

LATSE OFFICIAL Bulletin

FIRST QUARTER, 2005

NUMBER 608



65th HONOLULU, HAWAII
JULY 18-22, 2005
**Quadrennial
Convention**

Unity Continues to Make Us Strong

At a time when the labor movement in the United States as a whole struggles to hold steady, I am honored to report that this Union continues to thrive. These are generally not good times for unions in America. A myriad of forces, not the least of which is the Bush administration's anti-union bias, has taken its toll on American unions. Union membership in the United States, a key indicator of the labor movement's strength, continues to drop. From a high in 1983, when 20.1% of U.S. wage and salary workers were union members, the national rate dropped to an astonishing 13.3% in 2002, and edged even lower in 2003 to only 12.9%.

As a result of the work of members and officials of this Alliance, our story contrasts sharply with that of the union movement at large. In 1998, we were nearly 90,000 strong. In August 2001, our membership reached 102,000. And our membership has continued to grow. I am proud to report that as of January 1, 2005, our membership has reached 105,605. The state of our Union is indeed, strong.

Since our 64th Convention in 2001, this nation has seen terrorist attacks and war. With the sacrifice and loss these have brought, and the sluggish economy of these times, the men and women of the IATSE have worked to preserve and strengthen the safety and security of the world in which we work. In 1994, the IATSE had two national term agreements. In 2003, the IATSE had over 600 agreements. As of January 2005, we have over 950. These include area standards agreements, The Basic Agreement, MSSA and AICP contracts, low budget and video agreements, and trade show agreements. These contracts reflect our gains in competitiveness and our continued domination of the entertainment industry. Our steady elimination of non-union work protects our ability to fight for decent conditions, fair pay and good benefits.

At a time when U.S. Corporations have terminated pension funds and slashed health benefits, the benefit funds in which IATSE members participate have fought hard to hold the line. With little or no help from the stock market, and staggering medical inflation, our benefit programs have had to struggle to preserve our core benefits—but we have done so, with our members' needs rather than profits and share price in mind.

All of these are accomplishments of which every member of this Alliance should be proud. While we must continue to work for better conditions, and fight to protect past gains, we do so from a position of strength.

OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at the Sheraton Waikiki, 2255 Kalakaua Avenue, Honolulu, Hawaii 96815 at 10:00 a.m. on Monday, July 11, 2005, and will remain in session through and including Friday, July 15, 2005. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

You are reminded that in accordance with Article Eleven, Section 8 of the International Constitution, the General Executive Board shall act as the Credentials Committee of the 65th Quadrennial Convention which will convene the week immediately following the Board meeting.

You are further advised that in order to be considered for a Committee appointment, delegate credentials must be received in the General Office by July 15, 2005.

Countdown to the Convention

As we approach our 65th Quadrennial Convention, you will find that this issue of the Official Bulletin contains a substantial amount of Convention-related information.

Answers to many of the most frequently asked questions immediately follow this Message and additional convention information is contained on the subsequent pages. In addition, all delegates are advised to review Articles Three through Five of the International Constitution in order to better familiarize themselves with Convention procedures.

Preparations for the Convention have been taking place in the General Office for many months, however before the delegate credential packages can be mailed, all local unions intending to send delegates to the Convention must fulfill two key requirements.

First, the General Office must have received all Quarterly Reports, up to and including the 1st Quarter Report for 2005. Although Article Nineteen, Section 7 of the International Constitution allows for that report to be filed as late as April 30th, we cannot complete our calculation of your average membership size between conventions until the 1st Quarter Report is received. Once the calculation is made, the number of delegate votes your local union is entitled to can be finalized and the appropriate number of credential packages can be assembled.

Second, each local union must have purchased at least twice the number of 2005 per capita stamps as the numbers reported on the 2005 1st Quarter Report. Article Three, Section 5 of the International Constitution requires that local unions must purchase per capita stamps for all quarters up to and including the quarter that precedes the Convention. Since the 2nd Quarter Report for 2005 is not due until July 30th, the numbers reported on the 1st Quarter Report are doubled and used as an estimate in order to calculate good standing.

Once these two requirements have been met, the delegate credential packages will be sent. Each package contains the credentials as well as a host of additional information, including airline and hotel information. Delegates are encouraged to return their credentials to the General Office as soon as possible. Only when credentials are received in the General Office, will delegates be able to make airline reservations on the IA Master Airline Account and be eligible for committee assignments.

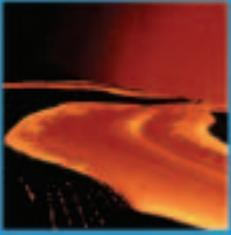
When making reservations, delegates are reminded that District Conventions (see pages 6 and 7) precede the International Convention.



IN GOOD STANDING

In accordance with Article Thirteen, Section 1 of the International Constitution and Bylaws, a local union that is not in good standing with their District is deemed not in good standing with the Alliance and therefore not eligible to attend the International Convention. Local union Officers are advised to verify with their District Secretary that the local is in good standing.

For all the information on the hotels, guest room rates and reservations for the Mid-Summer General Executive Board meeting and the 65th Quadrennial Convention, please turn to page 8 of this issue.



It is in accordance with Article Three, Section 1 of the International Constitution, the Alliance shall meet in Convention in 2005 in Honolulu, Hawaii this July.

The following pages provide some information which may be useful to delegates preparing to participate in the 65th Quadrennial Convention.

65th Quadrennial

DISTRICT CONVENTION SCHEDULE

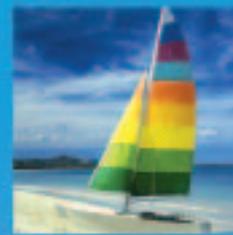
Conventions of the 13 Districts of the Alliance will be held at the Sheraton Waikiki or Royal Hawaiian in Honolulu, Hawaii, during the two days immediately preceding the opening of the International Convention. The following is a schedule of the rooms, days and hours of the District Conventions. This information will be posted at the General Office in the Hotel, and will also be indicated on the Convention Program which will be included in all Delegate kits.

District No. 1
(Montana, Idaho, Oregon, Washington & Alaska)
Secretary-Treasurer: Bill Wickline
Saturday, July 16–10:00 a.m., Waianae Room

District No. 2
(California, Nevada, Arizona & Hawaii)
Secretary-Treasurer: Moshe Bialac
Sunday, July 17–8:00 a.m., Molokai Room

District No. 3
(Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)
Secretary-Treasurer: James E. Flanders
Sunday, July 17–9:00 a.m., Honolulu Room

District No. 4
(Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia)



CONVENTION RESOLUTIONS

For the past several Conventions we have called your attention to the fact that it is beneficial for your local to make certain its Convention Resolutions are submitted to the General Office at least fifteen (15) days prior to the opening of the Convention.

When resolutions are properly submitted, in accordance with Article Three, Section 8 of the International Constitution, it allows us to compile them and have them printed and bound in pamphlet form so they can be placed in the Delegate kits.

Placing the printed resolutions in the Delegate kits affords sufficient time to study and digest them, so a Delegate may appear before the appropriate committee and speak on the merits of the resolutions. Only in this manner can resolutions be properly handled.

The submission of all resolutions to the General Office at least fifteen (15) days prior to the opening of the Convention will also afford the opportunity to refer resolutions to the proper committee so they will have sufficient time to act upon them and report to the Convention much sooner than they have been able to in the past.

It is not necessary to hold your resolution for a District endorsement. However, if your local wants that endorsement you should send the resolution to the General Office so it can be printed and ready for committee referral and then take a copy to your District meeting for its endorsement.

If you desire to have the action of the District submitted to the General Office it must be done by 6:00 p.m. of the opening day.

All resolutions must be submitted in duplicate and in typewritten form in order to be acceptable.

Convention 2005

HONOLULU,
HAWAII

Secretary-Treasurer: Matt McIntyre
Sunday, July 17–9:30 a.m., Kahuku Room

District No. 5
(Wyoming, Colorado, Utah & New Mexico)
Secretary-Treasurer: Susan N. Jones
Sunday, July 17–10:00 a.m., Kohala Room

District No. 6
(Texas, Oklahoma & Arkansas)
Secretary-Treasurer: Stuart Hale
Sunday, July 17–10:00 a.m., Kona Room

District No. 7
(Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)
Secretary-Treasurer: Scott Haskell
Sunday, July 17–10:00 a.m., Oahu Room

District No. 8
(Michigan, Indiana, Ohio & Kentucky)
Secretary-Treasurer: Robert Bakalar
Sunday, July 17–10:00 a.m., Waialua Room

District No. 9
(Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)
Secretary-Treasurer: Nancy Manganelli-Bues
Sunday, July 17–10:00 a.m., Regency I,
Royal Hawaiian Hotel

District No. 10
(New York, New Jersey)
Secretary-Treasurer: John K. Hill
Sunday, July 17–10:00 a.m., Lanai Ballroom

District No. 11
(Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick & Newfoundland)
Secretary-Treasurer: Sean McGuire
Saturday, July 16–10:00 a.m., Honolulu Room

District No. 12
(Manitoba, Saskatchewan, Alberta & British Columbia)
Secretary-Treasurer: Barry Haines
Saturday, July 16–10:00 a.m., Kahuku Room

District No. 14
(Florida, Puerto Rico, U.S. Virgin Is.)
Secretary-Treasurer: K. Keith Klemmt
Sunday, July 17–10:00 a.m., Regency III,
Royal Hawaiian Hotel



HOTEL INFORMATION

MID-SUMMER GENERAL EXECUTIVE BOARD MEETING

July 11–15, 2005

DISTRICT CONVENTIONS

July 16–17, 2005

65TH QUADRENNIAL CONVENTION

July 18–22, 2005

Local Union representatives planning to attend may make hotel reservations with any of the above Hotels by calling 808-931-8430. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

As an alternative to calling, Delegates may register online. The Hotel registration's secured web page is <http://register.sheraton-waikiki.com>. Simply go to the site, scroll down the list of meetings and click on "Intl Alliance of Theatrical Stage Employees, July 9–23, 2005". The password to enter is: IATSE05.

Room rates are subject to the current 11.41% Hawaii State and room tax. The rates listed below apply to both single and double occupancy. Triple rate is \$55 additional daily at the Sheraton Waikiki; \$85 daily at the Royal Hawaiian; and \$50 daily at the Princess Kaiulani. No additional charge for children 17 years and younger using existing bedding and sharing the same room with parents. (Please advise ages of children). Rates are non-commissionable. Room rates quoted will be honored three days before and three days after the main group dates, based on availability, to accommodate pre and post stays.

Cut-off date for reservations: June 9, 2005

◀ Sheraton Waikiki Hotel—Main Hotel for Convention

Run-of-City/
Mountain: \$179
Partial Ocean View: \$189
Ocean Front: \$199

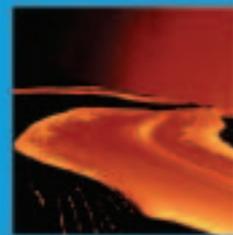
Royal Hawaiian

(This Hotel is located next to the Sheraton Waikiki)
Historic Garden: \$215
Ocean View: \$275

Princess Kaiulani Hotel

(This Hotel is located 2 blocks from the Sheraton Waikiki and is not an ocean-front property)
Waikiki City View: \$135
Run of Ocean \$155

65th Quadrennial Convention 2005



FREQUENTLY ASKED QUESTIONS

LOCAL UNION REPRESENTATION

Article Three, Section 3 of the International Constitution states in part: *“Each affiliated local in good standing shall be entitled to one delegate for its charter and one additional delegate for every one hundred members, or major portion thereof, based on the average membership upon which per capita tax has been paid for the period between Conventions.”*

The following chart can be utilized for easy reference:

Average Membership	Delegates
up to 50	1
51-150	2
151-250	3
251-350	4

(continue in similar fashion)

Special Department local unions should be aware that although the number of votes they are entitled to is in accordance with the above, only one-third (rounded to the next higher whole number) of the number of delegates are entitled to be sent to the Convention at the expense of the Alliance.

CREDENTIALS

The President and Secretary of the Local as well as the delegate must sign the credential certificates. The original credential certificate is to be given to the delegate and the duplicate credential certificate must be mailed to the General Office in New York. Failure to complete the credentials in their entirety will result in the credentials being returned.

Do not enter both the name of the delegate and the alternate delegate on a single credential.

If an alternate represents the local union, the alternate must request a new Delegate’s Credential or, if there is insufficient time, a letter from the Local designating the alternate as a delegate must be provided.

In order to complete the registration process, delegates are required to file the original credential certificate with the Office of the General Secretary-Treasurer upon arrival in Honolulu.

ALTERNATE DELEGATES

Alternate delegates must be elected in the same manner as primary delegates i.e. by secret ballot. In a situation where both the primary and alternate delegate are unable to attend the Convention, the local can, by secret ballot, elect another delegate. If there is insufficient time to hold another election, the membership of the local may assign the vote(s) of the absent delegate to another duly elected delegate, or if there is none, may designate the next highest candidate for delegate to attend the Convention.

DELEGATE AIRLINE INFORMATION

Transportation costs for this Convention are expected to be higher than in the past. Delegates are reminded that Article Four, Section 9 of the International Constitution states in part: *“Each accredited delegate shall be entitled to collect an amount equal to coach air transportation from home airport to the Convention city and return, subject to such rates as the General Office may obtain from airline representatives of the United States and Canada, the amount due to be computed by the most direct route booked at least thirty (30) days in advance.”*

(continued on page 11)





PAST CONVENTIONS

1st	New York, NY	1893	33rd	Kansas City, MO	1936
2nd	Chicago, IL	1894	34th	Cleveland, OH	1938
3rd	Boston, MA	1895	35th	Louisville, KY	1940
4th	Detroit, MI	1896	36th	Columbus, OH	1942
5th	Buffalo, NY	1897	37th	St. Louis, MO	1944
6th	Omaha, NE	1898	38th	Chicago, IL	1946
7th	Cincinnati, OH	1899	39th	Cleveland, OH	1948
8th	Brooklyn, NY	1900	40th	Detroit, MI	1950
9th	Toledo, OH	1901	41st	Minneapolis, MN	1952
10th	Norfolk, VA	1902	42nd	Cincinnati, OH	1954
11th	Columbus, OH	1903	43rd	Kansas City, MO	1956
12th	Milwaukee, WI	1904	44th	St. Louis, MO	1958
13th	Pittsburgh, PA	1905	45th	Chicago, IL	1960
14th	Boston, MA	1906	46th	Las Vegas, NV	1962
15th	Norfolk, VA	1907	47th	Louisville, KY	1964
16th	Minneapolis, MN	1908	48th	Detroit, MI	1966
17th	Springfield, OH	1909	49th	Kansas City, MO	1968
18th	Washington, DC	1910	50th	Cincinnati, OH	1970
19th	Niagara Falls, NY	1911	51st	Milwaukee, WI	1972
20th	Peoria, IL	1912	52nd	Los Angeles, CA	1974
21st	Seattle, WA	1913	53rd	Minneapolis, MN	1976
22nd	Chicago, IL	1915	54th	Hollywood, FL	1978
23rd	Cleveland, OH	1917	55th	Hollywood, FL	1980
24th	Ottawa, ON	1919	56th	Winnipeg, MB	1982
25th	Cleveland, OH	1920	57th	Bal Harbour, FL	1984
26th	Cincinnati, OH	1922	58th	Hollywood, FL	1986
27th	Cincinnati, OH	1924	59th	Reno, NV	1988
28th	Cleveland, OH	1926	60th	Hollywood, FL	1990
29th	Detroit, MI	1928	61st	New York, NY	1993
30th	Los Angeles, CA	1930	62nd	Miami, FL	1995
31st	Columbus, OH	1932	63rd	Toronto, ON	1998
32nd	Louisville, KY	1934	64th	Chicago, IL	2001

65th Quadrennial Convention 2005



FREQUENTLY ASKED QUESTIONS

DELEGATE AIRLINE INFORMATION (cont.)

