

# Conference Minutes 2002 Unity Conference Ottawa, Ontario

Wednesday, August 13 – Sunday, August 17, 2002

## Wednesday, August 13, 2002

President Ann Drinan welcomed the attendees and called the Conference to order.

Secretary Betsy Start performed the roll call of member orchestras. A quorum was present.

### **Full Members**

Akron Symphony Orchestra  
 Arizona Opera Orchestra  
 Atlanta Ballet Orchestra  
 Atlanta Opera Orchestra  
 Austin Symphony Orchestra  
 Boulder Philharmonic Orchestra  
 California Symphony Orchestra  
 Canton Symphony Orchestra  
 Charleston Symphony Orchestra  
 Chattanooga Symphony  
 Cleveland Opera Orchestra  
 Colorado Springs Symphony Orchestra  
 Dallas Opera Orchestra  
 Dayton Philharmonic  
 Delaware Symphony Orchestra  
 El Paso Symphony  
 Elgin Symphony Orchestra  
 Erie Philharmonic Orchestra  
 Fort Wayne Philharmonic  
 Fresno Philharmonic Orchestra  
 Grand Rapids Symphony  
 Harrisburg Symphony Orchestra  
 Hartford Symphony Orchestra  
 Huntsville Symphony Orchestra  
 Kalamazoo Symphony Orchestra  
 Knoxville Symphony Orchestra  
 Las Vegas Philharmonic

Long Beach Symphony  
 Long Island Philharmonic  
 Los Angeles Chamber Orchestra  
 Los Angeles Opera Orchestra  
 Memphis Symphony Orchestra  
 Michigan Opera Theatre  
 Mississippi Symphony Orchestra  
 Monterey Symphony  
 New Mexico Symphony Orchestra  
 Omaha Symphony Orchestra  
 Pacific Symphony Orchestra  
 Palm Beach Opera Orchestra  
 Pittsburgh Opera & Ballet Orchestra  
 Portland Opera Orchestra  
 Rhode Island Philharmonic  
 Richmond Symphony  
 San Jose Symphony  
 Santa Barbara Symphony  
 Santa Rosa Symphony  
 Savannah Symphony Orchestra  
 Shreveport Symphony Orchestra  
 South Bend Symphony  
 Spokane Symphony  
 Toledo Symphony Orchestra  
 Tulsa Philharmonic  
 West Virginia Symphony  
 Wichita Symphony Orchestra

### **Associate Members**

Green Bay Symphony Orchestra  
 Lehigh Valley Chamber Orchestra

Milwaukee Ballet Orchestra  
 Richardson Symphony Orchestra

### **Member Orchestras Not Represented**

New Haven Symphony  
Hollywood Bowl Orchestra  
Flint Symphony  
Northeastern Pennsylvania Philharmonic  
Hudson Valley Philharmonic

### **The ROPA Executive Board**

Ann Drinan, ROPA President  
Marc Facci, ROPA Vice-President  
Betsy Start, Secretary  
Dennis Danders, Treasurer  
Danna Sundet, Member-At-Large  
Barbara Zmich, Member-At-Large  
Tom Fetherston, Editor, *The Leading Tone*

#### **Not present from the executive board:**

Anne Holmi, Member-At-Large  
Ken Yoshida, Member-At-Large

### **Conference Guests**

Florence Nelson, Secretary-Treasurer, AFM  
Janice Galassi, Director, AFM Symphony Services Division (SSD)  
Mark Jones, Member, AFM International Executive Board  
Chris Durham, Negotiator, AFM Symphony Services Division  
Nathan Kahn, Negotiator, AFM Symphony Services Division  
Richard Totusek, ROPA Parliamentarian  
Eric Beers, AFM Symphonic Services Division  
Michelle Walker Fine, Memphis Symphony Alternate Delegate  
James Juliano, AFM Local 4 Counsel  
David Schubach, AFM Local 47 Vice-President

President Drinan presented a report of her activities since the 2001 Conference. She had worked on the Electronic Media Forum, and with the Player Conference Council. She also attended an ASOL conference, and attended a meeting at the AFM national office in New York to explore the formation of a Health Care Task Force. President Drinan concluded with information about the ConcertWorks organization.

