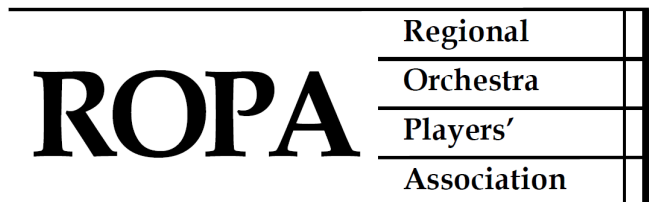


# New Delegate Orientation

Hosted by Amanda Swain, ROPA Vice President

July 19, 2021



# Welcome to ROPA!



# What is ROPA?



The Regional Orchestra Players' Association (ROPA) is a player conference of symphonic musicians within the American Federation of Musicians (AFM). It provides support services and training to over 7000 musicians in 93 American orchestras. ROPA is a sister organization to the International Conference of Symphony and Opera Musicians (ICSOM), the Organization of Canadian Symphony Musicians (OCSM), the Theater Musicians Association (TMA), and the Recording Musicians Association (RMA).

# New Members

Welcome to our newest member orchestras!

*Welcome*



# Benefits of ROPA Membership

## Networking & Access

- Delegate Discussion Group
- General Discussion Group
- Member-at-Large (MAL) groups
- Direct access to ROPA Board
- Orchestra-L
- Player Conferences Council
- A seat at the national table
- Access to AFM Symphonic Services Division (SSD)

## Resources

- ROPA Website
- Conductor Evaluation Bank
- Wage Charts
- The *Leading Tone*
- Settlement Bulletins
- SSD Resource Center
- ROPA Emergency Relief Fund (ERF)
- Legal Advisory Service

## Annual Conference



# Duties of a ROPA Delegate

## COMMUNICATE

- Member-At-Large (MAL) is first line of communication
- Use the delegate discussion list
- **Respond to your MAL**

## SHARE

- Distribute *The Leading Tone*
- Forward information to your orchestra
- Social Media

## SUBMIT ANNUAL ROPA DUES

## PREPARE REPORTS

- Settlement Bulletins
- Conference Orchestra Reports
- Wage Chart Entries
- Conductor Evaluations
- Submit articles for the *Leading Tone*

## ATTEND THE CONFERENCE

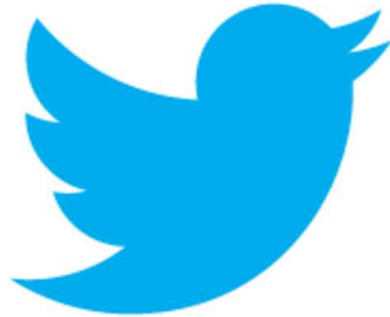
- Learn
- Share what you learn with your OC, your orchestra, and your Local

# ROPA is on Social Media!

Just search for Regional Orchestra Players' Association



Facebook



Twitter



Instagram

Instagram

- Like, Follow, Subscribe, and Share across all our channels!
- Use our hashtags to promote awareness of our awesome organization! #ROPAorchestras #ROPAmusicians
- Questions? Ask our social media coordinator, Katie Shields!  
katherine.shields2@gmail.com

# ROPA Dues

Matthew Oshida, ROPA Treasurer

[ropatreasurer@gmail.com](mailto:ropatreasurer@gmail.com)



# ROPA Dues FAQs



- ▶ How much are annual dues? \$800 for full member orchestras (\$700 dues, \$100 to the ROPA Emergency Relief Fund, or ERF); \$220 for associate member orchestras
- ▶ Who pays my orchestra's ROPA dues? Members via direct collection or your Local
- ▶ When are my dues due? December 31<sup>st</sup>. Late fees will apply. Dues notices go out in October.
- ▶ Where do I send my dues check? We will provide you with a mailing address or an electronic payment option on your dues notice.
- ▶ What are ROPA dues used for? "To further the interests of ROPA."



# ROPA Website and Settlement Bulletins

Karen Sandene, ROPA Secretary

[karensandene@gmail.com](mailto:karensandene@gmail.com)

# When to Contact Karen Sandene

- ▶ Delegates have access to restricted sections of the ROPA website. See Karen's "Secretary Hints" handout for info on how to get access! Still having issues? Contact Karen.
- ▶ Recently negotiated a new CBA? Fill out a settlement bulletin! Instructions can be found on Karen's "Secretary Hints" handout. These go directly to Karen.
- ▶ Does your orchestra have a new delegate? Make sure to send all new info to Karen.