The General Office has contracted with American Airlines and Air Canada to be the official airlines for the 65th Quadrennial Convention in Honolulu. All delegate travel booked through these airlines will be billed directly to the IATSE Master Airline Account. The delegate credentials package will contain a 1-800 reservation number for the airlines as well as a code for the convention.

Delegates can also access discounted ticket prices for their companions by booking those tickets at the same time as their own, but all companion tickets must be charged to your own personal credit card.

In the unlikely situation that the Official Carriers do not service the city from which you are flying, you can still make your reservations using the 1-800 number and the Master Airline Account. The airlines will simply route you to Honolulu through other carriers.

If for some reason you do not book your ticket through the IATSE Master Airline Account you should be aware that there is a strict IRS requirement that all monies paid for transportation must be substantiated by a copy of the ticket purchased. An invoice from a travel agent cannot be accepted.

INDOCTRINATION FOR NEW DELEGATES

In keeping with past Convention practice, the Indoctrination for New Delegates meeting will be held on Saturday, July 16, 2005 at 7:00

p.m. in the Molokai Ballroom of the Sheraton Waikiki. This meeting will provide all new delegates with an overview of the schedule for Convention Week, as well as provide a forum for new delegate's questions to be answered regarding procedures and policies of the upcoming Convention.

PER DIEM PAYMENTS

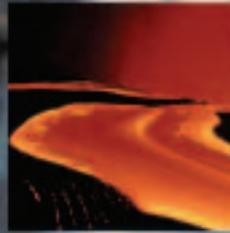
At the close of the Convention, banking facilities will be available for those delegates that wish to cash their per diem checks.

CONVENTION MEMORIAL SERVICE

As part of our 65th Convention, an Interfaith Memorial Service will be held during Convention week. This Service memorializes our departed brothers and sisters, and enters their names into the Memorial Book of the Alliance. Local unions interested in having the names of their deceased members entered into the Memorial Book should forward the information to the General Office no later than June 1, 2005.

NOTICE TO 50-YEAR DELEGATES

Any member of the Alliance who was a delegate to the 1954 International Convention in Cincinnati, Ohio and will also be a Delegate to the upcoming 2005 Convention, is urged to send in your credentials as early as possible in order that your 50-year Delegate award can be prepared. Please include a note along with the credential indicating that you will be a 50-year delegate.



65th Quadrennial Convention 2005



H O N O L U L U A R E A H I G H L I G H T S

Honolulu, Hawaii's capital, is a booming metropolis of business, technology and commerce. Combined with its tropical atmosphere, it makes Honolulu an excellent destination for you to escape to learn. While you're there, make sure to enjoy your time away from the convention.



The **USS Arizona Memorial**, was constructed to honor American servicemen and civilians who lost their lives during the attack on Pearl Harbor on December 7, 1941. It is dedicated to preserving the historical resources, memories, attitudes and traditions associated with the attack. Admission is free.

As you approach the memorial you'll notice that the structure sags in the center but stands strong at the ends. This is a constant reminder of the initial defeat and ultimate victory of America, with an overall effect of serenity. Once inside you'll be able to visit two theaters, a museum, bookstore and exhibits outlining the Pearl Harbor attack and featuring personal memorabilia, photographs and artifacts of the battle.

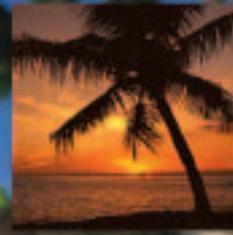
The **Honolulu Botanical Gardens** consist of five distinct gardens (admission is free at all gardens except Foster Botanical Garden) which form an extremely unique garden system. Together, these gardens have the largest collection of tropical plants in the United States.

- Foster Botanical Garden is a 14-acre garden located in the midst of downtown Honolulu displaying a breathtaking collection of tropical plants, collected from around the world.
- Hoomaluhia Botanical Garden, a lush 400 acres, features plants from major tropical regions of the world grouped geographically.
- Koko Crater Botanical Garden is a 200-acre retreat, in the early stages of development, featuring dryland plant collections.
- Lili'uokalani Botanical Garden features a 7½-acre garden devoted to native Hawaiian plants.

- Wahiawa Botanical Garden is a 27-acre garden and forested ravine home to tropical flora that thrives in a cooler environment and the shady, humid habitat of this tropical rain forest.



To discover all the great adventures Hawaii has waiting for you, visit www.gohawaii.com.



DID YOU KNOW?

- There are only 12 letters in the Hawaiian alphabet.
Vowels: A, E, I, O, U
Consonants: H, K, L, M, N, P, W
- Honolulu's zenith star (the star that rises directly above it) is Arcturus. The Hawaiians call it Hokule'a (Hoe-koo-lay-uh).
- All subterranean minerals belong to the state. Except for state-owned water, some lava stone, and minor granites and semi-precious minerals, there are few underground minerals.

TOP TEN REASONS TO MEET IN HAWAII

The Hawaii Convention Center surveyed meeting planners to get a professional assessment of Hawaii as a conference destination, and came up with the "Top Ten Reasons Why Hawaii Means Good Business."

The International Foundation Annual Employee Benefits Conference is set in Hawaii every five years. It's one of many akamai (ah-kay-my) (Hawaiian for "smart") groups choosing this premier location.

Meeting planners were surveyed in an online poll after a 2002 convention of planners. They listed these Hawaiian assets for attendees traveling makai (mah-ky) (Hawaiian for "to the sea") and mauka (mow-ka) (Hawaiian for "to the mountains").

The assets were:

1. Location, which boosts attendance
2. Value of the facility, where the cost per square foot is lower than competitive cities
3. Competitive air costs
4. Hotel rooms, more than 30,000 within one mile of the center
5. Productivity, with more attendees accomplishing more work
6. Customer service, with the spirit of aloha
7. Functionality of the Convention Center, with fiber optic cabling, satellite capability and video conferencing
8. Superior cuisine and service
9. Industry support from vendors of business services
10. Beauty. Many would rank this first!

5th Quadrennial Convention 2005

Privatizing Social Security will make things worse— and we have to stop it

With retirement security dwindling and pensions under attack, working families need Social Security to be strong now more than ever. But President George W. Bush's plan to privatize Social Security would make retirement *less* secure.



- **Privatizing Social Security would cut guaranteed benefits by 40 percent even for workers who don't choose private accounts.**

The average retiree who works a full career under the Bush plan would lose \$152,000 in retirement benefits.

- **Risky privatized accounts won't make up for the benefit cuts.**

For people with private accounts, the government would take at least 70 cents in retirement benefits for every \$1 in their accounts—on top of the 40 percent benefit cut.

- **Privatization would explode the deficit, saddling our children with \$4.9 trillion in debt**

in the first 20 years alone, mainly borrowed from foreign countries such as China and Japan.

- **Privatization would open Social Security up to corruption, waste and Enron-ization**

because politicians would decide which Wall Street firms make billions in inflated fees off our private accounts.



TELL CONGRESS:

Take the Pledge to
Strengthen Social Security.

Visit www.socialsecuritypledge.org to urge your members of Congress to make America's retirement secure.

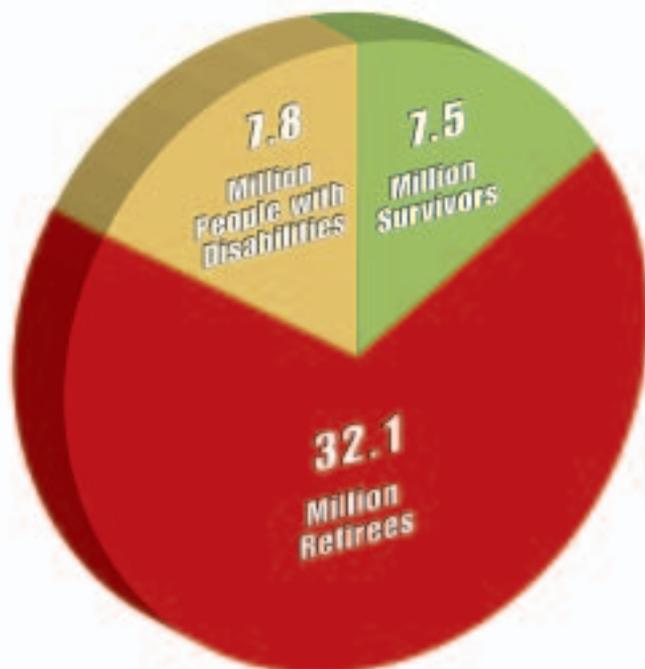
www.aflcio.org/socialsecurity

Social Security: The Backbone of Retirement

President George W. Bush, his Republican allies in Congress and Big Business want to privatize Social Security, which would destroy the most important family security effort in America's history. Their privatization plans would replace guaranteed benefits with risky private accounts, cut benefits drastically and saddle our children with \$4.9 trillion in debt in the next two decades alone. Working families are fighting back against Bush's privatization scheme.

47 Million Americans Depend on Social Security Today

Since President Franklin D. Roosevelt signed Social Security into law in 1934, millions of America's workers have earned benefits by paying into the system, creating a safety net that keeps retirees, survivors of workers who die young and people with disabilities out of poverty.



Source: Social Security Administration.

www.aflcio.org/socialsecurity

Social Security Is NOT Going Broke

Contrary to Bush's scare tactics, Social Security is not going broke. Modest commonsense measures, such as lifting the cap on the amount of income taxed for the Social Security fund, would strengthen the program. Right now, the cap is set so low upper-wage earners do not pay Social Security on most of their incomes.

2005

Until 2018, the Social Security trust fund runs a surplus.

2018

The Social Security system begins to redeem interest from its surplus assets to pay benefits. The Social Security Trust Fund holds Treasury notes, which are the same debt notes held by other countries.

**2042
OR
2052**

Social Security remains able to pay 73 percent of promised benefits.*

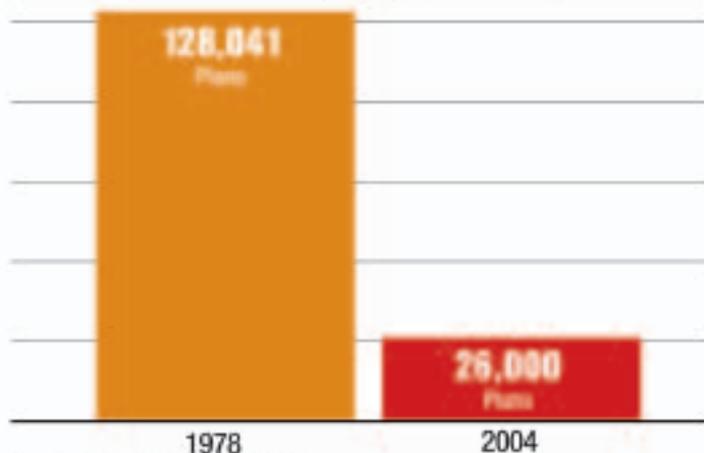
*The Social Security Trustees calculated the 2042 date. Using a slightly different method and set of assumptions, the Congressional Budget Office arrived at the 2052 date.

Sources: Social Security Trustees, The 2004 OASDI Trustees Report, and Congressional Budget Office, The Outlook for Social Security, June 2004.

Social Security More Crucial Than Ever as Pension Coverage Falls

Employers Cut Back on Pensions

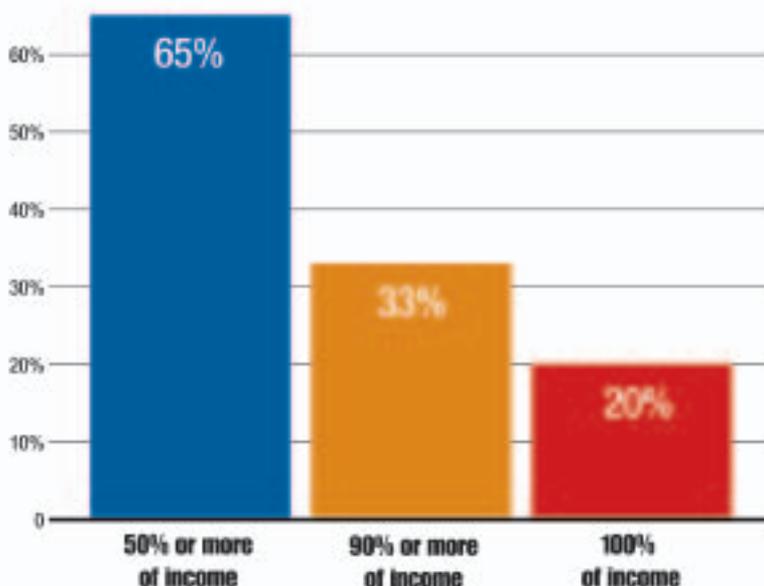
Number of defined-benefit pension plans in the private sector



Source: Employee Benefit Research Institute.

Most Retirees Rely on Social Security for Their Incomes

Percentage of older Americans receiving Social Security benefits, by relative importance of benefits to total income



Source: Social Security Administration, *Fast Facts & Figures About Social Security*, June 2003.

www.aflcio.org/socialsecurity

Don't Believe the Spin

Under a Privatized Social Security System:

They say:

The program is voluntary.

The fact is:

The program is **not** voluntary—your retirement benefits are cut by at least 40 percent, even if you do not choose a private account.



They say:

You'll make more money with private investments.

The fact is:

For people with private accounts, the government would take at least 70 cents in retirement benefits for every \$1 in their accounts—on top of the 40 percent benefit cut.



They say:

You'll get to personally direct your retirement investments.