Vice-President Facci presented a report. The ROPA Conference passed a motion to create a fifth Member-At-Large position on the ROPA Executive Board, to be elected at the current Conference, for a term of two years.

Secretary Start gave a report.

Treasurer Danders delivered a report. The ROPA Conference approved Treasurer Danders' budget for the 2002-2003 fiscal year:

*The Leading Tone* Editor Fetherston delivered a report, mentioning his work on the creation of an online ROPA contact and membership database for sharing among ROPA officers and Delegates.

Janice Galassi, Director of AFM SSD, gave a presentation.

Delegates from Akron Symphony and Arizona Opera Orchestra delivered their reports.

President Drinan introduced conference coordinators Francine Schutzman and Tom Hall.

Delegates from the following orchestras delivered Reports:

Atlanta Ballet Orchestra, Atlanta Opera Orchestra, California Symphony, Canton, Charleston Symphony, Chattanooga Symphony, Cleveland Opera Orchestra, Colorado Springs Symphony, Dallas Opera Orchestra, Dayton Philharmonic, Delaware Symphony, El Paso Symphony, Elgin Symphony, Erie Philharmonic, Fort Wayne Symphony

The Conference held an open session.

The Delegate from the South Bend delivered a report on discretionary over-scale.

The Conference held nominations for officer elections, presided by the distinguished former ROPA Member-At-Large Craig McNutt. The following were nominated:

President: Ann Drinan, Barbara Zmich

Treasurer: Dennis Danders

Leading Tone Editor: Tom Fetherston, Paul Castillo

Members-At-Large: Sherill Roberts, Gaylon Patterson, Barbara Downs, Sunny Cirlin, Mark Wardlaw, Kareen Britt, Jennifer Munday

Delegate-At-Large to the AFM Convention: Linda Paterson

Delegates from the following orchestras delivered reports:

Fresno Philharmonic, Grand Rapids Symphony, Green Bay Symphony, Harrisburg Symphony, Hartford Symphony, Huntsville Symphony, Kalamazoo Symphony, Knoxville Symphony, Las Vegas Philharmonic, Lehigh Valley Chamber Orchestra, Long Beach Symphony, Long Island Philharmonic, Los Angeles Opera Orchestra, Memphis Symphony, Michigan Opera Theatre, Milwaukee Ballet Orchestra, Monterey Symphony

The AFM Symphony Services Division gave an extended presentation.

Delegates from the following orchestras delivered reports:

New Mexico Symphony, Omaha Symphony, Pacific Symphony, Palm Beach Opera Orchestra, Pittsburgh Opera and Ballet, Portland Opera Orchestra, Rhode Island Philharmonic, Richardson Symphony, Richmond Symphony, San Jose Symphony, Santa Barbara Symphony, Santa Rosa Symphony, Savannah Symphony, Shreveport Symphony, South Bend Symphony, Spokane Symphony, Toledo Symphony, Tulsa Philharmonic, West Virginia Symphony, Wichita Symphony

The Conference held an open session on the topic of Media.

The Conference continued nominations for election of officers, presided over by Craig McNutt. The final list of nominations was:

President: Ann Drinan, Barbara Zmich

Treasurer: Dennis Danders

Leading Tone Editor: Tom Fetherston, Paul Castillo

Members-At-Large: Sherill Roberts, Gaylon Patterson, Barbara Downs, Sunny Cirlin, Mark Wardlaw, Kareen Britt, Jennifer Munday

Delegate-At-Large to the AFM Convention: Linda Paterson

President Drinan recessed the ROPA Conference until Saturday morning.

