

Approved



A conference of the American Federation of Musicians, AFL-CIO

Minutes 2022 ROPA Conference Orange County, CA

Tuesday, July 26 – Thursday, July 28, 2022

Full Members

Akron Symphony Orchestra
Albany Symphony
Allentown Symphony
Annapolis Symphony
Ann Arbor Symphony
Arizona Opera Orchestra
Atlanta Ballet Orchestra
Atlanta Opera Orchestra
Austin Symphony Orchestra
Ballet West
Binghamton Philharmonic
Boston Ballet Orchestra
Colorado Springs Philharmonic Orchestra
Dallas Opera Orchestra
Dayton Philharmonic
East Texas Symphony Orchestra
Elgin Symphony Orchestra
Erie Philharmonic Orchestra
Fort Wayne Philharmonic
Fresno Philharmonic Orchestra
Harrisburg Symphony Orchestra
Hartford Symphony Orchestra
Houston Ballet Orchestra
Houston Grand Opera Orchestra
Illinois Philharmonic Orchestra
Kalamazoo Symphony Orchestra
Lexington Philharmonic
Long Beach Symphony Orchestra
Madison Symphony Orchestra
Marin Symphony
Minnesota Opera Orchestra
Mississippi Symphony Orchestra
Monterey Symphony
National Philharmonic
Oakland Symphony
Omaha Symphony Orchestra
Opera Philadelphia
Palm Beach Opera Orchestra
Pasadena Symphony
Reading Symphony Orchestra
Sacramento Symphony and Opera Orchestra
Santa Barbara Symphony
Santa Rosa Symphony
Sarasota Orchestra

Spokane Symphony Orchestra
Symphony San Jose
Symphony Tacoma
Toledo Symphony Orchestra
Tucson Symphony Orchestra
West Virginia Symphony
Wichita Symphony Orchestra
Wisconsin Chamber Orchestra

Associate Members

Flint Symphony Orchestra
Lincoln Symphony Orchestra
Milwaukee Ballet Orchestra
Southwest Michigan Symphony Orchestra

Member Orchestras Not Represented

Boise Philharmonic
Boulder Philharmonic
California Symphony
Canton Symphony Orchestra
Cape Symphony
Central City Opera
Chattanooga Symphony & Opera Orchestra
Chicago Sinfonietta
Delaware Symphony Orchestra
Detroit Opera
Duluth Superior Symphony Orchestra
Eastern Connecticut Symphony
El Paso Symphony
Eugene Symphony
Glimmerglass Festival Orchestra
Hudson Valley Philharmonic
Huntsville Symphony Orchestra
Knoxville Symphony Orchestra
Lansing Symphony
Las Vegas Philharmonic
Los Angeles Opera Orchestra
Memphis Symphony Orchestra
New Haven Symphony Orchestra
New Mexico Philharmonic
New West Symphony
Opera San Jose
Orchestra Iowa
Oregon Ballet Theatre
Pittsburgh Ballet Orchestra
Pittsburgh Opera Orchestra

Portland Opera Orchestra
Portland Symphony Orchestra
Rhode Island Philharmonic
Richmond Symphony
South Bend Symphony
Southwest Florida Symphony Orchestra
Tri-Cities Opera Orchestra
Tulsa Opera Orchestra
Vermont Symphony

Tuesday, July 26, 2022

Proceedings

ROPA President John Michael Smith welcomed the Delegates and attendees and called the Conference to order at 9:50 a.m., Tuesday, July 26, 2022. The opening proceedings were held in the Hilton Costa Mesa Hotel in Costa Mesa, Orange County, CA. President Smith introduced the ROPA Executive Board: Vice-President Amanda Swain, Secretary Karen Sandene, Treasurer Katie Shields, Members-at-Large Lisa Davis, Christian Green, Sharon Jones, Brandon LePage, Beverly Setzer, Steve Wade, and Delegate-at-Large to the AFM Convention Naomi Bendorf-Frisch. Vice President Swain gave some housekeeping information about receiving scheduling updates by texting, and how to sign up for Topic Dinners to be held Wednesday evening.