The fact is:

You don't control your own money—politicians will pick Wall Street firms to control your investment accounts, a process corrupted by politics.



They say:

You'll be able to pass on your retirement investments to your heirs.

The fact is:

For most retirees, there will be little or nothing left to pass on because all or part of each private account must be used to buy an annuity.



IATSE Local 205 Member Receives Union Plus National Labor College Scholarship

Washington, D.C.—IATSE Local 205 member Bradley Wilson was among 29 union activists this year to receive Union Plus Education Foundation scholarships to attend the George Meany Center–National Labor College (GMC-NLC). The scholarship winners received cash awards to attend the college as part of the Union Plus National Labor College Scholarship program, administered by GMC-NLC.

The scholarship winners, who represent a wide range of union affiliations, goals and accomplishments, are enrolled in the GMC-NLC, which is located in Silver Spring, MD. The GMC-NLC, one of the world’s premier labor education institutions, has graduated nearly 800 students from its Bachelor of Arts (BA) program since becoming a college in 1997.

Brad Wilson, a freelance stagehand in Austin, Texas, is chair of Local 205’s General Fund Board of Trustees and



chair of the local’s Volunteer Organizing Committee. He is also a delegate to the Austin AFL-CIO Central Labor Council.

Wilson says that he was eager to attend the GMC-NLC because “it’s the best chance I have to complete my Bachelor’s degree.”

He says that attending the college “re-charged me, and inspired me to come home and become more active in my local.”

Leslie Tolf, Union Privilege president, explains the importance of financial support: “Higher education has become increasingly more difficult for working families to afford. That is why we are proud to sponsor the Union Plus National Labor College Scholarship program and help men and women in the labor movement achieve their dreams for a higher education.”



Union Privilege, founded by the AFL-CIO in 1986, develops and manages the Union Plus consumer benefit programs. The Union Plus programs are designed to help the families of the 13 million members of AFL-CIO affiliated unions save time and money. In addition to the

money-saving credit card, the Union Plus programs include free and discounted legal services, education services, discounted health services, a home buying program, travel and recreation discounts, and much more. For more information about the 2004 Union Plus National Labor College Scholarship program, visit www.unionplus.org/scholarships.

IATSE REPRESENTATIVES ATTEND MLK BREAKFAST



At the Martin Luther King breakfast, held at the Convention Center in Los Angeles on January 14, 2005, representatives from the IATSE took time out for a photo op.

Standing Left to right: Daniel Quiroz, Jr., Local 683; Ron Garcia, Int’l Representative; Joseph A. Aredas, Int’l Representative In Charge; Steve Aredas, Int’l Representative, Gavin Koon, Int’l Representative; Missy Humphrey, Local 800; and Buffy Snyder, Local 705. Seated, Kathleen Misko, Local 705.

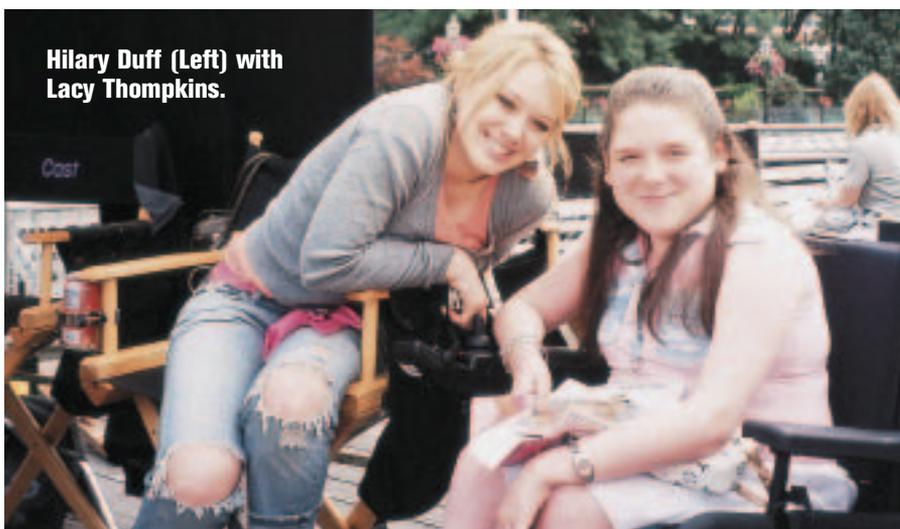
Stars Make Wishes Come True

The Marty Lyons Foundation granted wishes for two star-struck children. Tim Matthew's wish was to meet Steven Spielberg from the set of "War of The Worlds," and Lacy Thompkins dream came true when she met Hilary Duff.

The Marty Lyons Foundation was established to fulfill the special wishes of children, between three (3) and seventeen (17) years of age inclusive, who have been diagnosed as having a terminal or life threatening illness by providing and arranging a wish such as: a trip, meeting a celebrity, attending a special event, a shopping spree, a specific gift, or any other special wish request. For more information, visit www.martylyonsfoundation.org.



Above: Steven Spielberg, Chris Rock with Tim Matthew (center) and friend.



Hilary Duff (Left) with Lacy Thompkins.



2005 ACADEMY AWARDS

On Friday, February 25, the IA crew took a break during Oscar rehearsals for a photo with the International President.

Pictured here are members of Local 33, with International President Thomas C. Short and Business Agent of Local 33 James Wright (center). Others in attendance are Peter Marley, George Blanche and International Representative-in-Charge of the West Coast Office Joseph Aredas.



What is a Respirator?



By *Tim Wade,*
Chairman,
IATSE Safety Committee

**The the half-mask
air-purifying respirator is
more protective than the
disposable dust masks
(as shown, lower right).**

**Our bodies may function
well under normal
circumstances however, when
we are exposed to certain
conditions and atmospheres, it
could prove hazardous to our health.**

RESPIRATOR PHOTOS BY GENE DANIELS, CPWR

A protective face piece, hood or helmet that is designed to protect the wearer against a variety of harmful airborne agents.

Only NIOSH certified respirators can be used. Many of the paper respirators found in general over the counter situations are not approved, read the package label.

WHY DO WE NEED A RESPIRATOR?

Our bodies may function well under normal circumstances however, when we are exposed to certain conditions and atmospheres, it could prove hazardous to our health.

There are many workplace situations that involve toxic substances and for which engineering controls may be inadequate to control exposures, respirators are used in these situations.

Some of the most common hazards to your lungs are the lack of oxygen and the presence of harmful dusts, fogs, smokes, mists, fumes, gases, vapors or sprays including substances that may cause cancer, lung impairment, other diseases or even death.

Fumes occur when plastics or metals are heated and then cooled creating very fine particles that become airborne.

Dusts are created when solids are altered by sanding or drilling such as wood or foam.

Mists are usually combinations of several hazardous ingredients. They are tiny drops and are usually created when sprayed.

Gases can travel far from their source and can become airborne at room temperature. Sometimes they can be undetectable by you.

Temperatures that vary from extreme heat and cold can be hazardous too, depending on different factors such as length of exposure, the amount inhaled and the type of chemical or substance that you are exposed to.

One should remember that high breathing resistance of air-purifying respirators under conditions of heavy work may result in distressed breathing. A person working in an area of high temperature or humidity is placed under additional stress.

Respirators also protect against oxygen-deficient atmospheres. Increased breathing



rates, accelerated heartbeat and impaired thinking or coordination occur more quickly in an oxygen-deficient atmosphere. Even a momentary loss of coordination may be devastating if you are involved in a potentially dangerous activity (working on ladders, at height or with machinery and other equipment).

REQUIREMENTS

Training: Before one can use a respirator, you must complete the required training (Safety Pass Training, Course I) or your employer must provide the appropriate training.

You must be able to demonstrate knowledge of limitations and capabilities of respirators, and the ability to understand how the improper fit, maintenance, usage of a respirator can compromise the respirator. It should also include training that gives an explanation of respiratory hazards, engineering and administrative controls, limitations of respirators, methods of donning the respirator, proper operation, maintenance, storage, cleaning and the proper method of handling emergencies that you may encounter while using respirators.

Medical evaluation: Your employer must provide you with a medical evaluation. This test is to determine if you are physically able to perform the work with a respirator. A local physician or a licensed health care professional will determine what conditions both physical and that of your own health are pertinent. Each employer may differ a little with who provides your medical evaluation. This examination must be reviewed periodically.

Fit test: A fit test must also be performed to determine if you are able to wear a respirator. Facial hair may limit your ability to pass a fit test and not allow you to wear a respirator. This is to ensure that you are wearing the device correctly. This should include the effectiveness of the face piece, which is to ensure the seal is correct if you have a beard or wear eyeglasses. A more detailed evaluation would include quantitative fit testing. This test is more accurate and will give you detailed information on how the mask fits you.

Once a respirator is issued to you, you are responsible for wearing it, cleaning it, and storing it in an appropriate manner.

RESPIRATORS

There are 4 basic types of respirators with many variations of each. They are: full-face and half-mask cartridge masks; supplied-air respirators (SAR) with an airline (helmet or hood); self contained breathing apparatus [SCBA (SAR) helmet or hood] and paper masks (with or without valves).

There are different procedures for each type of respirator. You must check for the proper fit. You also need to check for positive pressure if you are using airline or SCBA

(SAR) type masks. Additionally, you need to check the bypass valve if so equipped. Before donning the mask you should have also made sure that the mask has been stored correctly, the mask is clean and you inspect the mask for wear and deterioration before each use. If you are using SCBA, you also must ensure that you understand the proper safe practices for air cylinder use.

The use of these types of masks also assumes that you are aware of the Hazard Communication (Safety Pass Training Program Course P) issues that occur when using paints, chemicals or other substances and the type of work you are planning to perform. What type of respirator you use depends on the type of work you are performing.

- Remember to leave a contaminated area immediately and replace the respirator if:
- The respirator becomes damaged
- You taste or smell the contaminants
- Breathing becomes difficult
- Dizziness or other distress occurs

We can not completely cover all of the specifics of respirator use in this article but your employer must offer you the training and proper use of these safety devices that protect you and all other employees from respiratory hazards.

IATSE Union Plus® Flower Service Program



Share the joy of flowers and save 15%.

Flowers add something very special to life. Birthdays, anniversaries, or no occasion at all, a bright bouquet from the IATSE Union Plus Flower Service is always welcome. Even nicer, you save 15% on every kind of floral gift from fresh roses to plants to gift baskets. Go ahead, send something beautiful to the beautiful people in your life.



Teleflora's
FLOWER CLUB

Union
Plus
Working For Working Families

Order 24 Hours A Day/Same-Day Delivery

For hundreds of great selections, visit us at
www.unionplus.org/flowers or call 1-888-667-7779.

When ordering, please mention promotion code **UPT38**

There is an additional \$9.95 service fee on each phone order or \$8.95 for web orders. 15% discount applies to product only. FC9329

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN GALLERIA HOTEL



CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC, convened at 10:00 a.m. on Monday, January 31, 2005 in the Plaza Ballroom at the Westin Galleria Hotel in Houston, Texas.

ROLL CALL

General Secretary-Treasurer Wood called the roll and recorded the following members present:

THOMAS C. SHORT,

INTERNATIONAL PRESIDENT

JAMES B. WOOD,

GENERAL SECRETARY-TREASURER

EDWARD C. POWELL,

FIRST VICE PRESIDENT

RUDY N. NAPOLEONE,

SECOND VICE PRESIDENT

TIMOTHY F. MAGEE,

THIRD VICE PRESIDENT

MICHAEL BARNES,

FOURTH VICE PRESIDENT

J. WALTER CAHILL,

FIFTH VICE PRESIDENT

THOMAS DAVIS,

SIXTH VICE PRESIDENT

MATTHEW D. LOEB,

SEVENTH VICE PRESIDENT

ANTHONY DE PAULO,

EIGHTH VICE PRESIDENT

MIMI WOLCH,

NINTH VICE PRESIDENT



Representing the Host Locals: Local 51; Butch Lang, Business Agent, Tom Sprague, President, Scott Firth, Secretary-Treasurer; Local 484; Kenny Ray Rector, Business Agent, Chris Telschow, President, Kurt Konneman, Secretary-Treasurer; Local 896; Janelle Flanagan, President, B184; Ernest Smith, President and Jancy Lewis, Recording Secretary.

DAMIAN PETTI,

TENTH VICE PRESIDENT

BRIAN J. LAWLOR,

ELEVENTH VICE PRESIDENT

MICHAEL F. MILLER, JR.,

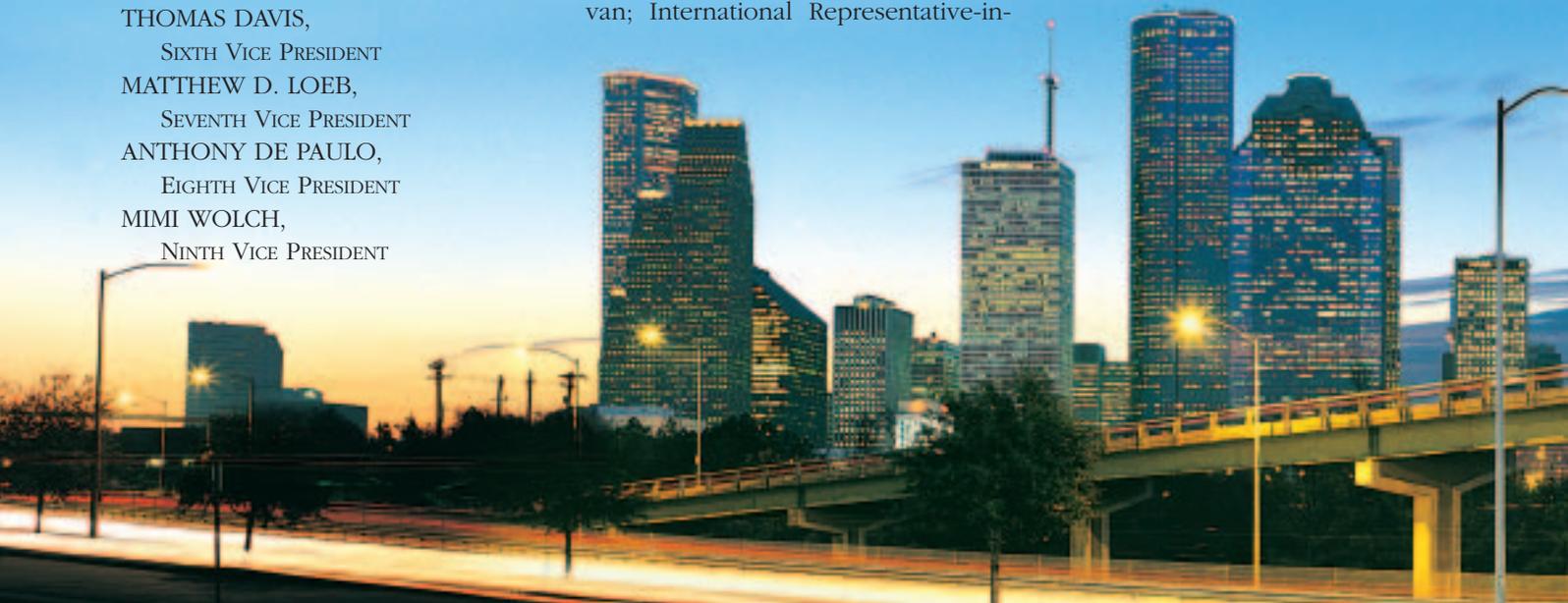
TWELFTH VICE PRESIDENT

JOHN T. BECKMAN, JR.,

THIRTEENTH VICE PRESIDENT

In addition to the members of the Board, those present included: General Secretary-Treasurer Emeritus Michael W. Proscia, CLC Delegate C. Gus Bottas; International Trustee C. Faye Harper; Assistant to the President Deborah A. Reid; Retired Vice Presidents J.E. Jake Johnson, Daniel J. Kerins, Nick Long, and Michael J. Sullivan; International Representative-in-

Charge of the West Coast Office Joseph A. Aredas; Co-Division Directors of the Organizing Department Daniel E. Di Tolla and Sandra England; Division Director of the Trade Show and Display Work Department William E. Gearn, Jr.; Director of Canadian Affairs John M. Lewis; International Representatives Jamie Fry, Thomas J. Kiouis, Jr., Mark Kiracofe, Gavin Koon; Daniel Mahoney; Sean McGuire, Joanne Sanders, Robert A. Trombetta; Joel Youngerman; Special International Representatives Ira Alper, John C. Hall, Jr. and Ronald G. Kutak; Assistant to the Editor MaryAnn Kelly; and Staff Members Deborah Harris, Barbara Jackson, and Colleen Paul.



