects one orchestra has the ability to affect us all; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby stands in solidarity with the musicians of the Indianapolis Symphony Orchestra, the Nashville Symphony, the Fort Wayne Philharmonic, and others like them as they face this period of uncertain job security, financial challenges, and barriers to receiving healthcare; and be it further

Resolved, That ROPA calls on the managements of all American Federation of Musicians of the United States and Canada ("AFM") orchestras to take steps to ensure that their musicians are safe, healthy, and financially secure even if performances cannot take place; and be it further

Resolved, That ROPA condemns the actions of any management who chooses to cancel musicians' health insurance in the middle of a pandemic and hereby implores them to provide, at minimum, the health benefits its musicians deserve.

Submitted by: The ROPA Executive Board.

Resolution N°. 6

July 28, 2020

Subject: *Resolution Encouraging Orchestras to Keep Our Musicians Working*

Finding Ways to Compensate Musicians in a Pandemic Resolution

Whereas, Since March, most live performances in the United States have been cancelled due to the COVID-19 Pandemic; and

Whereas, The rapid spread of COVID-19 in the United States will likely prevent orchestras from presenting live performances the way they used to for the foreseeable future; and

Whereas, Some organizations are seeking ways to present alternative programs in order to keep musicians working; and

Whereas, For example, the Akron Symphony Orchestra has committed to paying its musicians their full guarantee for the 2020-21 season, by presenting small-scale performances in alternative venues; and

Whereas, The Richmond Symphony will be honoring its contractual pay obligations for all core and per service musicians for the full 2020-21 season; and

Whereas, The Toledo Symphony has committed to meeting 100% of its payroll obligations to their musicians for the 2020-21 season; and

Whereas, This kind of commitment, programming, and support is necessary to keep audiences engaged, to keep musicians working and connected to their orchestras, and to stimulate the economy; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby supports the efforts of all organizations that are doing their best to keep their musicians working; and be it further

Resolved, That ROPA applauds the organizations that have committed to paying musicians their full salaries or at least minimum guarantees for the 2020-21 season; and be it further

Resolved, That ROPA encourages all orchestral, opera, and ballet managements to follow these examples and endeavor to compensate their musicians in this difficult time.

Submitted by: The ROPA Executive Board

Resolution N°. 7

July 28, 2020

Subject: *Resolution Encouraging Safety in Performance Venues as Musicians Return to Work*

Workplace Safety Resolution

Whereas, In March 2020, the COVID-19 pandemic hit the United States; and

Whereas, Many orchestras of the Regional Orchestra Players' Association ("ROPA") have ceased operations due to the pandemic and associated government mandates to close facilities and limit the size of public gatherings; and

Whereas, As local governments begin to ease these restrictions, orchestras will begin to plan to return to work; and

Whereas, Despite any action to re-open the economy, there is still no cure or vaccine for COVID-19, making musicians, staff members, and audiences vulnerable to infection whenever they gather for rehearsals and performances; and

Whereas, It is now known that COVID-19 can spread through aerosols, which are released into the air through breathing, talking, singing, and blowing through musical instruments; and

Whereas, The Centers for Disease Control ("CDC") and many local governments have put out guidelines regarding recommendations for workplace safety during the pandemic, such as maintaining a six-foot distance from colleagues, wearing appropriate Personal Protective Equipment (PPE), and providing appropriate ventilation; and

Whereas, The American Federation of Musicians of the United States and Canada ("AFM") has further put out guidance regarding the orchestral workplace and measures which should be considered to keep musicians safe; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby strongly encourages its member orchestras to work with the American Federation of Musicians of the United States and Canada ("AFM") in determining appropriate safety protocols for each orchestral workplace; and be it further

Resolved, That ROPA discourages any rehearsal or performance activity where the health and

safety of musicians is not of paramount concern.

Submitted by: The ROPA Executive Board

Resolution N°. 8

July 28, 2020

Subject: *Resolution Encouraging Congress to Explore the Possibility of Healthcare for All*

Healthcare for All Resolution

Whereas, Due to the skyrocketing cost of health insurance in the United States, there are millions of Americans who are currently unable to afford sufficient healthcare coverage for themselves and their families; and

Whereas, This causes many Americans to forgo much needed doctor visits and treatments; and

Whereas, The majority of Regional Orchestra Players' Association ("ROPA") Orchestras employ musicians on a part time basis, and therefore do not provide health insurance to musicians; and

Whereas, Many musicians who play in member orchestras of ROPA are freelancers, and as such have a fluctuating income and are not always able to afford health insurance even through the marketplaces provided by the Affordable Care Act; and

Whereas, In March 2020, the global COVID-19 pandemic put the health of many Americans at risk, at the same time putting millions out of work and endangering their ability to afford health insurance; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby strongly supports any and all efforts to provide free or low-cost healthcare for all Americans; and be it further

Resolved, That ROPA encourages Congress to consider drafting and passing legislation that would provide Healthcare for All.

Submitted by: Sean Diller, ROPA Treasurer, and The ROPA Executive Board