

Minutes 2007 ROPA Conference San Francisco, California

Tuesday, July 31, 2007 – Friday, August 3, 2007

Attendees

<p>Akron Symphony Orchestra Albany Symphony Allentown Symphony Ann Arbor Symphony Arizona Opera Orchestra Atlanta Ballet Orchestra Atlanta Opera Orchestra Austin Symphony Orchestra Boulder Philharmonic California Philharmonic California Symphony Orchestra Canton Symphony Orchestra Charleston Symphony Orchestra Chattanooga Symphony & Opera Orchestra Colorado Springs Philharmonic Orchestra Dallas Opera Orchestra Dayton Philharmonic El Paso Symphony Elgin Symphony Orchestra Erie Philharmonic Orchestra Florida West Coast Symphony Fort Wayne Philharmonic Fresno Philharmonic Orchestra Grand Rapids Symphony Harrisburg Symphony Orchestra Hartford Symphony Orchestra Hollywood Bowl Orchestra Houston Ballet Orchestra Houston Grand Opera Orchestra Hudson Valley Philharmonic Huntsville Symphony Orchestra Kalamazoo Symphony Orchestra Knoxville Symphony Orchestra Las Vegas Philharmonic Lexington Philharmonic Long Beach Symphony Orchestra Long Island Philharmonic Los Angeles Chamber Orchestra Los Angeles Opera Orchestra Memphis Symphony Orchestra Michigan Opera Theatre Orchestra Minnesota Opera Orchestra</p>	<p>Mississippi Symphony Orchestra Monterey Symphony Napa Valley Symphony New Haven Symphony Orchestra New Mexico Symphony Orchestra Oakland East Bay Symphony Omaha Symphony Orchestra Opera Cleveland Pacific Symphony Palm Beach Opera Orchestra Pasadena Pops Orchestra Pittsburgh Opera Orchestras Portland Opera Orchestra Rhode Island Philharmonic Richmond Symphony Santa Barbara Symphony Shreveport Symphony Orchestra South Bend Symphony Southwest Florida Symphony Orchestra Spokane Symphony Orchestra Symphony Silicon Valley Toledo Symphony Orchestra West Virginia Symphony Wichita Symphony Orchestra Wisconsin Chamber Orchestra</p> <p>Associate Members Eastern Connecticut Symphony Orchestra Flint Symphony Orchestra Green Bay Symphony Orchestra Milwaukee Ballet Orchestra Pittsburgh Ballet Orchestra Richardson Symphony Orchestra</p> <p>Member Orchestras Not Represented Delaware Symphony Orchestra Northeastern Pennsylvania Philharmonic Santa Rosa Symphony Tulsa Opera Orchestra</p> <p>Guest Orchestras Modesto Symphony Southwest Florida Symphony Orchestra</p>
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Proceedings

ROPA President Tom Fetherston welcomed the Delegates and attendees and called the Conference to order at 9:05 a.m., Tuesday, July 31, 2007. President Fetherston introduced the ROPA Executive Board, Vice-President Kathleen Grimes, Secretary Larry Gardner, Treasurer Dennis Danders, Members-at-Large Nadège Foofat, Laurien Jones, Carla Lehmeier-Tatum, Nancy Nelson, Jennifer Potochnic, Sherill Roberts, Delegate-at-Large to the AFM Convention Gary Lasley, Leading Tone Editor Amy Morris and Conference Coordinator Elizabeth Cochran.

Quorum

Secretary Gardner performed the Roll Call, and determined that there was a quorum, with 73 orchestras represented; 67 Full Members and six Associate Members.

Welcoming Addresses

David Schoenbrun, President Local 6, Beth Zare, President Local 153 and Bob Williams, President Local 292 welcomed the conference as the conference hosts.

President Lee

Tom Lee, AFM President, informed the conference of the goings-on and actions of the Federation in support of musicians. Those items included the recent AFM Convention and its issues—especially financial, advocacy, electronic media, the Delta Airlines boycott, legislation, organizing, piracy and the Professional Musicians Guild.

Officer Reports

President Fetherston delivered the ROPA President Report.

Vice-President Kathleen Grimes delivered the ROPA Vice-President Report.