HOUSTON, TEXAS • JANUARY 31–FEBRUARY 4, 2005

Also present at various sessions of the Board meeting were representatives of Locals: One, New York-Westchester-Putnam Counties, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 11, Boston, MA; 14, Albany, NY; 16, San Francisco, CA; 22, Washington, D.C.; 26, Grand Rapids, MI; 27, Cleveland, OH; 33, Los Angeles, CA; 44, Hollywood, CA; 51, Houston, TX; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater, PA; 58, Toronto, ON; 76, San Antonio, TX; 126, Fort Worth, TX; 127, Dallas, TX; 153, El Paso, TX; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 311, Middletown-Newburgh-Kingston, NY; 476, Chicago, IL; 477, State of Florida; 479, Atlanta, GA; 480, State of New Mexico; 484, State of Texas; 491, States of North and South Carolina/Savannah, GA; 600, United States; 631, Orlando, FL; 632, Northeastern New Jersey; 665, Honolulu, HI; 667, Eastern Canada; 669, Western Canada; 683, Hollywood, CA; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA;

750, Chicago, IL; 751, New York, NY; 764, New York, NY and Vicinity; 767, Los Angeles, CA; 780, Chicago, IL; 800, Toronto, ON; 839, Hollywood, CA; 843, Orlando, FL; 849, Halifax, NS; 871, Hollywood, CA; 873, Toronto, ON; 891, Vancouver, BC; 892, Hollywood, CA; 896, Houston, TX; USA 829, United States; ATPAM 18032, New York, NY; and B-184, Houston, TX.

HOST LOCALS

Prior to the official opening of the Board meeting, the General Executive Board and attending members of the Official Family were invited to attend a breakfast held by Host Locals 51, 484, 796, 896, and B-184 at 8:30 a.m. on Monday, January 31.

At the opening session of the Board meeting, Host Local committee members Tom Sprague, Butch Lang and Scott Firth of Local 51, Kurt Kornemann and Ken Rector of Local 484, Janelle Flanagan of Local 896, Earnest Smith and Jancy Lewis of Local B-184, and District 6 Secretary Stuart Hale appeared before the Board

and extended a warm welcome to the City of Houston and extended their best wishes for a successful meeting.

On behalf of the General Executive Board, President Short expressed his thanks for the hospitality demonstrated by the Host Locals and looked forward to a pleasant week in Houston. President Short also noted that the Board had held its 1988 Mid-Winter meeting at the very same hotel in Houston and he was pleased to return.

ANNOUNCEMENTS

At the onset of the meeting President Short announced his appointment of three new International Representatives as follows.

Representative Joel Youngerman relocated from the Pacific Northwest where he served as Business Agent of Studio Mechanics Local No. 488, to Arizona. He is focusing much attention on the International's organizing efforts as well as other assignments from President Short.

Representative Gavin Koon served as a Business Representative for for-



Representatives from Local 51 Kevin Van Orden (Chairman of the Board of Trustees), Tom Sprague (President), Tom Short (International President), Butch Lange (Business Representative), Barry Thomas (Vice-President), Scott Firth (Secretary-Treasurer).



mer Scenic Artists Local No. 816, and was also employed as the Executive Director of the Contract Services Administration Trust Fund on the West Coast. Gavin now works out of the IATSE West Coast Office as an International Representative and receives various assignments from President Short as well as his responsibilities regarding the administrative operations of the office.

Representative Ron Garcia came as a new face to the International, however, his background and successes in numerous organizing efforts for other local and national labor organizations was duly noted. Ron also works at the IATSE West Coast Office.

President Short also took the opportunity to re-introduce IATSE West Coast Counsel James G. Varga who works out of the West Coast Office. Since beginning his employment with the International in August 2004, Jim has provided tremendous assistance and legal guidance to the IATSE.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood appeared before the Board and presented the following report covering various aspects of his office.

Electronic Member Address Update Program

The number of local unions participating in the Electronic Member Address Update program has increased to 99. Most significantly, 19 of our largest 25 local unions are participating. In total, membership update information is now being received electronically for over 56% of the entire membership of the Alliance.

In addition to creating a more

efficient method for local unions to provide their member address changes to the International, this new system has allowed us to correct the many discrepancies between the database of the International and those of our local unions.

2005 AFL-CIO Union Industries Show

This year's Union Industries Show will be held in Portland, Oregon at the Oregon Convention Center from April 29 to May 2. For four days, virtually everything U.S. union members make or do will be on display, for the public to see, admission free. More than 300 exhibits covering an area equal to four football fields will highlight this year's theme, which is "America At Its Best".

As with past years, the IA has taken a 20' by 60' booth space, which aside from the automobile manufacturers is one of the larger exhibits at the show. We will once again be highlighting all of our crafts and using digital photography to provide visitors with souvenir photos of them against various backdrops in the IA booth.

Local Union 2005 Supplies

The process of sending the 2005 supplies began in late November. Supplies have been sent to those local unions that had filed their first three Quarterly Reports for 2004 and purchased the necessary amount of per capita stamps for 2004.

As of January 28th, all but 26 of our 420 local unions have complied with the reporting and per capita purchase requirements and now have their 2005 supplies

There were a number of changes to this year's supplies. Our local unions were supplied with newly

updated Sample Constitution & Bylaws booklets and Advice To Members of Trial Board booklets and the 2005 Membership Cards and Road Cards have undergone a complete revision. Both cards have been reduced in size and are now the same size as a credit card, thus allowing our members to easily carry them in their wallets. In addition, the 2005 Membership Cards were printed in sheet form with 5 cards per sheet in order that our local unions could use laser or ink jet printers to print their cards en masse instead of having to use antiquated dot matrix printers or typewriters.

65th Quadrennial Convention Preparations

Now that the year-end rush of sending supplies has passed, the staff in the Finance Department are focusing on the preparations for the Convention, which will be the subject of a separate report.

10-Year Review of the International's Finances

As we approach our Quadrennial Convention in July, General Secretary-Treasurer Wood felt it would be an appropriate time for the General Executive Board to be provided with a brief review of how far the Alliance has come from a financial perspective.

General Secretary-Treasurer Wood acknowledged that this time period spans not only the period of his time in office, but also his predecessors, General Secretary-Treasurer Emeritus Proscia and President Short.

The audited financial statements for the year ending April 30, 1994 indicated that the Alliance had Unrestricted Net Assets in the General Fund of a little more than \$2 million.

In the Third Quarter 2004 edition of the Official Bulletin the financial

statements for the year ending April 30, 2004 were published. Those statements indicated that the amount of Unrestricted Net Assets in the General Fund had grown to over \$24 million. Included in that amount is the West Coast Office building which is wholly owned and carried on the books at a depreciated value from purchase price of \$2.9 million. The market value is considerably higher.

By the time the audited financial statements for the year ending April 30, 2005 are prepared, the amount of Unrestricted Net Assets held by the International are expected to be between \$26 and \$27 million.

One can point to many successes during the past ten years, but a simple form of measurement is the effect that those successes have had on the finances of the Alliance. A General Fund that has grown from a little over \$2 million in 1994 to between \$26 and \$27 million in 2005 is dramatic, especially when this is combined with the fact that over this same period expenses have not remained constant. On a year-to-year basis spending has increased in the areas related to providing assistance to our local unions.

In other Finance Department News,

1. The Processing Fees for INS Visas continues to be a substantial income generator for the Defense Fund. In the calendar year 2004 those fees amounted to just over \$317,000.
2. The International continues to receive royalty payments from the AFL-CIO credit card program. For the first six months of 2004 we received a payment of \$63,924 and we received \$12,9993 in roy-

alty payments for other Union Privilege Programs.

3. As a result of a paid-in-kind dividend payment on our ULLICO Series A Convertible New Preferred Stock, our holdings have increased by 12 shares and we now hold 248 shares.

For the Quarter ended September 30, 2004, ULLICO announced its third consecutive quarterly profit since the new management took over the company. The \$1.7 million pre-tax operating income for the third quarter of 2004 compared to an operating loss of \$18.8 million for the same period of 2003 would seem to indicate that the attempts to turn the company around are working.

4. The registration of the IA trademark in both the United States and Canada has now been completed.

The General Executive Board accepted the report.

REPORT OF THE BOARD OF TRUSTEES

International Trustee C. Faye Harper appeared before the Board to present the Report of the Board of Trustees covering the period May 1, 2004 to September 30, 2004.

The Board accepted the Report.

LOCAL NO. 751, NEW YORK, N.Y.

Appearing before the Board representing Local 751 was Joseph Scanapicco, Jr., President, and Gene McElwain, Business Manager, to report of Local 751's negotiations with the Radio City Music Hall. Vice President De Paulo, who assisted the Local in negotiations, also appeared before the Board.

Radio City initially proposed two years of wage freezes and substantial

concessions in jurisdiction and box office minimum staff. President Short assigned Local No. One President Jim Claffey and Vice President, DePaulo to assist Local 751. President Short granted Local 751 authority to strike Radio City and Local 751 voted unanimously to strike. A four-year contract with 3½ % wages in each year was eventually negotiated. Numerous other improvements to the contract were achieved. The Local 751 representatives offered special thanks to Vice President DePaulo, Local No. One President Claffey and Liz Orfan, a partner in the Spivak firm.

LOCAL NO. 205, AUSTIN, TX.

Appearing before the Board representing Local 205, Austin, Texas were Brothers Brad Wilson, President, and John Przyborski, Business Agent, to report on the organization of the Local's jurisdiction. The Brothers advised the Board that the Local intends to organize all stagehands in the Local's jurisdiction. The Local has established an organizing committee and fund. The Local has lowered initiation fees, has already organized one opera company, and will begin negotiations shortly. Employees of the Austin Lyric Opera will not be charged initiation fees and President Short advised the Local representatives that the International will waive the processing fees for these individuals. Other Austin arts organizations will be targeted in the near future. The University of Texas and the Local are planning a training program for the summer of 2005. Local 205 will also pursue a collective bargaining agreement with the University.

LOCAL NO. ONE, NEW YORK, N.Y.

Brothers James Claffey, President,

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE WESTIN GALLERIA HOTEL



Representatives from Local 600 Larry Gianneschi, Bruce Doering, Jason Rosine, Gary Dunham with International Vice President Matt Loeb and Mark Hogan, Local 476

Kevin McGarty, Theatrical Business Manager, Robert Nimmo, Television Business Manager, and Don Kleinschmidt, Treasurer, of Local One appeared before the Board to report on recently concluded contracts with The League of American Theatres and Producers, CBS and Fox.

Local One concluded a three-year contract with the League effective August 1, 2004. The contract provides for wage and benefit fund increases of 3½%, 3½%, and 4% per year. The Local also achieved substantial increases in production fees and additional work assignments for stagehands employed under the Local One League Agreement. Local One and the League also agreed to new contract language providing for promotions and publicity for Broadway shows. Local One also limited the ability of employees to switch between Local One and Pink Contracts to obtain duplicate benefits. Local One also limited the right of cast members to perform Local One bargaining unit work.

The Local's representatives wanted the record to reflect the appreciation of the entire membership of the Local for President Short's direct participation in the negotiations and his help in achieving a contract of such

high quality and value to the Brothers and Sisters of the Local.

CBS has 8 studios and numerous shops. The contract covers stagehands and lighting directors. The contract expired in June of 2004. Negotiations were long and difficult with each CBS division submitting separate proposals to Local One. The focus of Local One was to obtain benefit fund increases along with a fair wage increase. A four-year contract was concluded with CBS that achieved these goals.

Fox T.V. is an all IATSE facility including engineers represented by Local 794, IATSE. Fox acquired a New Jersey facility and contemplated a move of some facilities to New York.

Fox had substantial proposals for Local One. Again Local One focused on increases in benefit fund contributions. A three-year contract achieved the goal of a fair wage and benefit package plus increases in Local One's jurisdiction. Local One expressed its appreciation to Local 794 Business Representative Dave Hodges for his help. The consolidation of the New York and New Jersey facilities has been put on hold.

LOCAL NO. 720, LAS VEGAS, NV

An appearance was made before

the Board by Brothers Hal Ritzer, President, Jeff Colman, Business Agent, Dan'l Cook, 3rd Vice President, and Sister Deidra Prestridge, Secretary-Treasurer, who were recently elected to serve as the officers of Local 720. Brother Ritzer had requested an appearance to provide a report to the Board on the Local's status since the restoration of its autonomy in December.

It was reported that the Local has held three Executive Board meetings since its autonomy was restored and the Local's representatives advised the General Executive Board that the Local was fully ready to assume its place as an autonomous affiliate of the Alliance. In addition, preparations would soon be made to negotiate collective bargaining agreements with Local 720's employers and efforts will be made to secure the trade show jurisdiction of the Local in the Las Vegas area.

President Short gave the Local 720 representatives assurances that the International would provide assistance to the newly elected officers and he hoped that, in spite of past differences with some members of the Local, the International and Local 720's current administration could work together for the benefit of the membership of the Local and entertainment workers in Las Vegas.

