



# RESOLUTIONS

2022 Conference  
Orange County, CA

**Resolution N°. 1**

*July 27, 2022*

**Subject:** *Resolution Proposing to Change ROPA's Fiscal Year and Amend the Bylaws Accordingly*

Fiscal Year Change Resolution

Whereas, The Regional Orchestra Players' Association ("ROPA") currently uses the Fiscal Year of July 1 – June 30; and

Whereas, ROPA's annual conference usually takes place in July or August; and

Whereas, ROPA incurs expenses for the annual conference, including but not limited to Board Member travel and hotel deposits, in June each year; and

Whereas, ROPA incurs additional expenses for the annual conference when the conference is completed; and

Whereas, Incurring expenses for the annual conference in two different fiscal years creates confusion and difficulties in planning and reporting the annual budget; and

Whereas, Accordingly, the ROPA Executive Board wishes to amend the fiscal year to September 1 – August 31; therefore, be it

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

Section 4. Late Fees

- (a) Each Member Orchestra shall pay annual dues no later than December 31 of each Fiscal Year (~~July 1 – June 30~~ September 1 – August 31). Late fees will be assessed to any orchestra whose annual dues are received after December 31. Late fees shall be calculated as follows:

and, be it further

*Resolved*, That the Regional Orchestra Players' Association ("ROPA") will implement this change beginning on September 1, 2023 and the ROPA Treasurer will follow the applicable guidelines for reporting the change in fiscal year to the Department of Labor.

**Submitted by:** The ROPA Executive Board

## **Resolution N° 2**

*July 27, 2022*

**Subject:** *Resolution Proposing to Raise Honorariums for President, Vice President, Secretary, and Treasurer*

### Honorarium Resolution

Whereas, The Regional Orchestra Players' Association ("ROPA") relies on the service of the Executive Board to complete its mission; and

Whereas, The Executive Board is made up of Members-At-Large who all volunteer their time, and are led by four officers: President, Vice President, Secretary, and Treasurer, who receive a small honorarium in accordance with Article VI, Section 5 of the ROPA bylaws as a token of appreciation for their time and dedication; and

Whereas, The President of ROPA is traditionally called on to produce and direct the majority of annual conference planning and complete other necessary functions of ROPA, dedicating several hours per week to ROPA-related tasks; and

Whereas, The Vice-President, Secretary, and Treasurer of ROPA all dedicate significant amounts of their personal time to complete the necessary functions of ROPA; and

Whereas, ROPA is incredibly grateful for the service provided by those who have served as officers of ROPA; and

Whereas, The honorarium for officers has not been increased in at least ten years; therefore, be it

*Resolved*, That the Regional Orchestra Players' Association ("ROPA") hereby approves honorariums for its officers as follows, beginning with the payment for Quarter 1 of this Fiscal Year as paid to officers installed at the 2022 ROPA Conference:

President: \$1600 annually/\$400 per quarter

Vice President: \$1200 annually/\$300 per quarter

Secretary: \$1200 annually/\$300 per quarter

Treasurer: \$1200 annually/\$300 per quarter

**Submitted by:** John Michael Smith

## Resolution N° 3

July 27, 2022

**Subject:** *Resolution Proposing to Create an Honorarium for the Conductor Evaluation Bank Administrator*

### Conductor Evaluation Bank Administrator Honorarium Resolution

Whereas, One of the benefits of membership in the Regional Orchestra Players' Association ("ROPA") is the ability to access and contribute to the ROPA Conductor Evaluation Bank; and

Whereas, The ROPA Conductor Evaluation Bank must be housed and administered by a volunteer; and

Whereas, Whenever there is a submission to or an inquiry regarding the Conductor Evaluation Bank, the Conductor Evaluation Bank Administrator must dedicate several hours of time to process the request; and

Whereas, Individuals who serve in other similar adjunct positions for ROPA, such as editor of *The Leading Tone*, receive honorariums as a small token of appreciation for the work they do to support ROPA's mission; and

Whereas, ROPA is incredibly grateful for the service provided by the volunteers who have served as Conductor Evaluation Bank Administrator; therefore, be it

*Resolved*, That the Regional Orchestra Players' Association ("ROPA") hereby approves an honorarium for the Conductor Evaluation Bank Administrator in the amount of \$200.00 annually; and be it further

*Resolved*, That Article VI, Section 5 of the ROPA bylaws will be revised as follows:

Section 5. An Honorarium for the office of President, Vice President, Secretary, Treasurer, Webmaster, *The Leading Tone* Editor, Conductor Evaluation Bank

Administrator, and Social Media Coordinator shall be set by the Executive Board, subject to the approval of the general membership.

and, be it further

*Resolved*, That Article VII, Section 1 of the ROPA bylaws will be revised as follows:

Enumeration: The Adjunct Positions shall include an Editor of *The Leading Tone*, a Social Media Coordinator, a Historian, a Webmaster, a Conductor Evaluation Bank Administrator and a Conference Coordinator.

and, be it further

*Resolved*, That Article VII, Section 6 of the ROPA bylaws will be revised as follows:

Section 6. Conductor Evaluation Bank Administrator: The Conductor Evaluation Bank Administrator shall: . . .

