

Resolution N^o. 5

July 27, 2021

Subject: *Resolution Congratulating the Musicians of the Fort Wayne Philharmonic on the Restoration of their Season*

Fort Wayne Philharmonic Resolution

Whereas, When the COVID-19 pandemic erupted in the United States in March of 2020, the Fort Wayne Philharmonic (“FWP”) and its musicians, members of Local 58 of the American Federation of Musicians of the United States and Canada (“AFM”), were near an agreement for a successor Collective Bargaining Agreement (“CBA”) after 10 months of bargaining; and

Whereas, In April of 2020, the FWP withdrew its bargaining proposal, which included wage increases and other favorable conditions, citing changed circumstances due to the pandemic; and

Whereas, In July of 2020, the FWP announced the furlough of all musicians effective August 31, 2020, using the global pandemic as an excuse to suspend operations and attempt to diminish the pay and working conditions for the musicians of the orchestra; and

Whereas, In September of 2020, the FWP presented a bargaining proposal which sought to completely undermine the size, quality, and professionalism of the orchestra; and

Whereas, Several Unfair Labor Practices were filed in opposition to these unlawful practices by the FWP; and

Whereas, The Musicians of the Fort Wayne Philharmonic fought tirelessly against this effort to gut their livelihoods by bargaining in good faith, and engaging in rallies, pickets, and other job actions to raise awareness for this

unjustified action by the orchestra's management; and

Whereas, For the entire 2020-21 season, the Musicians remained on furlough without any pay; and

Whereas, On May 1, 2021, a rally was held in Fort Wayne in support of the musicians which drew huge crowds from Fort Wayne and participants from all over the country; and

Whereas, As a result of the above actions, the parties returned to the bargaining table and were able to agree on terms of a one year contract; and

Whereas, The FWP has now agreed to pay musicians for twenty-eight (28) weeks of work during the indoor season and seven (7) weeks in the summer, which is an increase in total annual weeks from the previous guarantee; and

Whereas, The FWP also agreed to give musicians significant "furlough offset" payments after suffering through a year without pay; therefore, be it

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

Resolved, That ROPA looks forward to the continued growth and prosperity of the Fort Wayne Philharmonic.

Submitted by: Dennis Fick, Delegate, Fort Wayne Philharmonic and The ROPA Executive Board