Secretary Gardner delivered the ROPA Secretary Report.

Treasurer Danders delivered the ROPA Treasurer Report.

Motion: to approve budget of 2007/08 moved by ROPA Executive Board; M/S/C

Seminar

Dick Meister, Labor Journalist gave a presentation on Labor History along with historical pictures.

Member-at-Large Breakout Sessions

The ROPA Delegates met in groups with their Member-at-Large.

Wednesday, August 1

Seminar

Miki Kashtan from Bay Area Nonviolent Communication gave a seminar on Skills for Bargaining and Leadership

Seminar

Nathan Kahn assisted by Patricia Polach held a Grievance Workshop for the delegates.

Topic Breakouts

- The ROPA Delegates met in groups to discuss the following topics:
- Shrinking Orchestras
- Building a Relationship with the Board
- Strengthening Your Local

- Long Range Planning
- Unifying Your Orchestra
- Pit Orchestras

Player Conference Addresses

Bruce Ridge, ICSOM Chair, addressed the Conference.

Bob Fraser, OCSM Secretary addressed the Conference

AFM Convention Report

Gary Lasley, ROPA Delegate at Large gave a report on issues at the 2007 AFM Convention

Seminar

Debbie Newmark, SSD Director of Electronic Media, gave a presentation on Current Issues in Electronic Media including a brief overview of some of the different agreements.

Seminar

Patricia Polach, ROPA Counsel, gave seminars entitled "The Three Pillars of Labor Law" and "Labor Law Topic In-Depth"

Orchestra Reports

Nancy Eldridge, Delegate for the Pacific Symphony Pacific Symphony gave a report on their negotiations.

Paul Castillo, Delegate for the Pasadena Pops Orchestra reported on their grave situation.

Dorrie Nutt, Huntsville Symphony, gave a report on their orchestra.

Nominations

President Fetherston opened up the floor for nominations for the office of Vice President and Carla Lehmeier-Tatum, Jennifer Potochnic, and Laurien Jones were placed in nomination.

For the office of Secretary, Larry Gardner was elected by acclamation.

The following people were nominated for Member-at-Large: Karen Barker, Tim Judd, Nadege Foofat, Sherill Roberts, Paul Austin, and Norman Stone.

For the office of Delegate-at-Large to the AFM Convention, Gary Lasley was elected by acclamation.

Topic Breakouts reports

Breakout session reports

Mergers and Takeovers by Jennifer Potochnic

Urban Decline by Jennifer Potochnic

- The rise of the creative class by (see Greg Bassett)
- Models of why things are working well

Pit Orchestras by Sherill Roberts

- Have break in performance in contract
- Need overtime with advance notice

Long Range Planning breakout by Dorrie Nutt

Strengthening your local, Todd Jelen

- Get people on the local board
- Find candidates

- Create platform
- Democratic process for takeover
- Outreach to local
- Do with deference and respect

Unifying your orchestra, Nancy Nelson

- Committee involvement
- Active recruitment (work the crowd)
- Stagger terms (no whole new committee – people understand commitment)
- Clear expectations
- Not personal agenda, musicians' agenda
- Broad representation (diverse instrumentation)
- Communication
- Email, phone trees
- Website
- Newsletter
- Bulletin board, calendar, event, etc
- Employee handbook from management, sitting down with
- Short effective meetings, prompt and short
- Car pool tree
- Social activities
- Pizza at meeting
- Education, new member orientation
- Copies of cba, bylaws, contact information, union officers, other members, instrument insurance,
- Constant inculcation of union principals

Election committee report

VP results

Laurien Jones	3
Carla Lehmeier-Tatum	30
Jennifer Potochnic	23
Carla Lehmeier-Tatum, Vice President was declared the winner	

MAL election results:

Paul Austin	27
Karen Barker	15
Nadège Foofat	42
Tim Judd	33
Sherill Roberts	39
Norman Stone	11

2 year term Members-at-Large:

- Nadège Foofat
- Sherill Roberts
- Tim Judd

1 year term

- Paul Austin

Resolutions

The Delegates adopted the following Resolutions, Nos. 3 & 4 were amended as follows:

ROPA Conference of 2007 Resolution No. 1

Whereas, the ROPA Conferences are starting in July;

Whereas, the ROPA Executive Board approved to change the Fiscal Year (on August 11, 2006) to August 1 - June 30 for this year and July 1 - June 30 for subsequent years;

Whereas, with the Fiscal Year ending July 31, it is impossible to get the Financial Statements completed in a timely manner; therefore be it

Resolved, that the ROPA Bylaws Article X, Section 4(a) be amended to read as follows:

Each Member Orchestra shall pay annual dues no later than December 31 of each Fiscal Year (~~August 1 - July 31~~) **(July 1 - June 30)**.