**Submitted by:** The ROPA Executive Board

## **Resolution N°. 4**

*July 27, 2022*

**Subject:** *Resolution Responding to the Call to Action From the Black  
Orchestral Network*

### Black Orchestral Network Call to Action Resolution

Whereas, Systemic racism affects Regional Orchestra Players' Association ("ROPA") orchestras at every level, making it difficult for musicians of color to obtain positions in our orchestras and have a voice in the future of classical music; and

Whereas, ROPA is committed to promoting and increasing equity, diversity, and inclusion in our member orchestras; and

Whereas, On May 2, 2022, the Black Orchestral Network ("BON"), an organization which seeks to create an inclusive and equitable environment for Black people in the orchestral field, put out a Call to Action<sup>1</sup> to orchestral stakeholders, including the American Federation of Musicians of the United States and Canada ("AFM") and its player conferences, including ROPA; and

Whereas, That Call to Action calls on ROPA to support Black orchestral musicians through a number of initiatives, including but not limited to the presence of Black voices on committees and bargaining teams and the addition of questions addressing equity, diversity, and inclusion on ROPA surveys; and

Whereas, ROPA hears BON's Call to Action and pledges to work with BON members to improve the landscape for Black orchestral musicians in ROPA orchestras; therefore, be it

*Resolved*, That the Regional Orchestra Players' Association ("ROPA") hereby

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<sup>1</sup> <https://www.blackorchestralnetwork.org/open-letter>

encourages all of its members to sign on to the Black Orchestral Network (“BON”)’s Call to Action open letter petition and work to promote equity, diversity, and inclusion in their orchestras; and be it further

*Resolved*, That the ROPA Equity, Diversity, and Inclusion (“EDI”) Workgroup pledges to review the ROPA Conductor Evaluation Surveys in conjunction with BON members in order to evaluate the principles of equity, diversity and inclusion when engaging conductors; and be it further

*Resolved*, That the ROPA EDI Workgroup pledges to review ROPA’s Wage Chart surveys and any other applicable documents and processes, in conjunction with BON members, in order to respond fully to the BON Call to Action; and be it further

*Resolved*, That the members of the ROPA Executive Board, as the elected officials of ROPA, pledge to prioritize and support the work of the ROPA EDI Workgroup and to work with BON to help support Black orchestral musicians.

**Submitted by:** The ROPA Executive Board and Alana Wiesing, Chair, ROPA EDI Work Group

## **Resolution N°. 5**

*July 27, 2022*

**Subject:** *Resolution Remembering Pat Varriale, AFM Electronic Media Services Director*

### Pat Varriale Resolution

Whereas, On May 13, 2022, Patrick Varriale (“Pat”), Electronic Media Services Director for the American Federation of Musicians of the United States and Canada (“AFM”), suddenly passed away; and

Whereas, Pat had an almost fifty-year career with the AFM, having been hired in 1974; and

Whereas, Pat was instrumental in growing opportunities for members of the AFM to earn a living through electronic media; and

Whereas, Pat was a tireless advocate for musicians and a friend to all; and

Whereas, Many musicians who play in orchestras which are members of the Regional Orchestra Players’ Association (“ROPA”) are also recording musicians, and directly benefited from Pat’s work and advocacy; and

Whereas, ROPA is grateful for Pat’s immeasurable contribution to recording musicians’ wages, benefits, and terms and conditions of work; and

Whereas, ROPA is saddened by the sudden loss of this formidable force in our industry; therefore, be it

*Resolved*, That the Regional Orchestra Players’ Association (“ROPA”) will remember Patrick Varriale (“Pat”) as a force of good for musicians in the United States; and be it further

*Resolved*, That ROPA hereby expresses its condolences to Pat's wife Patricia and their son Nicholas.

**Submitted by:** The ROPA Executive Board

## Resolution N<sup>o</sup>. 6

July 27, 2022

**Subject:** *Resolution Urging The Orchestral Community to Act to Protect the Rights of Women*

### Women's Rights Resolution

Whereas, In June of 2022, the United States Supreme Court issued its opinion in *Dobbs v. Jackson Women's Health Organization*, No. 19-1392, 597 U.S. \_\_\_\_ (2022), overturning long-standing precedent set by *Roe v. Wade*, 410 U.S. 113 (1973) which limited States' ability to restrict American women's rights to reproductive healthcare; and

Whereas, In response to this ruling, many States enacted legislation which severely restricted the reproductive rights of women; and

Whereas, As a result of this decision and these new laws, some women across the country no longer have the right to choose to terminate a pregnancy, no matter the circumstances; and