Edmund Velasco, President, AFM Local 7; Rick Stein, President and CEO Arts Orange County - Welcoming Addresses

Edmund Velasco, President of AFM Local 7, welcomed the attendees to Orange County. He followed up with complimenting the leadership of Local 7 Secretary/Treasurer Tammy Noreyko in the organization of all aspects of the conference. Rick Stein, President and CEO Arts Orange County spoke. He spoke of the perceptions vs. the realities of Orange County, that 60% of the county is non-white, and that it has the distinction that there is no "predominant" city in the county. He also spoke highly of the orchestras in the area.

California State Senator Joshua Newman

California State Senator Joshua Newman spoke to the conference. He said that in preparing his remarks for the conference, he researched the history of ROPA on the website. He shared how he enjoyed going to concerts and that he had friends and family who shared in the appreciation of orchestras. He shared that he has learned about how the pandemic impacted the arts industry, particularly in the area of income inequality, how the concentration of income in fewer sources has put our industry in a "dog eat dog" situation for funding sources. He spoke of legislation that is being proposed in California to help create funding sources for the arts. Newman also acknowledged Edmund Velasco and praised his leadership and resourcefulness during the pandemic.

Edmund Velasco Remarks

Velasco returned to the podium, and continued his address to the conference by stressing the importance of the arts to the economy of California, contributing 7% of GDP in the state. He said that when performing artists have events, other businesses around them also benefit (parking, restaurants, etc.). Acknowledging that independent contractors don't have access to the social safety net, Velasco said that there are strong efforts to get mixed earners legislation passed.

Roll Call

Secretary Sandene performed the Roll Call, and determined that there was a quorum. Attending conference were **56** orchestras represented; **52** Full Members and **4** Associate Members. Sandene also recognized ROPA's newest orchestra, the National Philharmonic, represented by delegate Leslie Silverfine.

President Mike Smith

In his address to the delegates, Smith spoke about how great it was to have an in-person conference again, with the ability to “talk shop” in person, and not missing out on the non-verbal communication. He shared his journey in ROPA, from being an alternate delegate for the Minnesota Opera in 2007, to becoming president in 2016. He also highlighted how ROPA has grown since he has been involved with the organization and communication methods have changed. He gave a run-down of many of the benefits orchestras gain by being involved in ROPA.

Smith thanked all who helped get the music out during the pandemic via technology (i.e., via recording and live streaming) and worked to make sure musicians were employed and paid fairly. In particular, he recognized Rochelle Skolnick, Debbie Newmark and AFM Media Committees.

Smith also acknowledged ROPA’s work in furthering the goals of Equity, Diversity, and Inclusion, as our organizations often don’t reflect our communities. He thanked the efforts of the ROPA EDI Committee.

Smith finished his remarks by stating that while he has enjoyed his time as President of ROPA he would be stepping down at the end of this conference.

KeyComp – Heather Boehm, President Theatre Musicians Association

Heather Boehm addressed the Conference via ZOOM. Boehm’s address covered the controversial technology, KeyComp, which she informed the delegates is being used to replace live musicians in music pit orchestras with realistic sampled instrument sound files. She said that each iteration of the programming continues to improve. She used the touring production of “Frozen” as the most advanced implementation of the technology. She compared the musician rosters of shows on Broadway with those of the same shows out on tours, with touring orchestras using significantly fewer musicians. She discussed the success of some Locals in creating language to protect players.

Contract Action Team – Marc Sazer, Chris Azoli, Recording Musicians Association

Marc Sazer, RMA President, highlighted several ways the AFM is working to make sure that musicians receive their fair share of royalties from all music platforms, especially since so much more content is being sent out via streaming. Sazer said that non-recording musicians should be supportive of these efforts because better compensation helps our pension fund, helps the full functioning of our union, and brings about solidarity among the different music communities.

Member-at-Large Groups

Delegates met in closed session with their Member-at-Large groups, to discuss the conditions in their orchestras and to share ideas.

