

Resolution N°. 6

July 31, 2024

Subject: *Supporting the Flint Symphony Orchestra Musicians*

Flint Resolution

Whereas, The Regional Orchestra Players' Association ("ROPA") is committed to supporting the rights and interests of orchestral musicians, ensuring fair labor practices, and advocating for just working conditions; and

Whereas, The musicians of the Flint Symphony Orchestra have been engaged in protracted and challenging contract negotiations with management for over three years; and

Whereas, The Flint Symphony Orchestra management's proposed changes to the collective bargaining agreement ("CBA") include significant modifications that threaten to degrade terms and conditions of work for musicians and undermine the musicians' rights under the National Labor Relations Act ("NLRA"); and

Whereas, The Flint Symphony Orchestra musicians have faced delays and obstructions in the negotiation process, including management's lack of responsiveness to availability for meetings and the exclusion of essential staff who could facilitate understanding and resolution; and

Whereas, The recent hiring of orchestra manager Michelle Tschirhart is a productive development, and her presence at negotiations is anticipated to contribute positively to the resolution process; therefore be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") expresses its unwavering support for the musicians of the Flint Symphony Orchestra in their ongoing contract negotiations; and be it further

Resolved, That ROPA commends the Flint Symphony Orchestra musicians for their perseverance and commitment to securing a fair and equitable agreement that preserves the integrity of their working conditions, benefits, and their rights under the law; and be it further

Resolved, That ROPA urges Michelle Tschirhart and the Flint Symphony Orchestra management to engage in good-faith negotiations, address the concerns raised by the musicians, and work collaboratively to resolve outstanding issues; and be it further

Resolved, That ROPA encourages its members and allies to stand in solidarity with the Flint Symphony Orchestra musicians; and be it further

Resolved, That ROPA reaffirms its commitment to monitoring the progress of these negotiations and providing continued support to the Flint Symphony Orchestra musicians as they work towards a successful resolution.

Submitted by: Brandon LePage (Flint Symphony Orchestra Delegate) and the ROPA Executive Board