Be it further resolved that Article X, Section 4(a) be amended as follows:

If the dues remain unpaid ~~at the end fiscal year (July 31)~~ **by the beginning of the ROPA Conference**, the Orchestra shall be expelled from membership and can only be reinstated upon payment of a \$100.00 reinstatement fee, together with all back indebtedness. The Executive Board shall be empowered to grant an extension for payment and/or waive any penalties if, in its opinion, an extraordinary situation requires the same.

ROPA Conference of 2007 Resolution No. 2

Whereas, the AFM Convention voted to change the frequency of the Convention to every three years, instead of every two years;

Whereas, the term of office of the Delegate-at-Large to the AFM Convention is currently two years, which means a Delegate-at-Large elected just following a convention would have to be re-elected for a second term in order to actually go to the Convention; therefore, be it

Resolved, that ROPA Bylaws Article V, Section 2 be amended as follows:

Section 2. **Time of Elections:** There shall be an election of Officers on the final day of each General Conference of ROPA. The election in even numbered years shall be for President,

Treasurer, Editor, and three Members-at-Large. The election in odd numbered years shall be for Vice-President, Secretary, and the three remaining Members-at-Large, ~~and the Delegate-at-Large to the AFM Convention.~~ **The Delegate-at-Large to the AFM Convention shall be elected at the ROPA Conference directly following an AFM Convention.**

Be it further resolved that ROPA Bylaws Article V, Section 3 be amended as follows:

Section 3. **Term of Office:** The term of each Office, **except for Delegate-at-Large to the AFM Convention,** shall be approximately two years. ~~[.]~~ **The term of office for Delegate-at-Large shall be approximately three years.** ~~[.]~~ It shall commence immediately following the adjournment of the Conference during which the regular election for that Office was held, or immediately following the election in the event it was not held at a ROPA Conference, and shall end with the next regular election for that Office. An Officer shall hold Office during the term for which he or she has been elected or until his or her successor has been duly installed.

ROPA Conference of 2007 Resolution No. 3

Atlanta Ballet Theatre

Whereas, The Atlanta Ballet Orchestra has been a member orchestra of the Regional Orchestra Players Association for many years; and

Whereas, The Board and Management of the Atlanta Ballet have decided their only mission is to provide the public with dance, without the live performance of the music that was composed to accompany it; and

Whereas, Audience members are being severely cheated by paying full price for an arts experience, which should include a live music experience, and instead get the equivalent of a high priced cassette player; and

Whereas, The move to use pre-recorded music grossly degrades the Atlanta Ballet from major status to something much lower, certainly not what Atlanta, with its size and cultural liveliness and sophistication deserves; and

Whereas, The move to use pre-recorded music is grossly unfair to our brother and sister musician members of the Atlanta Ballet Orchestra; therefore, be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Atlanta Ballet, in the strongest terms possible, to immediately hire the musicians of the Atlanta Ballet Orchestra and drop its plans to use pre-recorded music; and

Be It Further Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls the Atlanta Ballet to immediately begin to bargain in good faith with

the Atlanta Federation of Musicians, Local 148-462 of the American Federation of Musicians.