# ROPA Wage Charts

Laurence Hofmann, SSD Contract Administrator

[lhofmann@afm.org](mailto:lhofmann@afm.org)

# Wage Charts FAQs

- ▶ What are the AFM Wage Charts? A dynamic database of CBAs going back about 10 years
- ▶ What are the AFM Wage Charts used for? Bargaining tool by utilizing the chart's Comparative Analysis and Historical Review functions
- ▶ Who can access the AFM Wage Charts? Any AFM member
- ▶ Who is responsible for filling out my orchestra's wage chart? YOU, the delegate.
- ▶ Where do I get the info to fill out my orchestra's wage chart? Your orchestra's CBA, your Local, and your orchestra's management

# Wage Charts Info



- ▶ The Wage Charts open in January
- ▶ Delegates are responsible for entering data in the Wage Charts by accessing the questionnaire of their own orchestra in the *Delegates* section.
- ▶ **\*NEW DELEGATES need to register their AFM account username with Laurence to get access to the questionnaire online\***
- ▶ **\*PLEASE enter data ASAP\*** You can access the questionnaire as often as you wish until the closing of the deadline.
- ▶ Every spring the current seasonal charts are made public in an edited PDF format.
- ▶ Throughout the year the delegates have the option to make selected changes to the charts.

# More Wage Charts!



- ▶ Info from last year's chart is auto populated into this year's chart - less work for you! Be sure to update all fields.
- ▶ An especially useful feature of the site is the ***Comparative Analysis***.
- ▶ This section has 2 subsections: Filter by Criteria and Historical Review.
- ▶ ***Filter by Criteria*** : Orchestras can be compared with other orchestras using (one or multiple) criteria like season length, musicians currently employed, orchestra budget, minimum annual salary, minimum weekly salary.
- ▶ ***Historical Review***: the growth of an orchestra can be reviewed going back to the 2009-2010 season.
- ▶ The reports from the searches are presented as tables and graphs. They can be downloaded and/or printed.
- ▶ There is a "Help" section - use it!
- ▶ Make notes of things you want to remember the following year!

# Need Help with the Wage Charts?



Contact Laurence Hoffman

[lhofmann@afm.org](mailto:lhofmann@afm.org)

Office (917) 229 0211

\*Note: While you can always reach out to your MAL with any questions, Laurence really is the expert on this and prefers all wage chart questions be directed to her.



# The Leading Tone

Sharon Jones, Editor

[bellsauf@gmail.com](mailto:bellsauf@gmail.com)

# The Leading Tone



- ▶ ROPA's quarterly publication
- ▶ You'll hear from the board about things we've been working on; you'll hear from other delegates about interesting or relevant things going on in their orchestras; and, you'll get news about our industry that may impact you and your orchestra.
- ▶ It is YOUR responsibility to get The Leading Tone to your members
- ▶ Please submit content! Our publication is only as good as our members make it.
- ▶ **Go green!**

# Conductor Evaluation Bank

Lisa Davis, ROPA Conductor Evaluation Bank Administrator

[ropaceba1@gmail.com](mailto:ropaceba1@gmail.com)

# Conductor Evaluation Bank



- ▶ Our online Conductor Evaluation Bank is a resource for gathering and sharing confidential opinions about conductors who have performed with ROPA orchestras. By making these results available, ROPA intends to assist orchestras in an informed selection of guest conductors and music director candidates, as well as the renewal process of conducting staff.
- ▶ Your job is easy. Go to [ropaweb.org](http://ropaweb.org) -> Conductor Evaluations -> For Delegates, and fill out the form to request that a survey be administered for a recent conductor.
- ▶ You will need the email addresses for the musicians who performed on the program under the conductor being evaluated. Subs are welcome to fill out the survey as well.
- ▶ If your organization is conducting an MD or conductor search, send them to the For Managers tab.

# ROPA Conference

- ▶ Attend the ROPA Conference! If you cannot attend, send your elected alternate delegate. If they cannot attend, find a willing volunteer from your orchestra.
- ▶ Before attending the conference, discuss probable travel expenses with your Local so they can budget accordingly. They are **required** by AFM bylaws to cover these expenses.
- ▶ Write and file your orchestra report with the ROPA secretary.
- ▶ Take notes during the conference. Save the presentations. Network with your peers and colleagues.
- ▶ Present your report of the conference to your orchestra musicians and your Local.
- ▶ Don't forget to turn in travel receipts to your Local.



# Resources

ROPA website: [www.ropaweb.org](http://www.ropaweb.org)

SSD Resource Center: [www.afm.org](http://www.afm.org)

Wage charts: <https://wagechart.afm.org/>



Questions?