## **Thursday, August 14, 2002**

On Thursday, August 15, 2002, the ROPA, ICSOM, and OCSM Conferences held a "Unity" plenary session.

OCSM President Rob McCosh called the meeting to order

ICSOM Secretary Tom Hall gave an overview of ICSOM history, acknowledged Delegates Emeriti and officers in attendance

AFM President Tom Lee spoke to the Unity session.

Charles Olton, President, ASOL, gave a speech.

David Jandrisch, AFM Vice-President from Canada, addressed the Unity session.

Elisabeth Whitlock, ED, Orchestras Canada (Canada's national orchestra's service) gave a presentation.

Florence Nelson, Secretary-Treasurer, AFM, gave a speech.

Janice Galassi, Director, AFM SSD, gave a speech.

Laura Brownell, Director, AFM SSD Canada, gave a speech.

Karen Schnackenberg, AFM Liason Committee Chair, Major Orchestra Librarians Association, spoke to the Unity Conference.

The following representatives from the Electronic Media Forum delivered a presentation: Brad Buckley, ICSOM Media Committee, Laura Ross, Nashville Symphony, Debbie Newmark, Director of Electronic Media, AFM, and Ann Drinan, ROPA President.

The Unity session separated into a breakout session for small orchestras.

OCSM President Rob McCosh recessed the Unity session until the following morning.

## **Friday, August 15, 2002**

A Unity Plenary Session was held: "*Artistic Decisions: Who Decides What?*" The session was led by Robert Levine, with the following guests:

Richard Hackman, Harvard University, Moderator

Neal Gittleman, Music Director, Dayton Philharmonic Orchestra

Henry Fogel, President, Chicago Symphony Orchestra

Robert Wagner, New Jersey Symphony

Bill Moriarty, President, Local 802, substituting for the indisposed Leonard Leibowitz, ICSOM Legal Counsel

Nathan Kahn, Negotiator, AFM SSD

A Unity Plenary Session was held: "*Troubled Orchestras in the New Millennium.*"

Robert Levine, ICSOM President, moderator

Jan Gippo, St. Louis Symphony

Brad Buckley, St. Louis Symphony

Carla Johnson, Vice-President and General Manager, Saint Louis Symphony Orchestra

Susan Lipchak, Toronto Symphony Orchestra

Pam Hakl, San Jose Symphony Orchestra

Ron Bauers, financial analyst

Penny Anderson Brill, violist, Pittsburgh Symphony, presented a talk on *Music and Wellness*

OCSM President Rob McCosh adjourned the Unity session.

## **Saturday, August 16, 2002**

Various speakers gave informative presentations concurrently in separate rooms.

The ROPA Delegates passed a motion to suspend the rules so that officer elections could be held at this time to allow departing Delegates to vote. The election was held, and the ballot box, with a slit for late returns, was sealed.

Ron Bauers presented "*The Tax Consequences of Expense Reimbursements.*"

Delegates from the following orchestras gave their reports: Austin, Boulder Philharmonic, and Mississippi.

Delegate Henry Edwards gave a Special Report on the status of the Shreveport Symphony.

Alternate Delegate Pam Hakl delivered a Special Report on the status of the San Jose Symphony.

Jennifer Munday, ROPA Media Committee Chair, spoke about the Symphonic Audio Internet Agreement.

Marc Facci, ROPA Vice-President, explained the ROPA conductor evaluation forms.

Florence Nelson, AFM Secretary-Treasurer hosted a "*Union Steward Workshop: Grievance and Arbitration as a Dispute Resolution Format.*"

### ***ROPA Conference Business Session***

The Conference passed the following resolutions:

#### **1**

Whereas, The number of ROPA member orchestras has increased by about 20% over the last four years; and

Whereas, The ROPA Treasurer reports that the budget can afford the additional expense; and

Whereas, We wish to continually enhance the process of communication between the Delegates and the Executive Board; therefore, be it RESOLVED, That **Bylaws Article IV, Section 1** shall be amended as follows:

The officers of ROPA shall consist of a President, a Vice President, a Secretary, a Treasurer, and ~~four~~ five (5) Members at Large. These officers shall constitute the ROPA Executive Board.

