

Resolution N°. 6

July 26, 2023

Subject: *Resolution in Support of Preserving Local Wage Scales*

Local Wage Scale Resolution

Whereas, The American Federation of Musicians of the United States and Canada (“AFM”) gives the power to its geographic locals to set wage scales for single engagement symphonic services; and

Whereas, Each member orchestra of the Regional Orchestra Players’ Association (“ROPA”) is represented by a geographic local of the AFM; and

Whereas, Because ROPA orchestras have collective bargaining agreements, which allow the local to bargain specific wage scales with the orchestral employer on behalf of the musicians who are part of the orchestra’s bargaining unit; and

Whereas, Sometimes the bargained-for wages are different than the single engagement rates, and those rates are only available to the symphonic employer; and

Whereas, If an employer other than the symphonic employer wishes to contract the services of the ROPA orchestra for a production in a geographic local’s jurisdiction, it is in the best interest of all Union musicians to maintain the geographic local’s minimum scales; therefore, be it

Resolved, That the Regional Orchestra Players’ Association (“ROPA”) supports the preservation of local wage scales; and be it further

Resolved, That ROPA encourages its member orchestras, in conjunction with their geographic locals, to bargain with their employers for terms and conditions

of employment that do not undercut the geographic local's wage scales for single engagements; and be it further

Resolved, That such sample language may be “When the orchestra performs as a back-up unit to an artist or in a commercial venture that is not self-produced (i.e., “fee engagements”), in the jurisdiction of any geographic local where the symphonic employer is not the primary presenter, (is a co-presenter), then the musicians will be compensated the greater of either the rates in this agreement for the work in question or the wage scales for such work in the jurisdiction where the work is performed.”

Submitted by: Marjorie Goldberg, Harrisburg Symphony Orchestra