Minutes
2007 ROPA Conference
San Francisco, California
Tuesday, July 31, 2007 – Friday, August 3, 2007

Attendees
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
Cantón 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
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

Associate Members
Eastern Connecticut Symphony Orchestra
Flint Symphony Orchestra
Green Bay Symphony Orchestra
Milwaukee Ballet Orchestra
Pittsburgh Ballet Orchestra
Richardson Symphony Orchestra

Member Orchestras Not Represented
Delaware Symphony Orchestra
Northeastern Pennsylvania Philharmonic
Santa Rosa Symphony
Tulsa Opera Orchestra

Guest Orchestras
Modesto Symphony
Southwest Florida Symphony Orchestra
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 Castilgo, 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.

ROPAC 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.

**ROPAS 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.

ROPAS 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.

ROPAS 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