Wednesday, July 27, 2022

Committee Reports

The delegates heard from the different ROPA Committees. The Media Committee gave an update of the current IMA negotiations. Naomi Bensdorf Frisch (Legislative Committee), encouraged delegates to attend the Labor Notes Conferences that are available every other year. Webmaster Karen Sandene highlighted updates to the website, and asked for suggestions/corrections for the site as they become

known. Katie Shields spoke of the ROPA Social Media platforms and encouraged delegates to sign up and participate. Lisa Davis, Conductor Evaluation Bank Administrator, encouraged delegates to help contribute to the bank by having their orchestras do evaluations.

Alana Wiesing, EDI Workgroup

Chair of the ROPA EDI Workgroup, Tucson Symphony Principal Timpanist Alana Wiesing, addressed the conference via a pre-recorded presentation. Wiesing shared the history and the mission statement of the workgroup. She thanked the founding chair of the group, Casey Bozell of the Portland Opera Orchestra, for her work in getting the Workgroup up and going. Wiesing said that the group is looking for more members, with a goal of having representation from all ROPA orchestras.

Alfonso Pollard – Diversity Committee Report

Pollard stated that he was filling in for Chair Lovie Smith-Wright. He shared the names of other members of the Diversity Committee: Tracey Whitley (Albuquerque), Edmund Velasco (Orange County) and Varun Vyas (Halifax). Pollard said that since Juneteenth is now a federal holiday, there is MPTF funding for Juneteenth concerts across the country. The Committee is looking to create EDI training for Local officers. Pollard highlighted several awards for Diversity initiatives: The President's Award for locals showing diversity in leadership, the Charles Walton Diversity Award for union dedication, and the Charles McDaniel Youth Award.

Symphonic Services – Rochelle Skolnick, Debbie Newmark

Rochelle Skolnick began her remarks by thanking the SSD staff, particularly in the time of Covid, and especially for Adam DeSorgo's hiring. She expressed appreciation to Nathan Kahn for stepping back in and helping out. Skolnick stated that they are currently bargaining with 40 different orchestras and encouraged delegates to please make the request for SSD assistance early – a year before your contract expires. She spoke of online training for Locals' and Negotiation Committees' benefits.

Debbie Newmark presented a detailed description of Electronic Media Guarantees: how they are used, if they are on top of wages or carved out of existing wages. She said that EMGs were not of great concern for ROPA orchestras until recently, since many more orchestras are now doing recording projects. She cautioned delegates about encountering EMG discussions during negotiations. She said that ROPA pay scales are too low to seriously consider carving out EMGs from salaries and suggested that media should be paid as projects come up, rather than via carve outs, and to let SSD know if any of our orchestras encounter the carve outs.

Rochelle Skolnick – Improving Union Density

Skolnick presented some things to think about when trying to improve union density in our orchestra bargaining unit. She said to consider the opinions of substitute musicians, as well as our duty of fair representation to non-union members, since showing what unions can do for musicians can lead to more membership and stronger unions raise everyone's conditions. She suggested more outreach to students, to increase union positivity with younger musicians.

American Federation of Musicians President Ray Hair

President Hair opened his remarks by thanking the members of the Symphonic Services Division for their hard work, and congratulated Mike Smith for his term as ROPA President. Hair elaborated on the devastation and loss of work because of COVID, as well as the loss of connections, stating that everyone wants to get back to normalcy. He warned that employers trying to get back to pre-pandemic normalcy might do so on the backs of the musicians, by relaxing protocols. Employers are sometimes wanting to make temporary flexible contract terms permanent. He encouraged delegates to participate in our local

unions by becoming officers. He concluded by highlighting the importance of MPTF monies available to musicians.

Alfonso Pollard - AFM Legislative-Political Director and Director of Diversity

Pollard highlighted several legislative initiatives that he has lobbied for on the national and international scene. One on-going issue has been the use of ivory and endangered woods on musical instruments, how to protect endangered plant and animal sources for these materials, and how to make it easier to travel with these items. He discussed how the AFM has teamed up with organizations such as the League of American Orchestras and the International Association of Bowmakers for lobbying efforts with national and international agencies.