ABC, INC.

International Representative-in-Charge of the West Coast Office Joseph A. Aredas gave a report to the Board on a company that was contributing to the Motion Picture Industry Pension and Health Plans on the West Coast. The Plans pursued the company for arrears, however, company representatives alleged that the company was defunct even though it was a division of a sig-

natory, ABC, Inc. The company continued to employ persons under the Basic Agreement, but it was unclear if written documents existed with this division. A new contract was signed, however, the question of arrears is still pending.

ACCOUNTANTS CODE 99

Vice President Michael F. Miller, Jr., International Representative-in-Charge of the West Coast Office Joseph A. Aredas, and West Coast Counsel James Varga reported to the Board on the progress made in resolving the issue of non-affiliates paid under Code 99 being paid benefits while not working under a collective bargaining agreement. This matter was previously the subject of a report by Vice President Mathew D. Loeb during the meeting of the General Executive Board held in Los Angeles in July 2004.

Vice President Miller explained how the issue arose during the filming of "Law and Order", a New York City based production, when Universal was paying benefits on behalf of non-affiliate accountants working on the show. Universal took the position that the accountants were covered under the non-affiliates agreement because the phone call to hire them was made from Los Angeles, a position rejected out of hand by Vice President Miller as the accountants were working solely in New York City for producers in New York City on a show filmed solely in New York City by a crew that is from New York City. In response to such an attempt to abuse the non-affiliate contract the Union moved to rescind the agreement. In turn, the Producers threatened to block the pending merger of the Local 161 trust funds into the Motion Picture Industry Pension and Health Plans. Ultimately,

the situation has evolved with the Local 161 merger being passed, and the parties agreeing to establish a joint labor management committee to work out the difference of opinions on the meaning of place of hire for work covered by the non-affiliates agreement. In the meantime, the accountants will be covered non-affiliates.

ADELPHIA COMMUNICATIONS CORP.

Vice President Michael F. Miller, Jr., International Representative-in-Charge of the West Coast Office Joseph A. Aredas and West Coast Counsel James Varga reported on the IATSE's disclaimer of representation of a unit of 12 Adelpia Communications employees in Los Angeles. This employer is in bankruptcy and made unacceptable contract proposals. The employees were unsupportive of the IATSE and as a result the International disclaimed representation of the unit.

AFL-CIO

President Short read letters from the AFL-CIO expressing appreciation for the financial support and the support of IATSE representatives and the IATSE Locals in connection with the November 2004 Presidential election.

AICP-NEW COMMERCIAL PRODUCTION AGREEMENT

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb, Vice President Thom Davis, International Representative Daniel Mahoney, Brothers Chaim Kantor and Gary Dunham of Local 600, Ben Adams of Local 491, Sisters Buffy Snyder of Local 705 and Lynne Twentyman of Local 161, and General Counsel Steven B. Spivak appeared before the Board to report on the IATSE-negotiated commercial agreement with the Association of

Independent Commercial Producers (AICP). Negotiations concluded in late July 2004 and involved the International's Multi-State Supplemental Agreement with the AICP. Locals 600, 798, and 161 agreed to be included in the IATSE-AICP Agreement and the Locals' bargaining rights were given to the International. The special conditions attained by these three Locals over many years are preserved in the new agreement.

The new contract has, for the first time, a meaningful notification provision. Payroll records must be made available to the Union. The Marine Department has been recognized. A low budget definition has been established. Check-off has, for the first time, been established by contract for all crafts and locals. Meal penalties track the Hollywood Basic Agreement. Wages have been increased by 3% per year plus a one time additional 2% for the Wardrobe Department to help alleviate past inequities.

The contract drafting has been complicated, but the documents are near completion and signing is expected to take place within the next few weeks.

LOCAL NO. 224, WASHINGTON, D.C. AIR AND SPACE MUSEUM; AMERICAN FILM INSTITUTE

Vice President J. Walter Cahill reported on his assignment to investigate the books and records of Local 224 in Washington, D.C. Local 224's finances are in disorder, but the Local has finally paid back per capita due to the International.

About ten or eleven projectionists are employed at the Air and Space Museum and Vice President Cahill advised the Local that these people had to be organized. The President of



the Local is also employed at the Museum.

The Local had a contract with the American Film Institute. The AFI moved from the Kennedy Center to a new location, but Local 224 failed to pursue the employer. With the help of Vice President Cahill the employer agreed to recognize the Local as bargaining agent. The new facility has three theatres and is used for a number of different types of events. Currently negotiations are continuing with the AFI. President Short stated that he wants the matter brought to a head even if a labor dispute and picketing is the result.

ASSOCIATED DESIGNERS OF CANADA

Director of Canadian Affairs John M. Lewis reported on approaches he had received from the Associated Designers of Canada (ADC) about possible affiliation with the IATSE. ADC is a national, not for profit arts service organization and professional association representing set, costume, lighting and sound designers and has been certified under the federal status of the Artist Legislation. ADC represents approximately 170 members nationally and negotiates contracts with individual theatres and is party to an agreement (albeit non-binding) with the Professional Association of Canadian Theatres that provides for a group retirement plan as well as an accident insurance plan, and performance bonds posted by producers. ADC works with industry representatives to establish certification standards.

ADC is interested in relationships that will enhance its bargaining position. Director Lewis has been corresponding with the ADC and will report back to the Board with any further developments.

CANADA

Vice Presidents Mimi Wolch and Damian Petti, Director of Canadian Affairs John M. Lewis, CLC Delegate C. Gus Bottas, International Representative Sean McGuire and Canadian Counsel Bernard Fishbein reported on developments in Canada since the 2004 Mid-Summer General Executive Board meeting in Los Angeles, California.

Following the setback of the Supreme Court decision involving Place des Arts, Local 56 (Montreal Stage) attempted to certify the largest tenants of Place des Arts. Unfortunately, in the first of those cases, the Quebec Labour Commission ruled that the tenant was not the employer of the stage employees. This caused the Local to reassess its position and as a result the Local has now managed to conclude service contracts through its payroll company with Grand Ballet Canadian, Orchestra de Montreal and Opera de Montreal to preserve this work.

Local 58 (Toronto Stage) had filed an application for certification for the Elgin and Wintergarden Theatres, theatres that were built almost a century ago and which had been restored and designated as a historical site. However, the application was complicated by the fact that the theatres were owned and operated by a foundation of the provincial government and the implications of the separate provincial legislation dealing with government employees. After almost three years of negotiations the Local had concluded a commercial agreement (ratified by the membership) which protects the jurisdiction of the Local at the theatres.

Notwithstanding representations

made to Local 63 (Winnipeg-Mixed) when it concluded a collective agreement for the Winnipeg Arena in May of 2004, that such agreement would form the basis of a future agreement to be entered into with the True North Centre, a state of the art facility being constructed to replace the Winnipeg Arena, just weeks prior to the opening of the True North Centre, management announced that it had entered into an agreement with NASCO, a non-union labor supplier to provide stage personnel. The International had immediately assisted the Local in organizing public protests for the grand opening and an hour prior to the protest, an interim agreement was reached allowing the Local to refer its members to the opening show. The Local subsequently filed an application for certification against True North Centre, but that application is being vigorously opposed. Meanwhile the Local has continued its protests, retaining media consultants and economic analysts and communicating to upcoming productions that the Local's terms and conditions are more favorable over those offered by NASCO. The Manitoba provincial government had recently intervened in an attempt to resolve the dispute. International Representative Barney Haines did not attend the General Executive Board meetings in order to remain in Winnipeg to assist the Local with these meetings.

Local 118's (Vancouver-Stage) various legal proceedings with the Vogue Theatre continued. Notwithstanding earlier rulings that the Local was unable to represent front of house employees, the British Columbia Labor Relations Board allowed those employees to mount a decertifi-

cation application of the entire bargaining unit. In view of the fact that the front of house employees greatly outnumbered the stage employees, not surprisingly, the decertification application was successful. However, on the same date as the decertification decision was released, the local filed a fresh application for certification for stagehands only. That application was aggressively being opposed by the Theatre and hearings were scheduled for later in February 2005. The Local had recently negotiated a three-year renewal of its agreement with the Vancouver Opera providing for wage increases and increased health and welfare contributions.

After some complaints by the members, the International investigated and then conducted a second election for the positions of President and Vice President Film in Local 210 (Edmonton-Stage). The Alberta Labour Relations Board had reconsidered its earlier decision against the Local and now allowed the Local to expand its certificate to include stage door employees at the Citadel Theatre.

In July, 2004 the Canadian Film and Television Production Association (the "CFTPA") served Locals 210 and 212 (Calgary-Stage) with a purported notice to bargain to reach a provincial agreement on behalf of 25 Alberta producers and the AMPTP. This was similar to the earlier attempt the CFTPA had made with Locals 667 and 669 seeking a national camera agreement. As before, the International responded that it was prepared to enter negotiations for a National agreement provided that it included all Canadian Locals engaged in motion picture and television produc-

tion as well as the International in accordance with Article Nineteen Section 30 of the International Constitution. The Locals similarly responded. No further response has been received from the CFTPA. The International and the Locals are monitoring the negotiations between the CFTPA and the Teamsters in Alberta to ensure the jurisdiction of the IATSE is not affected.

Local 667 (Eastern Canada-Camera) has launched its "E-Learning Centre" of virtual seminars consisting of 190 seminars and modules that

opened an office in Halifax, Nova Scotia in an attempt to encroach upon the jurisdiction of Local 849 (Atlantic Canada-Motion Picture Technicians). To date no production has signed any agreement with NABET Local 600 evidenced by their absence from the Atlantic Film Festival (as contrasted to the presence of different representatives of IATSE and its Locals) and the widespread skepticism expressed there about NABET's ability to establish any presence in Atlantic Canada.

Local 873 (Toronto-Motion Picture



CLC Delegate C. Gus Bottas, International Representative Sean McGuire, International Vice President Mimi Wolch, Director of Canadian Affairs John Lewis, International Vice President Damian Petti and Canadian Counsel Bernard Fishbein reported on Canada.

members can access from their home through the Local web site. The Local had recently negotiated renewals of its two collective agreements with television stations in Sudbury and Timmins achieving significant wage increases.

Local 828 (Ontario-Scenic Artists Prop Makers) had successfully organized scenic artists and prop makers for the National Ballet of Canada, receiving a certificate in October of 2004. The International will be assisting the Local in the upcoming negotiations.

As reported earlier, NABET Local 600 had recently been chartered and

Technicians) has purchased new premises which it will move into in March of 2005, with enough space to also establish training facilities as well as house the activities of the Local. The Local has also established a scholarship program that will provide two \$2,500 grants to 873 family members to pursue post-secondary education. The Local continues to benefit from assistance from the International in receiving work. Most recently the Local signed a collective agreement for a new television series "Kojak", after an earlier MOW/pilot project of the same name had been shot under a NABET Local 700 agreement.



Although NABET Local 700 has filed a grievance against the MOW/pilot, Local 873 has advised NABET that it has a lawful and valid agreement for the series and will intervene to protect such agreement in any legal proceedings initiated by NABET.

At the 2004 Mid-Summer Board meeting, ACFC West had been declared a rival organization, and Local 891 (British Columbia-Motion Picture Technicians) advised its members and then charged certain of its members who were also Executive Board members of ACFC West. ACFC West filed a complaint against the Local at the British Columbia Labour Board concerning these charges. Surprisingly, even without a hearing, a single Vice Chair, issued cease and desist orders against the Local. The Local, with the assistance of the International, immediately sought reconsideration of the Board decision. A hearing has now been scheduled before a full panel of the Board which will be presided over by the Chair of the B.C. Board. The Local continues to meet, together with Local 669 and Teamsters Local 155, with industry representatives and government officials concerning the implementation of the recommendations of the Tysoe Industrial Inquiry. Consensus has been difficult to reach concerning the more controversial recommendations particularly the elimination of seniority. The provincial government has suggested that it may be compelled to become more directly involved in the process, otherwise these issues will need to be dealt with in the upcoming negotiations for the B. C. Master Agreement.

With the assistance of the International Local B-173 (Toronto-Hamilton-

Front of House and Special Departments) recently concluded negotiations with its two largest employers, The Hummingbird Centre for the Performing Arts and Mirvish Enterprises (for the Royal Alexander and Princess of Wales Theatres) for renewal of its collective agreements. Both achieved significant improvements.

Director of Canadian Affairs John Lewis, International Representatives Sean McGuire and Sylain Bisailon and representatives of Locals 56, 118, 471, and 822 attended the conference for the Canadian Institute of Theatre Technology in Montreal, Quebec in August of 2004. Previous difficulties with CIIT have been ironed out and IATSE expects to return as a gold sponsor for the CIIT in 2005.

The recently renegotiated Pink Contracts have been modified for Canadian variations and translated into French and are now being printed. Gratitude was expressed to International Representatives Sean McGuire and Sylvain Bisailon, Linda Dufresne, Business Agent of Local 890 (Ottawa-Wardrobe) and Krista Hurdon of the Canadian office.

President Short thanked the Canadian representatives and noted this as a report of progress.

CONFIDENTIAL REPORT, LLC

Vice President Michael F. Miller, Jr., International Representative-in-Charge of the West Coast Office Joseph A. Aredas, and West Coast Counsel James G. Varga reported on the successful audit of the production company called Confidential Report, LLC. This project was initially signed to a low budget contract, but half way through the filming it was clear that the production was costing way beyond the original

budget. International Vice President Thom Davis, who also serves as Business Representative of Local 80, notified staff at the West Coast office that the shoot was going well past the scheduled filming schedule. An audit was completed and confirmed the actual cost of production. As a result of the audit the employer entered into a settlement whereby \$1.85 million will be paid to the crew. The producer will also pay the full cost of conducting the audit.

Vice President Miller advised that this matter is an example of how the audit process is designed to work to monitor projects signed to low budget contracts. In particular, it was emphasized that the process begins by learning that a project is over-budget and that generally occurs when a member brings evidence of the fact to the attention of their local union. This gives rise to the local union being in a position to investigate and then to inform the International of the situation. Only then can it be determined if an audit is appropriate. Thus, it is crucial for members to be vigilant in notifying their locals if they suspect that a production is over-budget.

CONTRACT WAIVERS

Vice President Michael F. Miller, Jr. and International Representative-in-Charge of the West Coast Office Joseph Aredas gave a report on the requests from production companies for waivers of various provisions in the standard contracts. The West Coast Office has, in general, terminated the granting of waivers of contractual provisions. Prior to the termination of granting of waivers, the requests were numerous.