RESOLVED, That **Bylaws Article IV, Section 2, Paragraph (b)** shall be amended as follows:

All officers shall be elected for terms of two (2) years. Elections for President, Treasurer, and ~~two~~ three (3) of the Members at Large shall be held in even numbered years. Elections for Vice President, Secretary, and the remaining two (2) Members at Large shall be held in odd numbered years.

2

Whereas, Health insurance premiums for employers in the United States have been rising rapidly and are projected to continue to do so; and

Whereas, Such increases inevitably impact local collective bargaining to the detriment of the musicians; and

Whereas, The leadership of ICSOM, ROPA, Local 802, and the AFM have met with representatives of orchestral employers to discuss forming a joint union-management task force to investigate the problem and explore the possibility of an industry-wide initiative to ameliorate the increases, as was done during the 1980s; therefore, be it RESOLVED, That

The delegates to the 2002 ROPA Conference authorize and direct the Executive Board to appoint ROPA representatives to such a task force, with the goal of providing a report on the problem and proposals for possible solutions to the 2003 ROPA Conference.

3

Whereas, A significant and growing number of ROPA orchestras have the AFM-EP Fund as their primary pension plan; and

Whereas, The AFM-EP Fund is also the primary pension plan for numerous ICSOM orchestras; and

Whereas, The AFM-EP Fund also serves all Symphonic musicians who do electronic media work under AFM collective bargaining agreements; and

Whereas, The interests of Symphonic musicians would be advanced by the inclusion of a rank-and-file Symphonic musician as one of the Trustees of the Fund appointed by the AFM President; therefore, be it RESOLVED, That

The 2002 ROPA Conference direct the Executive Board to submit legislation to the 2003 AFM Convention to establish a new policy that the AFM include a rank-and-file Symphonic musician, selected in consultation with the Players' Conference Council, among the Trustees appointed by the AFM President to the Board of the American Federation of Musicians and Employers' Pension Fund (U.S.).

4

Whereas, Our Associate Member Orchestras are not a mere addendum to our membership, but play an integral role in ROPA; therefore, be it RESOLVED, That

**Bylaws Addendum, "Associate Membership"** be moved and inserted as New **Section 5, "Associate Membership," of Article III**, to read as follows:

A symphony orchestra may apply for Associate Membership in ROPA under the following regulations:

- (a) The total budget of the orchestra must be \$800,000 or less. If the total budget of an orchestra with Associate Membership should exceed \$800,000, that orchestra must either apply for full ROPA membership or resign its Associate Membership.

*[remove the redundant second paragraph]*

~~The term "symphony orchestra" as used in this addendum means and includes any orchestra (symphony, ballet, opera or chamber) organized as a philanthropic community project and maintained in substantial part by public subscriptions and contributions and being an orchestra performing under the terms of a local collective bargaining agreement with regular named personnel and/or personal service contracts and with a recurring annual season of performances of the character performed by symphonic orchestras.~~

- (b) Associate Members shall not be eligible for the AFM Regional Orchestra Emergency Relief Fund unless otherwise determined by the Trustees of the Fund.
- (c) Associate Members shall not be eligible to vote, to serve as officers or Convention delegates, or to serve on committees.

- (d) Associate Members shall receive the ROPA delegate roster, copies of each "Leading Tone," selected ROPA bulletins and the ROPA Wage chart.

*[remove paragraph regarding MAL phone chain to comply with past practice]*

~~Associate Members shall not be included in the Member at Large phone chain but may call ROPA officers or delegates at any time for assistance.~~

- (e) Associate Members shall send a non-voting delegate to each annual Conference who shall be allowed limited participation in floor debate.
- (f) The dues for Associate Members shall be \$180 per year payable in accordance with the regulations set forth in Article VIII of the ROPA Bylaws.