Pollard said that the American Music Fairness Act has been receiving much attention recently, with five or six national organizations involved. He said there is bi-partisan support for making sure that radio broadcasters pay royalties on music that they're currently using free of charge, and that side musicians get fair compensation for their work.

On other legislative endeavors, Pollard stated that the National Endowment for the Arts and the National Endowment for the Humanities have successfully fought off funding cuts, growing their funds for the past two years. He also discussed the inclusion of union organizations in federal grant opportunities and asked delegates to look at our local arts agencies to see if opportunities for funding are reaching union-led groups. Additionally, Pollard stated that there are continuing efforts to pass the Performing Artist Tax Parity Act.

Pollard reminded delegates that 2022 is an election year and stressed the importance of registering to vote and encouraging others to do so. He talked about the importance of state and local elections.

Players Conference Report: Robert Fraser, Organization of Canadian Symphonic Musicians-Organisation des musiciens d'orchestre symphonique du Canada (OCSM-OMOSC)

Fraser addressed the conference via Zoom. He talked about the varied transitions to pre-Covid performing lives, saying that recovery has varied from province to province. Fraser shared that almost all orchestras will have protocols in place, and that those orchestras that had salaries reduced have almost had salaries recovered. He said that there have recently been a large number of retirements all at once and that filling positions will be a challenge, since travel in Canada has been costly and stressful. One solution has been to have fully-recorded preliminaries. To go along with the large number of new hires, Fraser said that the history of the orchestras need to be relayed to these new players. Players conferences are a great way to pass this history along. Fraser concluded by paying tribute to Mike Smith for his leadership of ROPA.

Players Conference Report: Heather Boehm – Theatre Musicians Association

Boehm started her presentation by thanking President Tony D'Amico for leading TMA through COVID. She discussed the proliferation of non-union touring productions, but that on the positive side, TMA membership is up 20% since last August. She congratulated two new TMA chapters: the Wisconsin Region and the Pacific Northwest Chapters. She also shared that players are making good gains in negotiations.

Players Conference Report: Marc Sazer, Recording Musicians Association (RMA)

Sazer stated that the past season has been busy. He talked about how RMA has been working to resolve compliance issues with mega corporations, sharing that fifty television shows that should have been under AFM contracts but weren't. Sazer said this is a nation-wide issue and not just Los Angeles. He emphasized that lack of AFM supervision costs musicians money and benefits, Locals receive fewer work dues, it removes union protections, and undermines confidence. Sazer talked about efforts to "Unionize the Non-Unionized". He gave the example of how California locals are sharing Union organizing resources.

Players Conference Report: Meredith Snow, International Conference of Symphony and Opera Musicians (ICSOM)

Snow gave the delegates an update on the overall health of the ICSOM orchestras. She said there are now fifty-three orchestras, with the addition of the Pacific Symphony this season. She informed delegates that there are currently twenty-four orchestras in negotiations, and the results are mixed. Snow said that pit orchestras are struggling a bit. On ICSOM DEI efforts, she said that the committee has grown this year. She said that there are twenty-four ICSOM orchestras that use screens for the entire audition process.

Rochelle Skolnick – Bargaining in the Wake of Dobbs V. Jackson

Skolnick's presentation dealt with issues that need to be considered now that the Supreme Court has held that the US Constitution does not confer a right to abortion. She started by stating some statistics – how many women have had an abortion by the age of 45, the percentage of women who live in states hostile to abortion, how many states will probably ban abortion, and the percentage of Americans who believe that abortion should be legal in some or all instances.

She shared that Title VII bans discrimination on the basis of pregnancy, and that the Discrimination Act of 1978 pertaining to pregnancy, childbirth or related conditions, can be interpreted to protect the termination of pregnancy and abortion.