CREW MARKET.COM

Vice President and Stagecraft Co-Director Brian J. Lawlor gave a report to the Board concerning correspondence received by Local 843, Orlando, Florida, and Crew Market.com, a company seeking to access crew members' resumes for the motion picture industry. Upon investigation, it was determined that this company was not for use by IATSE members exclusively and it was strongly recommended that I.A. production locals have no involvement with this company.

**DIRECT TO VIDEO
(NBC/UNIVERSAL)**

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb reported that NBC/Universal is producing product for the Direct-to-Video market. A project that was signed under a low-budget contract went over the lower tier cap. The employer attempted to avoid its responsibilities by requesting the union to consider the project as a Movie-of-the-Week and apply the terms of that contract. The union rejected that request because, in fact, the matter was not a made-for-television movie, but rather it was and is a theatrical production. To accept the producer's demand would have resulted in a 25% wage reduction for the employees, a totally unacceptable proposition. The International advised NBC/Universal that any attempt to cut wages would be considered a material breach of the Basic Agreement and would expose the company to an immediate strike action. The employer reversed its position and agreed to comply with the higher wages of the agreement consistent with the actual production budget.

It is clear from this experience that there must be continual monitoring of low budget productions to protect the integrity of the contract.

Further, this incident serves as notice to all producers that the IATSE will not back down from its deal and expects all producers to do the same or face the consequences.

DOWN IN THE VALLEY, LLC

It was reported to the Board that in August 2004 a member of Local 695 called the West Coast office to tell Vice President Michael F. Miller, Jr. that the project he was working on was over budget, and that he was demanding of Vice President Miller to conduct an audit. Vice President Miller advised the member that he needed to follow the process and report his concerns to his Local. In this case, and in any event, an audit was premature because the film was still in production. In addition, the member was advised that in fact the International was aware of the budget over-run since in this particular instance the employer had volunteered the information to the West Coast office, even before this member's telephone call.

However, instead of following the advice he was appropriately given, this member chose to file unfair labor practice charges with the NLRB claiming that the union was violating its duty to fairly represent him by refusing to perform an audit. In response to the charges, West Coast Counsel Jim Varga explained the situation to the Labor Board's investigating agent, and the Regional Director of the Board agreed with the union that there was no merit to the charge. Rather than having his charge dismissed, the charging party withdrew the charge.

Nonetheless, a great deal of unnecessary time and effort was required to resolve this matter which could have been avoided altogether had the member only followed the procedure and turned to his local union for monitoring the production budget, instead of complaining needlessly to the Labor Board. Vice President Miller advised the General Executive Board that an upcoming issue of the Bulletin will publish the budget process, and urged that Locals inform their members of the correct procedures to follow when there is suspicion of a production running over-budget; namely, report the evidence to the Local. Only then can the process work as it was designed to work.

**EMPLOYMENT STANDARDS
ACT (PROVINCE OF ONTARIO,
CANADA)**

Director of Canadian Affairs John M. Lewis reported to the Board about the Employment Standards Act (ESA) of Ontario. The ESA establishes minimum statutory working conditions for all employees. When it was most recently revised, provisions were introduced establishing minimum rest periods and minimum periods off from work. Unfortunately (and inadvertently), this provision seriously interfered with how theatrical productions traditionally operated and long-standing turnaround agreements between unions and employer attempts to meet these new legislative requirements had hindered collective bargaining in the industry resulting in awkward interim arrangements and only short agreements being concluded until the situation was clarified.

In response to (and in coopera-



tion with) employer raised concerns, the International and Canadian Counsel organized a coalition of Ontario locals to lobby the provincial government to grant an exemption to these rest hour provisions for the live performance industry. A number of meetings had been held with the government since 2002 (the process being delayed by the provincial election and change in government), the most recent being on January 20, 2005 attended by Director of Canadian Affairs Lewis, Canadian Counsel Fishbein and representatives of Locals 58, 357, 461, and 822. The government provided assurances that it now recognized the problem and was prepared to act to rectify it. This example demonstrated the efficacy and necessity of opening and maintaining channels of communication and becoming involved in political activity.

President Short strongly endorsed the need to become involved in political activity, and noted that this was a progressive report.

ENTERTAINMENT PARTNERS

Counsel Frank Moss reported on a recent court ruling against Entertainment Partners (EP). Historically, EP has reported to the Internal Revenue Service as if it, rather than the underlying signatory employer, was the employer of record. Employees have received one W-2 Form even though they may have worked for multiple signatory employers. This resulted in savings for EP because Federal unemployment taxes are paid only on the first \$7,000 and Social Security taxes are paid on the first \$90,000 of earnings from an employer. If an IATSE member earned \$7,000 from each of five different signatory producers, EP would only pay

the unemployment taxes once.

The U.S. Court of Claims has now ruled that the \$7,000 and \$90,000 are to be separately figured for each signatory employer, which means that if an employee earns \$7,000 from each of five EP clients, EP must pay the maximum federal unemployment taxes five times. If an IATSE member earns more than \$90,000 divided among more than one EP client, more than the maximum required Social Security taxes will be withheld from his paychecks.

Entertainment Partners has said it will appeal the decision, but at least three studios have asked EP to comply now.

For 2005, IATSE members working for NBC-Universal, Sony and Paramount-CBS will receive separate W-2's from EP for each studio. Members working for more than one EP client during the year may as a result have more than the Social Security maximum withheld from their paychecks by EP and will have to seek a refund of the excess when they file their 2005 tax returns.

FILM ROMAN

Brother Steve Hulett, Business Representative of Local 839, Los Angeles, California, gave a report on the successful organizing campaign for employees working at Film

Roman. This was a campaign that took fifteen years, but the perseverance of the employees and Local 839 won an election where 89% of the employees chose Local 839 to be their exclusive bargaining representative. What changed fifteen years ago when only thirty employees worked for Film Roman and voted down union representation? "It was employer greed," said Hulett. The employer started off with an anti-union campaign that culminated in renegeing on the agreement to provide lunch to the negotiating committees. With nineteen rank and file members and staff from Local 839, the Union negotiating team faced tough issues, the most significant of which was to get the employer to provide health care benefits and the employees voted to strike over that issue if necessary. However, on January 11, 2005 the employees unanimously ratified their new contract that includes full health benefits. The contract will cover approximately 225 employees. The Executive Board thanked Brother Hulett for the fine job done by him and Local 839.

FOCUS FEATURES, LLC

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb and IATSE General Counsel Steven Spivak



**International
Vice President
Anthony
DePaulo,
Representatives
of Local 751
Joseph
Scannapico and
Gene McElwain.**

appeared before the Board to report on a settlement reached between the International, Focus Features and USA Cable Entertainment (USACE).

A dispute originally arose between USACE and IATSE over the production of product for basic cable. Focus, a division of USA, entered into contracts for two features,

“21 Grams” and “Eternal Sunshine”. A settlement was arrived wherein it was agreed that USACE would negotiate with IATSE over basic cable product and IATSE would agree to make the two features under the Area Standards Agreement and “Majors” Agreement in New York City. If an impasse was reached over cable product, Focus agreed to bump up the two features to the independent contract wages for both New York and Tennessee.

After attempts were made to negotiate with USACE, it became clear that no agreement could be reached. It was agreed that in both cases the producer would pay the rates and benefits of the higher cost contracts. Currently the producer and IATSE are discussing the amounts due and the producer will enter into a confession of judgment in favor of IATSE to secure the amounts due. It is expected that the confession of judgment, which is only an estimate of the amount due, will be between \$500,000 and \$600,000.

This report was noted as one of progress.

FOX SPORTS

Vice President Michael F. Miller, Jr., Special International Representative Ronald G. Kutak, and West Coast Counsel James Varga reported on the Fox Sports Master Controllers unit of approximately 40-60 employees. The

IATSE filed a representation petition with authorization cards from at least 80 percent of the unit. The company campaigned vigorously against the IATSE but the vote was 46 to 1 for the IATSE, and a contract is currently being negotiated.

This was noted as a report of progress.

FRANCHISE PICTURES, LLC

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb and Counsel Frank Moss, a partner in the Spivak law firm, appeared before the Board to report that Franchise Pictures LLC, an I.A. signatory employer, has filed for Chapter 11 bankruptcy. The IATSE was listed as a creditor and research shows that only Post 60's and supplemental market monies are due to the Motion Picture Industry Pension and Health Plans under the Basic Agreement.

It is unclear as to the amount that will be available to pay the plans and other creditors, about one million dollars may be due to the Plans.

President Short stated that any member who believes that he or she is owed money for working for this producer, should contact their local union as soon as possible.

STAGECRAFT DEPARTMENT

Vice Presidents and Stagecraft Co-Directors Brian J. Lawlor and Anthony De Paulo, Vice President Michael F. Miller, Jr., Co-Director of Organizing Daniel E. Di Tolla and International Representative Joanne Sanders gave the Board a report on the status of the Stagecraft Department.

It was noted that the Stagecraft Department has oversight of approximately 300 Locals within the Alliance.

In New York City, grosses from Broadway productions have risen in 2004 only by a small percentage from 2003. Ticket sales are helped by foreign visitors because of the weak dollar overseas. Ticket sales in early 2005 have been down but the Spring of 2005 promises to be busy for Broadway.

Road shows continue to experience diminished ticket sales. Some of this is the result of a lack of good product for the road. Hopefully, 2005 will be a better year with “Wicked” going on the road along with some other promising touring shows.

Modified Pink Contracts continue to provide substantial employment for IATSE. 24 out of 43 shows are under the Modified Pink Contract. The Department acknowledged the assistance of Retired International Vice President Michael Sullivan in structuring the Modified Pink Contract.

Wardrobe Locals and Make-Up and Hair Locals have been negotiating many contracts with large employers such as Clear Channel. The Locals still need to place more efforts on organizing. The Locals do benefit from the Pink Contract shows that provide for local employment. A gap still exists in wages and benefits between wardrobe and stage. Make-up and Hair members continue to travel under their Pink Contract in large numbers.

The Supplement to the Basic Agreement for award shows continues to be used for numerous productions. In 2004, 57 shows were covered by the Supplement. Technical crews work under the Supplement.

Family shows continue to travel



under Modified Pink Contracts that are tailored to this type of modest budget traveling entertainment.

Amphitheatres continue to be organized and the Contracts continue to improve dramatically. Local 11, Boston successfully concluded re-negotiation of such an agreement at the Fleet Amphitheatre with Clear Channel Entertainment.

The ACT Department has approximately 330 members. This Department consists of many members who should be members of the Locals and the Board again urged the Local unions to take action to admit some of these ACT members.

ESTA/ETCP certification programs had a meeting in Dallas and it is planned that a rigging certification test will be given this fall at LDI. Electrical training and certification testing is next on the ESTA/ETCP agenda.

The LDI industry show held its show in Las Vegas in October 2004. The IATSE and a number of Locals participated in this event.

MOTION PICTURE AND TELEVISION PRODUCTION

Vice President/Division Director Matthew D. Loeb, Vice President Michael F. Miller, Jr., International Representative-in-Charge of the West Coast Office Joseph Aredas, and International Representatives Jamie Fry, Gavin Koon and Daniel Mahoney gave a report to the Board on the status of the Motion Picture and Television Department of the Alliance.

It was reported that television production, television commercials and music videos as well as theatrical motion pictures were all up form the previous year.

The Department still continues to

perform audits on production companies to check low budget caps set by the low budget contract.

Reality television remains a focus of the Department although this remains a difficult segment of the industry to organize.

The Southwest remains a regular location choice for features and low budget productions. In Texas, a number of low budget features have been signed up with some producers seeking out IATSE agreements to avoid later labor disputes.

It was reported that communication between the New York office, West Coast office and the various production locals around the country has greatly improved and resulted in many new term contracts.

This report was noted as one of tremendous progress.

ORGANIZING DEPARTMENT

Co-Directors of Organizing Daniel E. Di Tolla and Sandra England gave a report to the Board on the status of the Department. Appearing with Co-Directors Di Tolla and England was International Representative Joel Youngerman.

Sports broadcasting continues to be the focus of organizing. Six new local unions have been chartered. Fox Sports, NMT and other employers have been organized. The trade jurisdiction has expanded to include additional crafts.

A contract has been negotiated for the Fox West Studio facility at the Staples Arena in Los Angeles, California

In New York, NLRB election petitions have been filed against NMT and AFL-CIO charges between the IBEW and IATSE as more fully explained elsewhere in these min-

utes, continue to be litigated.

The "Yes Network" negotiations have been ongoing with progress being very slow. The bargaining unit will be consulted about a possible strike against the "Yes Network". Local 100 in New York has been chartered to represent Sports broadcast members. Local 100 will conduct elections and obtain autonomy in the Spring of 2005.

Local 748 in Phoenix, Arizona has concluded a number of new agreements for sports broadcasting in the area. Members are starting to qualify for health benefits and this part has aided in the organizing efforts.

Petitions have been filed for two Chicago based companies to represent their employees, Comcast and TRIO. A hearing was scheduled for Comcast. Comcast claimed the crewing service was the real employer. Rather than litigate the issue, the petition was withdrawn and one was filed against Trio. An election at Trio is scheduled for March 1 and 2.

In the Bay area and Pacific Northwest, a number of negotiations are either under way or have been concluded.

In the stage area, the Department regularly checks on the Yellow Card shows in the Arizona area and coordinates with the local unions in the area. In New Mexico, the Department has been looking into a number of organizing drives.

TRADESHOW AND DISPLAY DEPARTMENT

Division Director William E. Earns, Jr. and International Representatives C. Faye Harper and Mark Kiracofe gave a report on the Tradeshow and Display Department of the International.



Reporting on the AICP Area Standards Negotiations: International Vice President Thom Davis, Gary Dunham Local 600, International Vice President Matt Loeb, Buffy Snyder of Local 705, Ben Adams of Local 491, General Counsel Steve Spivak, International Representative Daniel Mahoney, Lynne Twentyman of Local 161, and Chaim Kantor of Local 600.

Indianapolis Local 836 has had some limited success in establishing Local 836 as the preferred secondary labor source to the Teamsters at the Indiana Convention Center. This is an ongoing project that will require further effort.

The Teamsters union struck the tradeshow industry in Las Vegas in September 2004. All tradeshow unions honored the Teamster picket line including our Local 720. We were able to negotiate renewal contracts between Local 720 and Freeman Decorating Company and GES Exhibition Services in December 2004 that patterned the Teamster settlement.

Negotiations in Orlando with General Service Contractors (GSC's) Freeman Decorating Company, GES, Allied Brede and Shepard Exhibition Services began in June 2004. After rejecting the employer's offer a final contract with significant improvements was reached in December. Negotiations in Orlando with the Exhibitor Appointed Contractors (EAC's) concluded in October with a new three-year agreement.

