

Resolution N^o. 2

July 27, 2021

Subject: *Resolution Condemning the Management of the Colorado Springs Philharmonic for failing to bargain in good faith*

Colorado Springs Philharmonic Resolution

Whereas, In April of 2020, the musicians of the Colorado Springs Philharmonic (“the Musicians”), members of the Regional Orchestra Players’ Association (“ROPA”) and represented by Local 154 of the American Federation of Musicians of the United States and Canada (“AFM”), entered into a five-year Collective Bargaining Agreement (“CBA”) with the Management of the Colorado Springs Philharmonic (“Management”), which included wages and working conditions that were fairly and lawfully bargained for; and

Whereas, At the end of the 2019-20 season, Management abruptly and unlawfully cancelled the CBA, leaving the Musicians without work or pay, and placing blame on not being able to present performances during the COVID-19 pandemic, despite having bargained return to work safety protocols and with full knowledge that venues were open with safety measures in place; and

Whereas, Management then planned to present performances, and offered work to the Musicians without the protections of the CBA and on a per-service basis, rather than fulfilling the guaranteed service minimum salary provided for in the CBA; and

Whereas, On August 17, September 1, and October 2, 2020, Local 154 of the AFM filed grievances and on March 5, 2021, Local 154 filed an Unfair Labor Practice; and

Whereas, On March 6, 2021, the AFM placed the Colorado Springs Philharmonic on the International Unfair List; and

Whereas, A neutral arbitrator has been selected to decide whether the CBA was lawfully cancelled, and in the meantime, Management has offered no work in the 2021-22 season to the musicians even though the threat of the COVID-19 pandemic has been diminished and the orchestra's primary concert hall is open without any restriction on audience capacity; therefore, be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") hereby stands in solidarity with the Musicians of the Colorado Springs Philharmonic and commends their fortitude in the face of adversity; and be it further

Resolved, That ROPA hereby condemns the Management of the Colorado Springs Philharmonic for using the COVID-19 pandemic as an excuse to cancel the Collective Bargaining Agreement ("CBA") they agreed to and to keep its musicians from earning a living during a global crisis; and be it further

Resolved, That ROPA urges the Management of the Colorado Springs Philharmonic to honor the CBA and bring the musicians back to work immediately.

Submitted by: Ann Rule, Delegate, Colorado Springs Philharmonic, and The ROPA Executive Board