When considering mandatory subjects of bargaining, Skolnick believed that health insurance, leave time, expense reimbursement, medical privacy protection against discrimination, etc., are fair topics to bring up and negotiate at the table. She shared several topics to consider pertaining to health coverage and leave options:

- 1) the scope of medical services provided by employer-provided insurance. Skolnick said musicians should get very familiar with coverage, especially reproductive health care coverage. She said look to see if plans cover for travel if a woman cannot get treatment where they are,
- 2) how abortion out-of-state and out-of-network would be handled in insurance plans,
- 3) paid or unpaid leave options and medical privacy
- 4) employment protection – stating that committees should bargain anti-retaliation protections, privacy, and protection of the rights of gender non-binary and transgender musicians.

ROPA Board Nominations

Nominations were taken for the office of President. Amanda Swain, Houston Grand Opera Orchestra, nominated Steve Wade, Hartford Symphony. The Conference then elected Wade by acclamation.

Nominations for the office of Treasurer were taken. Christian Green, Ann Arbor Symphony, nominated Richard Basehore, Annapolis Symphony. The Conference then elected Basehore by acclamation.

The following people were nominated for 4 open ROPA Member-at-Large positions (listed alphabetically):

- Lisa Davis, Mississippi Symphony, nominated by Gigi Dang, Monterey Symphony
- Marjorie Goldberg, Harrisburg Symphony, nominated by Leslie Lashinsky, Santa Barbara Symphony
- Richard Kelly, Portland Symphony, nominated by Steve Wade, Hartford Symphony
- Ann Rule, Colorado Springs Philharmonic, nominated by Marjorie Goldberg, Harrisburg Symphony

As the number of nominations equaled the number of open positions, the four nominees were elected by acclamation.

Site Selection for 2023 ROPA Conference

President Smith entertained nominations for the 2023 ROPA Conference. Jessica Stinson of the Atlanta Opera Orchestra, and Shadwa Mussad of the Atlanta Ballet Orchestra made a presentation in support of having Atlanta, Georgia host the conference, and Atlanta was selected by the delegates.

Approval of 2021 Conference Minutes

The Motion, made by Steve Heitlinger, Allentown Symphony, and seconded by Katie Shields, Arizona Opera Orchestra, to approve the minutes of the 2021 conference, was approved by the delegates.

Audit Report/Approval of Budget

The Audit Committee consisted of Marjorie Goldberg, Harrisburg Symphony (Chair), Brooke Beasley, Opera Philadelphia Orchestra, and Karen Barker Ferren, Erie Philharmonic and West Virginia Symphony. Speaking on behalf of the committee, Chair Goldberg certified that the financials were accurate, to the best of their knowledge. Treasurer Katie Shields went through the 2022-23 budget with the delegates. The Motion to approve the budget was made by Dennis Fick, Fort Wayne Philharmonic, seconded by Lisa Bressler, Illinois Philharmonic, and was approved by the delegates.

Resolutions

The following Resolutions were approved by the ROPA Conference on July 27, 2022:

Resolution No. 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 No 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 No 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 No. 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 Action¹ 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 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.

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

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

Resolution No. 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 No. 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 No. 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 No. 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

Thursday, July 28, 2022

Negotiations Role Play

Led by SSD Director Rochelle Skolnick, the delegates participated in a mock negotiations role play activity. Three groups of delegates were created earlier in the week, with half of the group members representing the musicians' team of negotiators and the other half representing the management team. Team members were given specific roles and back stories within the group. Financial information and current contract language was also provided. For several hours on Thursday, the three groups worked together and attempted to negotiate their positions.

Following the mock negotiations, the delegates gathered back in the conference room for a follow-up with Skolnick. Some items that Skolnick said to look for when preparing for negotiations were the selection of well-rounded committees to get different points of view, anticipating surprises, the importance of asking questions of the other side to flesh out its positions, researching bargaining history to learn why certain language is in the contract, and the importance of coming to agreement on language.

Oath of Office

Rochelle Skolnick administered the oath of office to the newly-elected ROPA Board.

Adjourned

ROPA President Steve Wade adjourned the 2022 ROPA Conference at 12:25 p.m. on Thursday, July 28 2022.

Respectfully submitted,



Karen Sandene, ROPA Secretary