Negotiations in Atlanta with GSC's Freeman Decorating Company, GES, Shepard Exhibition Services and

Champion Exhibition Services also began in June 2004. After rejecting the employer's offer a final contract was reached in December. Negotiations with Freeman in Atlanta for a first-time freight contract also concluded in December. Both sets of contracts contained major improvements for the members.

Denver Local 7 has been negotiating with Freeman Decorating. The employer is seeking substantial concessions in conditions and the referral system. Local 7 has voted to strike and has requested strike authorization from the International.

Several International Representatives have been assigned to assist Columbus Local 12 in their efforts to organize tradeshow employers. The local has a term contract with Freeman Decorating that could be used as a template with other employers.

Dallas Local 127 engaged in informational picketing at the Dallas Convention Center in conjunction with the Painters and the Teamsters.

Due to a substantial decrease of tradeshow work in Charlotte, North Carolina Local 837 could not maintain financial solvency. The local was dissolved and its contracts and jurisdiction

will be transferred to Charlotte Local 322 by action of the Executive Board.

Kansas City Local 31 has negotiated renewal contracts with Freeman Decorating and the George Fern Company. Nashville Local 46 has re-negotiated EAC contracts with 16 signatories.

Salt Lake City Local 99 re-negotiated several contracts with GSC's and EAC's. The local has been in difficult negotiations with Modern Display but it is expected the negotiations will conclude shortly. The Teamsters filed a representation petition for full time employees at Modern Display. Local 99's representation extends only to casual referrals so no objection was made by Local 99. The books and records of Local 99 have been reviewed by order of President Short. Referrals by Local 99 have often not met the requirements of the employers.

Knoxville Local 197 has an ongoing effort to get a term agreement with the George Fern Company but has not yet been successful.

Phoenix Local 336 has re-negotiated contracts with GES, Freeman, Modern Display, and National Exposition Services. Local 336 has negotiated first time contracts with Event Productions, McNabb Carpet, and Czarnowski Exhibit Service. Other negotiations are pending.

GENESEE THEATRE

Special International Representative Ira Alper and Brother Robert Ingersoll, Business Agent of Chicago Stage Local 2, gave a report to the Board regarding the Genesee Theatre in Waukeegan, Illinois. The Theatre was renovated and is managed by SMG and Locals 2, 750, and 769 are expected to have representation in the Genesee. The The-



atre is located about 40 miles outside of Chicago, in an area of Illinois that is in need revitalization.

SMG has been discussing terms and conditions with Local 2 and the negotiations have been difficult to date.

GERARD V. IATSE

Counsel Frank Moss reported on litigation against the IATSE regarding Mr. Thomas Gerard, who was an employee of Local 700. When the local union terminated his employment, he brought a lawsuit against Local 700, the Motion Picture Industry Pension and Health Plans and the IATSE. When the defendants did not make any settlement offer, the lawsuit was withdrawn.

GLOBAL SPECTRUM

Vice Presidents Michael Barnes, Brian J. Lawlor and Anthony De Paulo appeared before the Board to report on the various venues managed by Global Spectrum. This report was a follow up to a report at the last Mid-Winter meeting of the General Executive Board at which a national agreement was approved and ratified by the Board.

A number of arenas are managed in the Philadelphia, Pennsylvania and Trenton, New Jersey areas. Local 15 in Seattle, Washington has been attempting to organize employees within a Global Spectrum facility, and Columbus, Ohio Local 12 is in the process of attempting to organize a Global Spectrum arena. Local 28 in Portland-Salem, Oregon is now covered by the national Global Spectrum contract. Numerous other Locals have established relationships with Global Spectrum arenas solely by virtue of the national contract negotiated by the International. The National agree-

ment contains twenty percent benefit package giving many IATSE locals benefits for their members for the first time, or introduces the IATSE's Pension Plan C for the first time.

Local 500, South Florida has a contract with the Knight Center and the national agreement will be in place in another Global Spectrum venue in South Florida in the not too distant future.

Global Spectrum also manages venues in Canada.

It was noted that this was a report of progress.

IATSE 65TH QUADRENNIAL CONVENTION

General Secretary-Treasurer James B. Wood and Co-Director of Organizing Daniel E. Di Tolla reported on the 2005 Mid-Summer meeting of the General Executive Board and the IATSE 65th Quadrennial Convention scheduled to be held at the Sheraton Waikiki in Honolulu, Hawaii. The Board meeting will be held the week of July 11 through 15, 2005. The Convention will commence on Monday, July 18, 2005 and run through Friday, July 22.

It was recommended that reservations for the Convention hotel and some surrounding hotels should be made as soon as possible. Airline reservations should also be made as early as possible since the International reimburses delegates the amount of "30-day advance" ticketing. It was noted, however, that local unions must remit per capita tax payments for the first two quarters of 2005 and submit the 1st Quarter Report not later than April 30th. Both of these requirements must be complied with before credentials can be sent and airline reservations can be made on the IATSE Master Account.

IATSE 401(K) PLAN, IATSE NATIONAL HEALTH AND WELFARE FUND, IATSE NATIONAL PENSION FUND-PLAN "C"

IATSE National Benefit Fund Trustees James Wood, Matthew Loeb, Brian Lawlor, Daniel DiTolla, Deborah Reid and Peter Fitzpatrick, and Fund Counsel Frank Moss reported on the IATSE 401(k) Plans, the IATSE National Health and Welfare Fund and the IATSE National Pension Fund-Plan "C".

There are two 401(k) programs at the IATSE National Benefit Funds. The Annuity Fund authorizes 401(k) participation for pink contract employees and for employees whose employer contributes at least 3% of salary to the Annuity Plan. The IATSE 401(k) Plan authorizes 401(k) participation for those working under the Area Standards and other Motion Picture and Television agreements and for employees of Studio Mechanics Locals. Participants in the 401(k) Plan can defer up to \$14,000 per year pre-tax to the Fund, which is self-directed through Prudential Securities. Those participants over age 50 can defer an additional \$4,000.

The IATSE National and Health and Welfare Fund has grown to 11,500 participants. Recent changes include an expanded dental network through Guardian Dental and the addition of 9,000 Vision providers through Davis Vision. An Employee Assistance Program will soon be made available through Pacificare.

The Trustees acknowledged the need to upgrade member services to accommodate the dramatic growth in Plan participation.

The management structure of the Fund office has been reorganized, a new computer system will be installed,

and a larger space is being sought so that additional staff can be hired.

The IATSE National Pension Fund—"Plan C" was established as a result of the 2001 Area Standards Agreement to provide a defined benefit pension plan to IATSE members who work for multiple employers during the year. Employer contributions to the "Plan C" fund total over \$2,000,000 per year.

IATSE RETIREMENT FUND

Counsel Frank Moss reported on the IATSE Retirement Fund, which covers employees of the International. The Retirement Fund investments earned 18% in 2003 and 12% in 2004. The Fund now has over \$10,000,000 in assets and is expected to be fully funded in the next few years.

ARTICLE XX CASE— IBEW V. IATSE

Re: Game Creek Video

Co-Director of Organizing Daniel Di Tolla reported on the raiding charge filed by the IBEW under Article XX of the AFL-CIO Constitution, alleging the IATSE raided the IBEW when it filed a representation petition for employees of Game Creek Video, a sports broadcasting company. The case is similar to one filed by the IBEW regarding the IATSE's representation of Fox Sports employees. The IBEW had a phony contract with a crewing service that serviced these employers.

There is also a dispute between the two unions involving the sports broadcasting company, NMT. Currently, the Game Creek Video case is before an arbitrator and a decision is pending. The IA won a similar case involving Fox Sports-New York. The IBEW appealed to the AFL-CIO's Executive Council, but no decision has been rendered on the appeal.

ARTICLE XX CASE— IBEW V. IATSE

Re: IATSE Local No. 665, Honolulu, HI.

Vice President Michael F. Miller, Jr. reported on the filing of an Article XX raiding charge against the IATSE by the IBEW. The IBEW claims the IATSE raided the Honolulu, Hawaii local when the IATSE General Executive Board declared the IBEW Local a rival union thereby requiring members of IATSE Local 665 to give up their IBEW membership or their membership in Local 665. The IBEW alleged that many of its members resigned and this interfered with the IBEW's established bargaining rights in Honolulu. The AFL-CIO arbitrator ruled that the IATSE violated Article XX. The decision stated that this case was the first of its kind in the AFL-CIO. IATSE has appealed, contending that the AFL-CIO had no right to dictate to IATSE who must remain members and that Article XX was never intended to stop one AFL-CIO affiliate from declaring another to be a rival union.

KILL MASTER

Vice President and Motion Picture and Television Production Division Director Mathew D. Loeb reported on the strike by employees working on the production "Kill Master". The employer contended that its production would fall under the first tier of the Low Budget Feature Agreement, and those were the terms it would agree to sign. However, the Union obtained credible information that the production actually called for a much greater budget, in fact several millions of dollars over the low budget rates. The Union demanded of the Producer to provide financial information that would support its bud-

getary representations. When the Producer failed to provide such information, the strike was called to support the employees' claim that they were entitled to the higher wages of the Basic Agreement. Negotiations did result in a higher tier of budget rates being agreed to, however the strike was not as successful as initially hoped because the workers gave up on their fight when led to believe that the star of the feature was prepared to cross the picket line and the producer's threat to replace the crew on the shoot. Unfortunately, the film's director, a member of an IA Local, was prepared to film using the scab crew if necessary. Vice President Loeb reiterated the axiom that greater local union representative presence and greater worker solidarity are needed in order to defeat the exploitation levied by unscrupulous producers. All workers and their local representatives must face the fight to protect the integrity of the standard wage scales.

KTTV AND FOX DIGITAL

Vice President Michael F. Miller, Jr. reported on the successful negotiations for the successor contracts with both KTTV and Fox Digital. The negotiating team, headed by Vice President Miller, included Brothers Peter Marley (Local 33), Tommy Cole (Local 706), Scott Roth (Local 800), and Sisters Missy Humphrey (Local 800), Catherine Repola (Local 700), and Buffy Snyder (Local 705), and West Coast Counsel Jim Varga. The contracts are separate but for convenience were negotiated simultaneously.

The new four-year agreements call for wage increases across the board for all employees. Significant wage gains were negotiated to compensate



inequities in the wardrobe craft. The benefit package was increased by 1½% employer contributions. Of all the union contracts covering KTTV or Fox Digital employees, the IA agreements are the only agreements that do not require employee co-payments for health benefits.

This was noted as a report of progress.

LINCOLN THEATER, WASHINGTON, D. C.

Vice President J. Walter Cahill appeared before the Board to report on the Lincoln Theatre in Washington, D.C. The Theatre was traditionally a place for Black entertainment. It was renovated and Local 22, Washington, D.C. attempted to organize the Theatre and picketed the opening. The Lincoln Theatre had an IATSE road show and Local 22 established an informational picket line. The Theatre finally agreed to negotiate with Local 22 and the Local will offer all Lincoln Theatre

wood IATSE Locals to gain representation for workers at prop houses and scenery shops located throughout Southern California. Representative Koon gave estimates that as many as 75 set construction shops and 65 property rental shops are operating non-union. These employers are typically paying low-end wages and little if any health benefits. With the help of the International the local unions have engaged in a group strategy to organize these shops. The campaign begins with an education of the workers, many of who are already IA members, of the need to resist work at sub-standard wages for a non-union shop. The goal is to protect better standards by negotiating a master contract covering the industry. Finally, the campaign targets several facilities as the likely places to begin the organizing efforts.

Joining Representative Koon in presenting this report were Interna-

and the stage locals working together in their organizing efforts.

MORGAN CREEK PRODUCTION COMPANY

Vice President and Director of Motion Picture and Television Production Division Matthew D. Loeb appeared before the Board to give a report on Morgan Creek, a company that produces features. There have been periodic disputes, particularly over the refusal of Morgan Creek to pay residuals.

Recently, a Vancouver production came to New York City for some local shots. The New York production locals notified the International that Morgan Creek was in the City. Morgan Creek could not get its production done in New York without signing all the appropriate IATSE contracts.

President Short thanked the New York production locals for their assistance in getting this employer to execute IATSE contracts.

It was noted that this was a report of progress.

“MOVIN’ OUT” TOUR

Vice Presidents and Stagecraft Co-Directors Brian J. Lawlor and Anthony De Paulo reported to the Board on a touring production of Broadway’s “Movin’ Out”. Tucson Stage Local 415 had informed the Stagecraft Department at the General Office last Summer that a touring production of the show was scheduled at the Tucson Convention Center. The Local has had an ongoing battle with the Convention Center which is owned by the City and utilizes Rhino Staging, a non-union labor company, as its primary labor source.

It was discovered that the Netherlander Organization is the presenter of the Broadway series in Tucson and



International Vice President Michael Miller (center) with newly elected officers of Local 665 President Al Omo (left) and Business Agent Donovan Ahuna.

employees membership.

President Short suggested that the other Washington, D.C. area Locals should consider organizing in the Lincoln Theatre.

LOS ANGELES AREA SHOP ORGANIZING

Representative Gavin Koon reported on the joint organizing efforts between several of the Holly-

tional Vice President Thom Davis (Business Representative of Local 80) and Brothers George Palazzo (Business Representative of Local 729), Peter Marley and Jim Wright (Representatives of Local 33) and Ron Cunningham (Business Representative of Local 44). Representative Koon ended his report by acknowledging the significance of the back lot locals

therefore the Nederlander Organization was contacted and based upon the relationship that has been enjoyed for many years with the International, they promised they would do everything they could to make sure the show was done all I.A. However, various road blocks were put up by the Convention Center at every step.

After a number of meetings and telephone conversations an agreement was finally reached for a composite crew in which Rhino's labor did the rigging and operated the house equipment, but I.A. members did everything else.

International Representative Joel Youngerman monitored the show from load in to load out and reported that everything appeared to go smoothly, and that the Local stepped up to the plate and dispatched their most highly skilled members to fill the work calls.

Two more shows have performed at the Convention Center since *Movin' Out* left ("Peter Pan" and "Chicago") and we continue to have problems with the Center as they continue to attempt to employ more and more of Rhino crews.

Vice Presidents De Paulo and Lawlor thanked Representative Youngerman for his assistance and will continue their efforts to resolve the issues with the Convention Center and target employees of Rhino Stage for organizing purposes.

MTV MUSIC VIDEO AWARDS

Vice Presidents and Stagecraft Co-Directors Anthony DePaulo and Brian Lawlor made a presentation to the Board on the Miami, Florida based MTV Music Video Awards.

Local 500 had an increased pres-

ence on this event, including the Property, Carpentry and Sound Departments. Pink contract members and technical members of the IATSE were also on the job.