ROPA Conference of 2007 Resolution No. 4

Pasadena Pops Orchestra

Whereas, Solidarity with our fellow Union orchestral musicians is critical to all our livelihoods; and

Whereas, The Pops Orchestra is an orchestra of the highest caliber; and

Whereas, The Boards and Managements of the Pasadena Symphony and Pasadena Pops Orchestra have decided to merge their orchestras into the Pasadena Symphony; and

Whereas, The proposed merger will result in the unfair layoff of all of the Pasadena Pops Musicians; and

Whereas Union musicians should not allow orchestra managements to take unfair advantage of the underemployment in our field by offering new work to musicians in such a manner as to deprive another group of their right to the work historically due them; therefore, be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Pasadena Symphony and/or any successor organization - in the strongest terms possible - to continue to hire the musicians of the Pasadena Pops Orchestra and to grant them tenure; and be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Pasadena Symphony and/or any successor organization to immediately begin to bargain in good faith with the Professional Musicians Local 47, of the American Federation of Musicians to use the Pasadena Pops Musicians for the work that will be produced as part of their "Pops" services; and be it

Resolved, That ROPA shall present a copy of this Resolution to the Pasadena Symphony Musicians and its Players' Committee, and to the Executive Board of Professional Musicians Local 47, and urges those bodies to provide their unconditional support of the Pasadena Pops Musicians; and be it further

Resolved, That the ROPA leadership present this Resolution to the 2007 ICSOM Conference and urges the adoption of similar legislation in support of the Pasadena Pops Musicians.

ROPA Conference of 2007 Resolution No. 5

Whereas Kathleen Grimes has served as a ROPA Delegate for the Ann Arbor Symphony; and

Whereas Kathleen Grimes has served ROPA as a Member at Large for two years; and

Whereas Kathleen Grimes has served ROPA as Vice President since the 2006 ROPA Conference; *therefore, be it*

Resolved, That the 2007 ROPA Conference bestow upon Kathleen Grimes the title of Vice President Emerita with our heartfelt thanks for a job well done.

ROPA Conference of 2007 Resolution No. 6

Omaha Symphony Orchestra

Whereas, The Omaha Symphony Orchestra has an 86-year tradition of being Omaha's premiere performing arts organization; and

Whereas, The Omaha Symphony Orchestra is an orchestra of the highest caliber, capable of performing in the same league as orchestras in major metropolitan areas; and

Whereas, The Omaha Symphony Association's vision for 2011/12, adopted in March 2007, is "to be the premier musical and cultural entertainment experience, performing to full audiences-the hottest ticket in town-touching each listener emotionally through the indescribable power of music"; and

Whereas, Money Magazine designated the City of Omaha as one of the Top Ten Best Big Cities for the year 2006; and

Whereas, The City of Omaha is the home of five Fortune 500 companies, including Berkshire Hathaway, ConAgra Foods, Union Pacific, Peter Kiewitt Sons, and Mutual of Omaha; and

Whereas, The City of Omaha is in the midst of \$2 billion of downtown redevelopment, which included the \$95 million state-of-the-art Holland Center for the Performing Arts, the site for the performances of the Omaha Symphony Orchestra; and

Whereas, The Omaha Symphony Association has repeatedly been unwilling or unable to present a vision of growth as an organization during recent negotiations; and

Whereas, The Omaha Symphony Association was unwilling to offer musicians any meaningful economic proposals during the last several contract negotiations; and

Whereas, The Omaha Symphony Association was unwilling to discuss the musicians' proposed contract changes during negotiations in May; therefore, be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Omaha Symphony Association to immediately begin to bargain in good faith with the Professional Musicians Local 70-558, of the American Federation of Musicians; and be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Omaha Symphony Association to increase its efforts to capitalize on the financial resources and generosity of the people and corporations of Omaha in order to create a thriving and financially sound musical organization; and be it

Resolved, That the ROPA Conference of 2007 of the American Federation of Musicians calls on the Omaha Symphony Association to acknowledge that the success of the Omaha Symphony lies in great part with the musicians of the symphony, and to reward musicians' contributions with meaningful wage increases and improved working conditions.

Seminar

David Rosenfeld, a labor attorney, gave a seminar on "Offensive Bargaining".

2009 Conference Location

John Kurokawa, Dayton Philharmonic, presented Dayton as a conference site for the 2009 ROPA Conference. With no objections, the ROPA Conference accepted Dayton as the host for the 2009 ROPA Conference.

Adjourned

ROPA President Fetherston adjourned the 2008 ROPA Conference at 5:36 p.m. on Friday, August 3, 2007.
Respectfully submitted,

Larry Gardner, ROPA Secretary