Whereas, These new laws impact members of the Regional Orchestra Players' Association ("ROPA") whose health and well-being may be affected by new restrictions on women's access to necessary health care; and

Whereas, ROPA believes that access to healthcare is a fundamental right; and

Whereas, When members of ROPA orchestras have insecurity over their health, it can interfere with their ability to make music at the highest level; and

Whereas, ROPA exists to empower our members to fight for the best possible working conditions; and

Whereas, What affects one of us, affects us all; therefore, be it

*Resolved*, That the Regional Orchestra Players' Association ("ROPA") stands against the *Dobbs* decision and stands with women in the United States who deserve reproductive freedom; and be it further

*Resolved*, That ROPA hereby calls on the managements of its member orchestras to ensure that all ROPA musicians have access to necessary healthcare and to agree not to take adverse action against any musicians who may suffer the consequences of new laws restricting reproductive rights; and be it further

*Resolved*, That ROPA calls on the United States Congress to Act to protect the rights of women once and for all.

**Submitted by:** Naomi Bendorf Frisch, Delegate-at-Large to the AFM Convention, and The ROPA Executive Board

**Resolution N°. 7**

*July 27, 2022*

**Subject:** *Resolution In Support of the Musicians of the San Antonio Symphony*

**Musicians of the San Antonio Symphony Resolution**

Whereas, The San Antonio Symphony was the first symphony orchestra in the state of Texas, and was formally organized in 1939; and

Whereas, The Musicians of the San Antonio Symphony are members of the International Conference of Symphony and Opera Musicians (“ICSOM”), which, like the Regional Orchestra Players’ Association (“ROPA”) is a player conference of the American Federation of Musicians of the United States and Canada (“AFM”); and

Whereas, In 2021, the Musicians of the San Antonio Symphony went on strike to protest proposed draconian cuts to their wages and to the size of the orchestra; and

Whereas, In the spring of 2022, the Board of the San Antonio Symphony unanimously voted to file for Chapter 7 bankruptcy, choosing to close its doors rather than support its musicians; and

Whereas, The loss of such a long standing cultural institution will have devastating effect on the citizens of the City of San Antonio and all patrons of this great orchestra; and

Whereas, The closing of the San Antonio Symphony will cause the Musicians to seek work elsewhere, creating a loss of educational opportunities for residents of San Antonio who study music with these Musicians; and

Whereas, These kinds of actions hurt our industry; and

Whereas, What affects one of us, affects us all; therefore, be it

*Resolved*, That the Regional Orchestra Players' Association ("ROPA") stands with the Musicians of the San Antonio Symphony in this difficult time; and be it further

*Resolved*, That ROPA supports the efforts of the Musicians of the San Antonio Symphony to build a new orchestra in the City of San Antonio that reflects the size and available resources of the city and surrounding community.

**Submitted by:** The ROPA Executive Board

## **Resolution N°. 8**

*July 27, 2022*

**Subject:** *Resolution In Honor of John Michael Smith, Outgoing President of ROPA*

### Mike Smith Resolution

Whereas, John Michael (“Mike”) Smith has served as the President of the Regional Orchestra Players’ Association (“ROPA”) for six years; and

Whereas, Mike Smith also served on the ROPA Executive board for five years prior to taking on the role of President; and

Whereas, Mike Smith led ROPA through one of the most challenging times for orchestral musicians, the Coronavirus Pandemic; and

Whereas, Mike Smith was instrumental in helping ROPA to thrive during this time, planning and spearheading ROPA’s two virtual conferences in 2020 and 2021, meeting weekly during the height of the Pandemic with the leaders of other player conferences of the American Federation of Musicians of the United States and Canada (“AFM”), and helping to promote the health and safety of ROPA musicians throughout the Country; and

Whereas, Under Mike Smith’s leadership, ROPA created the Equity, Diversity, and Inclusion Workgroup which is actively striving to improve working conditions for people of color and under-represented populations in the orchestral industry; and

Whereas, Under Mike Smith’s leadership of the ROPA Media Committee and participation on the Players’ Conference Council, ROPA has gained a stronger voice in our Union; and

Whereas, Mike Smith has given countless hours to ensure that ROPA runs efficiently, is fiscally responsible, and is attentive to the needs of its members; and

Whereas, Mike Smith has worked tirelessly to ensure that ROPA continues to provide valuable services to its members; and

Whereas, Mike Smith is a staunch advocate for musicians and a friend to all; and

Whereas, As Mike Smith leaves his role as President, ROPA expresses its gratitude to his immeasurable contribution to ROPA, the AFM, and orchestral musicians nationwide; therefore, be it

*Resolved*, That the Regional Orchestra Players' Association ("ROPA") thanks John Michael ("Mike") Smith for his invaluable service; and be it further

*Resolved*, That ROPA wishes Mike Smith well in his future endeavors; and be it further

*Resolved*, That ROPA hopes Mike Smith will continue to be a presence in our organization for years to come.

**Submitted by:** The ROPA Executive Board