## 5

Whereas, The ROPA eList and web site have become indispensable services to the ROPA membership; and  
Whereas, Responsibility for maintaining these services should be assigned to an Executive Board Officer so that they may continue to benefit our Membership; and

Whereas, The Vice President is already responsible for internal communication between the Executive Board and Membership Orchestras (Article V, Section 2(d)); and

Whereas, The success of the new centralized membership database depends on the maintenance of the ROPA web site, and the database will be critical for helping the Executive Board to communicate with Delegates, Alternates, and Local Officers, as well as other ROPA contacts; and

Whereas, The membership contact information needs to be the responsibility of the Secretary; therefore, be it RESOLVED, That

New Paragraph (e) be inserted in **Bylaws Article V, Section 2** as follows:

- (e) The Vice President shall be responsible for maintaining vendor relationships with any utility services necessary for ROPA communications, including phone services and/or Internet services.**

RESOLVED, That

New Paragraph (b) be inserted in **Bylaws Article V, Section 3** as follows, with the existing Paragraph (b) be renumbered as (c):

- (b) The Secretary shall maintain contact data for all ROPA Delegates, Alternates, and Local Representatives as well as any other ROPA contacts he or she may find necessary. This membership and contact data shall be made available to the Executive Board as needed.**

## 6

Whereas, The Executive Board has discretion in dealing with the affairs of ROPA between annual Conferences; and

Whereas, It is in the best interest of the organization that the Executive Board keep the ROPA membership enlightened as to its actions; therefore, be it RESOLVED, That

the following Subsection (b) be added to **Article V, Section 7 of the Bylaws**, with the following subsection re-lettered accordingly:

- (b) The minutes of every Executive Board meeting shall be published in the first issue of *The Leading Tone* following each meeting that time will allow.**

## 7

Whereas, The *Leading Tone* is ROPA's official document for communicating with the Conferences members; and

Whereas, It is most important that this communication be regular and timely; therefore, be it RESOLVED, That

**Section V Paragraph-6 of the Bylaws** be amended by adding the following sentence at the end of that Section:

**S/he shall publish and distribute this newsletter at least four times each year during the months from September through May.**

## 8

Whereas, Ken Yoshida has been a stalwart participant and supporter of ROPA since 1992; and

Whereas, He has given those years of his life with courage and alacrity; and

Whereas, His efforts have never failed to be true and sound; and

Whereas, His unique personality, energy, and calm wisdom will be missed but his example will live on; therefore, be it RESOLVED, That

Ken Yoshida be given the warmest thanks, with congratulations on a job well done, by the membership of the Regional Orchestra Players' Association.

**9**

Whereas, Anne Holmi has provided ROPA with admirable, diligent, and responsible service of the highest quality for four (4) years of her life; and

Whereas, She has given selflessly with unfailing cheerfulness, courtesy, and determination; and

Whereas, Her responsible charity to this Association has contributed immeasurably to our continued success; therefore, be it RESOLVED, That

Anne Holmi be given our special thanks, with honor and congratulations on a job well done, by the membership of the Regional Orchestra Players' Association.

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The ROPA Delegates voted to choose Memphis as the location for the next Conference, with the customary proviso that the ROPA Executive Board could change the location for financial reasons.

The Delegates elected the following ROPA officers:

President: Barbara Zmich

Treasurer: Dennis Danders

Editor, The Leading Tone: Paul Castillo

Member-At-Large: Kareen Britt

Member-At-Large: Barbara Downs

Member-At-Large: Jennifer Munday

Member-At-Large: Gaylon Patterson

Delegate-At-Large to the AFM Convention: Linda Patterson

President Zmich adjourned the 2002 ROPA Conference.

*Minutes edited and prepared by Tom Fetherston, ROPA Secretary, on June 8, 2003, from notes taken by the previous Secretary, Betsy Start.*

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Tom Fetherston, Secretary, ROPA