

Resolution N°. 13

July 29, 2026

Subject: *Support for the AFM Organizing Services Department and the Expansion of Organizing Efforts*

Organizing Resolution

Whereas, The American Federation of Musicians of the United States and Canada (“AFM”) exists to improve the wages, working conditions, professional standards, and collective bargaining rights of musicians through solidarity, organizing, and collective action; and

Whereas, Organizing has historically been one of the most effective means by which musicians secure representation, negotiate fair collective bargaining agreements, improve workplace conditions, and strengthen the long-term sustainability of the profession; and

Whereas, Successful organizing campaigns not only improve wages, benefits, working conditions, and professional standards for newly organized musicians, but also introduce future members to the principles of solidarity, collective bargaining, and active participation in the labor movement, thereby strengthening the Federation for generations to come; and

Whereas, The AFM Organizing Services Department has significantly expanded its capacity through the establishment of dedicated regional organizers who provide strategic planning, campaign support, organizer training, leadership development, and direct assistance to AFM locals across the United States and Canada; and

Whereas, The department’s regional organizing model recognizes that no AFM local operates in isolation and encourages collaboration among neighboring locals, coordinated organizing strategies, and the sharing of expertise and resources throughout the Federation; and

Whereas, The professional organizers serving the AFM bring decades of experience from the broader labor movement and have already begun assisting AFM locals with strategic organizing plans, representation campaigns, leadership development, and member engagement across every region of the Federation; and

Whereas, The challenges facing professional musicians - including declining arts funding, the growth of artificial intelligence, offshoring of musical work, evolving recording and streaming technologies, and increasingly precarious employment - underscore the critical importance of proactive organizing and coordinated union strategy; and

Whereas, The orchestra musicians of True Concord Voices and Orchestra in Tucson, Arizona, successfully organized with AFM Local 33 after years of dedicated member organizing, ultimately securing an overwhelming union election victory despite extensive legal delays and employer opposition; and

Whereas, The success of the True Concord organizing campaign was made possible through extraordinary collaboration among the musicians themselves, AFM Local 33, the AFM Symphonic Services Division, the AFM Organizing Services Department, and numerous labor organizations and community allies; and

Whereas, The guidance, expertise, strategic planning, and sustained support provided by AFM Director of Organizing Gabriel Kristal, Assistant Director of Organizing Ed Gutierrez, and the Organizing Services Department played a vital role in helping Local 33 develop an effective organizing campaign, educate members, navigate complex legal proceedings, coordinate public outreach, and build lasting solidarity; and

Whereas, Successful organizing strengthens not only newly organized bargaining units but also existing AFM locals by increasing membership, expanding leadership capacity, fostering collaboration among locals, and reinforcing the collective strength of the Federation as a whole; therefore be it

Resolved, That the Regional Orchestra Players' Association ("ROPA") affirms its strong support for the American Federation of Musicians of the United States and Canada ("AFM") Organizing Services Department and recognizes organizing as one of the Federation's highest strategic priorities for protecting and advancing the profession of professional musicians; and be it further

Resolved, That ROPA encourages all members to actively engage with the AFM Organizing Services Department in developing strategic organizing plans, leadership training, member engagement initiatives, and campaigns that strengthen both existing bargaining units and future organizing efforts; and be it further

Resolved, That ROPA recognizes the outstanding work of AFM Director of Organizing Gabriel Kristal, Assistant Director of Organizing Ed Gutierrez, the regional organizing staff, and the many rank-and-file organizers whose dedication has strengthened AFM locals and empowered musicians throughout the Federation; and be it further

Resolved, That ROPA supports continued investment in the AFM Organizing Services Department, including maintaining adequate staffing, training, and resources necessary to assist AFM locals in organizing new bargaining units, supporting existing members, and responding to the evolving challenges facing professional musicians; and be it further

Resolved, That ROPA encourages continued collaboration among the Organizing Services Department, the Symphonic Services Division, AFM locals, and allied labor organizations to ensure that professional orchestra musicians have access to the expertise, education, and organizing resources necessary to build strong unions and secure fair working conditions for future generations.

Submitted by: The ROPA Executive Board