NATIONAL COALITION ON HEALTH CARE

Vice President J. Walter Cahill gave a report on his assignment to the National Coalition on Health Care, the country's largest coalition to improve health care in the United States. Business, consumer, labor and benefit fund groups participate in the Coalition. The health care crisis is well known by everyone and Vice President Cahill's participation in this worthy endeavor gives the IATSE a voice in the effort to reform the system in a way that is meaningful to working men and women.

PACIFIC THEATRES

International Vice President Michael F. Miller, Jr. and I.A. West Coast Counsel James G. Varga reported on the proceedings presently taking place before Region 31 of the National Labor Relations Board. Following numerous successive contracts with Pacific Theatres, the employees represented by the IATSE Special Departments Division face an election after a decertification petition was filed with the Board. Although the parties had commenced negotiations for a new contract, the employer broke off talks after the petition was filed. The Union filed unfair labor practice charges against Pacific Theatres for managers of the company interfering in the employees' rights to be union by aiding the anti-union employees to circulate their petition. The charges are pending appeal before the NLRB. As the date to the

election advances the employer has stepped up its strategy to discredit the union in the eyes of the members by having its managers call on local law enforcement to come arrest the International Representative representative when he is visiting employees at the theatres. Vice President Miller reported that International Representative Ron Garcia has faced three such scenarios, in three different cities, but each time the police refused to take any action against him. Numerous additional unfair labor practice charges have been filed against Pacific Theatres and are pending investigation by the NLRB Regional Director.

PARAMOUNT PHOTO LAB

Joseph A. Aredas, International Representative-in-Charge of the West Coast Office, gave a report to the Executive Board on the recently negotiated contract for employees at Paramount Photo Lab. The employees are represented by the IATSE and Local 683 administers the collective bargaining agreement. Representative Aredas advised that the Employer was planning to shut down the operations of the One Hour photo lab, but will continue operation of the digital still lab, which has been a profitable income source for the studio. A new contract was negotiated. The employees will receive a 3% pay increase the first year, 3% the second year, and 3% the third year to the basic scale wages. Many of the employees are paid over-scale, however, Representative Aredas confirmed that the employer agreed to raise the standard contract wage scales so that the IAP contributions to the Plan would reflect the employees' actual wages. The Pension and Health contributions are identical to the 2003 Basic Agreement.



PROPOSED NATIONAL RETIREMENT PLAN FOR CANADA

Director of Canadian Affairs John Lewis and Brothers Frank Haddad, Treasurer of Local 891, Rick Perotto, Business Representative of Local 667, and Canadian Counsel Bernard Fishbein reported to the Board on this proposal. Local 891 had spent the last number of years creating a group registered retirement plan to provide for some locked in contributions. Deals with loan-out corporations and obtained discounted management fees for its members. Meanwhile, Local 667 after some dissatisfaction with its own present plan had commenced discussion about participating with Local 891 plan, including a review of the plan with the law office of Canadian Counsel and had determined in principle to participate in the plan. It was proposed to the General Executive Board that this plan be rolled out as the basis of a national plan and Canadian Counsel and any other necessary consultants be retained to do so. Such a plan would allow smaller Canadian Locals that either did not offer such benefits to its members or do not have the critical mass to provide superior administration or obtain discounted management fees to now participate. The General Executive Board approved proceeding with the development of such a national plan and the retaining of counsel and consultants necessary to do so.

ROCKY POWELL PRODUCTIONS

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb reported on a non-union commercial shooting in St. Louis. The Company fired

twelve people during the IA's organizing drive. NLRB charges were filed against the Company. The case settled with the Company paying the twelve discharged individuals full back pay for all time lost.

RUNAWAY FILM & TELEVISION PRODUCTION FEDERAL LEGISLATION

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb and International Representative Daniel Mahoney reported on the tax subsidiary Bill signed by President Bush. The Legislation, designed to encourage United States production, was pushed by the entertainment unions including the IATSE.

The Bill requires a certain percentage of work to be performed in the United States. Some production such as pornographic production is excluded.

New York City and New York State also instituted tax incentive programs for production.

SANTA FE COMMUNITY COLLEGE

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb reported on the development of the Film Technicians Training Program that has been developed by Local 480 in Santa Fe, New Mexico. This is a landmark apprenticeship-training program that was established through an initial grant of one million dollars from the State. Next year the grant will increase to two million dollars. This program was initiated only after the Local lobbied Governor Richardson to make training of new workers a top priority of his Administration. The program is housed at the Santa Fe

Community College. Members of Local 480 developed the curriculum with the advice of Vice President and Stage Craft Co-Director Brian Lawlor. Union members are the program instructors.

President Short complimented the Local on its fine efforts and encouraged all locals to look to the Santa Fe program as a positive example of what can be accomplished through participation in the political process. President Short reminded all in attendance at the Board meeting that local unions have the power to engage in similar lobbying efforts, and that it is crucial to become part of the political system that controls our daily work lives.

It was noted that this is indeed a work of progress.

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 1877 RE: HAIR AND MAKE UP REPRESENTATION AT DISNEYLAND

Representative Gavin Koon reported on the prospective transfer of representation rights for employees in the Hair and Make-Up crafts from the SEIU to the IATSE. Approximately 35 employees work full-time in these crafts at the Disneyland theme parks at Anaheim, California. In January, representatives of the two unions sat down with Disney Labor Relations representatives to lay the groundwork for the transfer of jurisdiction. The decision to direct that jurisdiction over these employees be assigned to IATSE Local 706, and that the Local be their new representative once the transfer is complete was made following a unanimous vote of direction from the General Executive Board.

Vice President Brian Lawlor has

aided IATSE Local 706 and Representative Koon in this matter. Brother Tommy Cole, Business Agent of Local 706, expressed his gratitude to the Executive Board and to President Short for their support in helping these workers gain IA representation.

SHOWTIME/GREENBLATT

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb reported to the Board on increased production of product for cable television by the cable company Showtime.

Showtime has produced pilots in the New England area and has used a number of entities for production. The company is run by Robert Greenblatt, whose former company—Greenblatt/Janollari Productions—has for some time held contracts with the IATSE.

SILENT PARTNER PERKINS COMMERCIAL

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb and Brothers Gary Dunham, Bruce Doering, and Larry Gianneschi of Local 600, and Brother Mark Hogan of Local 476, gave a report to the Board on the organizing of a company in Chicago by Locals 600 and 476. The company produces motion control commercials.

Local 476, Chicago and Local 600 organized the employees based in Chicago. The company also makes table top and live action commercials. After the IATSE Locals threatened to strike a large commercial, contracts were signed. Two other motion control companies exist in the area and remain to be organized.

It is hoped that the recent success will pave the way with organizing these remaining non-union employers.

SOCIAL SECURITY BRIEFING & MOBILIZATION

Vice President J. Walter Cahill gave a report to the Board on his assignment regarding the attempted reform of Social Security by the Bush Administration and its efforts to implement individual investment accounts. Studies have totally discredited President Bush's statements that the system is in crisis. Many Republicans do not support the attempted reform.

President Short asked all Locals and IATSE members to write to their representatives in Congress to express outrage at the suggested destruction of Social Security by the Bush Administration.

SYRACUSE SCENERY & STAGE LIGHTING

Organizing Co-Director Daniel Di Tolla reported on Local 9 in Syracuse, New York, and its attempts to organize the employees of Syracuse Stage. The Company initially fired a number of employees who allegedly left work early. Local 9 lost the election at the NLRB. Two of the people who were fired and who could not vote in the NLRB election were

rejected for membership. President Short directed Local 9 to accept the two individuals into membership and they have now been sworn in. The former President of Local 9 holds a managerial position with Syracuse Stage and spoke against the admission of the two individuals.

"THE APPRENTICE"

Vice President and Motion Picture and Television Production Division Director Matthew D. Loeb and International Representative Daniel Mahoney gave a report to the Board regarding the reality show "The Apprentice", which has been non-union. "The Apprentice" was scheduled to shoot at Alice Tully Hall in Lincoln Center and the various New York City-based Locals conducted informational picketing at Lincoln Center. The participation by the Locals in New York was excellent and demonstrated to the company that the IATSE is serious about representing its employees.

TILT-LAS VEGAS SHOOT

Vice President and Division Director of Motion Picture and Television Production Matthew D. Loeb reported on the episodic television production "Tilt". The show is mainly shot in



For the Stagecraft Division Report, International Vice Presidents Michael Miller, Anthony DePaulo, and Brian Lawlor, International Representative Joanne Sanders and Co-Division Director of Organizing Daniel DiTolla



Toronto and the producers signed an agreement for the show with NABET instead of IATSE Local 873. The show had a location shoot scheduled for Las Vegas, Nevada. Touchstone / ABC asked for a concession to allow the show to shoot using movie-of-the-week rates instead of the higher TV series rates. As a result of the communication between IATSE Local 873 and the International office, the production signed an extremely onerous proposal tendered by the Union—in excess of 25% higher than would ordinarily be negotiated for a similar Vegas shoot.

TURNER FILMS

Vice President Michael F. Miller, Jr. gave a report to the Executive Board on the negotiations with Turner Films, Inc. The IA met with Turner Films in October 2004 at the West Coast Office and reached a new four-year agreement. The negotiating team was headed by Vice Presidents Matthew D. Loeb and Miller, joined by local union leaders Thom Davis (Local 80), Patricia White (Local 764), Tommy Cole (Local 706), Jon Hendry (Local 480), and International Representatives Joseph A. Aredas and Lyle Trachtenberg. Mid-West Counsel Dale W. Short and West Coast Counsel James G. Varga were also present at the negotiations.

The Turner Films agreement is patterned after the HBO agreements. All employees will receive wage increases of 3% each of the first two years of the contract and 3½% each of the last years, compounded each year of the agreement. The Union was able to negotiate a greater increase to make up for historic inequities in the wardrobe craft. Increased employer contributions for pension benefits will apply to all employees. For the first time this con-

tract will cover employees in marine crafts and aerial balloon lighting technicians. Improvements in the meal conditions and rest turn around periods were also obtained.

U. S. DEPARTMENT OF LABOR NEW FILING REQUIREMENTS FOR LM REPORTS

General Secretary Treasurer James B. Wood gave a report to the Board on the new LM-2 filing requirements which became effective July 1, 2004 and are applicable to all unions with annual gross receipts over \$250,000. The form now requires new data not previously reportable. Time records will be required for all employees of the union itself. Numerous complicated detailed information never before required must be kept. The International sponsored seminars in Los Angeles and New York City for Local Unions. All Local Unions must comply with the new regulations and the forms must be filed electronically.

Penalties for failure to comply with the new filing requirements are criminal in nature.

UNIVERSAL DEAL MEMOS UNIVERSAL NETWORK TELEVISION, LLC

Vice President and Division Director of Motion Picture and Television Production Matthew D. Loeb and General Counsel Steven Spivak appeared before the Board to report on the filing of Unfair Labor Practice charges with the NLRB against Universal Network Television for illegally dealing directly with IATSE-represented employees by insisting they sign “Deal Memos” on television shows in New York City.

Charges were recently filed on behalf of Locals 52, 600, 700, 764 and 798 over the use of “Deal Memos” on

the “Maury” show. Additional charges were filed regarding “Law and Order: Trial by Jury” and the original “Law and Order” where the International is the bargaining agent. The International was added to the charges.

The “Deal Memos” contained language that stated that the crew acknowledged there was no employer-employee relationship with Universal. Some of the memos asked the crew to confirm that they “welcomed” being in an environment in which harassment based on race, gender, sexual orientation, etc. might occur. The “Deal Memos” also required the crew to waive rights under the labor contracts and state and federal law and confirmation that crew members would not work for competitors.

Universal claimed that the unions waived statutory rights because they accepted “Deal Memos” across the country for years. Universal also offered to delete the above referenced offending language but the unions rejected this. The NLRB rejected Universal’s waiver theory and will be issuing a complaint and a hearing will take place in New York.

President Short advised the Board that he intended to pursue this matter and expected that the use of “Deal Memos” might be in jeopardy throughout the United States. He also noted that Local 52 in New York, New York has for many years advised its members not to sign “Deal Memos” or have direct dealings with producers. Local 52 has offered to discuss “Deal Memos” with the producers, but continues to object to direct dealings with its members.

President Short commended Local 52 for its stance in this regard and

urged all production Locals to follow Local 52's lead.

VCE, INC.

Vice President Michael F. Miller, Jr. and International Representative-in-Charge of the West Coast Office Joseph A. Aredas reported on the new contract executed with VCE, Inc. "VCE" stands for Video Concepts Engineering. The initial contract with VCE covered employees working in visual effects. Representative Aredas explained to the Board that a company attorney had telephoned him to advise that the company was no longer in the visual effects business, but rather was engaged in web sales. However, during a Plan audit of the Company it was discovered that employees still were performing bargaining unit work. Following the audit by the Plans, Representative Aredas learned that the Plan's Attorney Leo Geffner had been assigned by the Plans to meet with the Company. As a result of those meetings a new collective bargaining agreement was reached in August 2004. The new contract, reported Representative Aredas, includes the same percentage wage increases and pension benefit improvements negotiated in the 2003 Hollywood Basic Agreement. The Company also agreed to pay the costs for the MPIP audit and legal fees in the amount of \$5,147.60.

WAL-MART ORGANIZING

International Representative Daniel Mahoney presented a report to the Board on the International's efforts to organize Wal-Mart's television commercial production. Wal-Mart produces its own commercials or does them through commercial companies and when attempts are made to organize they fold up their

operations and move away rather sign a labor agreement. A number of their commercials done by outside companies have been organized and many Wal-Mart commercials are now being done by IA.

Wal-Mart is a completely non-union, anti-union employer and this makes the success of the organizing of their commercials even more significant.

WALNUT STREET THEATRE SCENE SHOP

Vice President Michael Barnes reported on the Walnut Street Scene Shop which is connected to the 900-seat Walnut Street Theatre. The Shop now has a contract for stagehands and scenic artists. The contract meets the standards for shops of this size and established benefit contributions to the IATSE National Health and Welfare Fund, and wage increases for the unit. Philadelphia Stage Local 8 and USA 829 are the bargaining agents for this agreement.

WELLSTONE MEMORIAL FUND

President Short read a letter from the United Brotherhood of Steelworkers seeking a contribution for a Memorial to Senator Paul Wellstone. Senator Wellstone died in a plane crash on his way to a funeral of member of the Steelworkers. The Senator's record was solidly pro-labor.

The Board voted to make a contribution of \$2,500 to the Wellstone Memorial Fund.

LOCAL NO. 251 MADISON, WI.

International Representatives Thomas J. Kiouisis, Jr. and Joanne Sanders reported on their assignment to assist Local 251 to organize the Madison Cultural Arts District. Part-time stage employees were the target

of this organizing campaign. Another union represented the four full-time stagehands. Approximately 100 people were in the freelance unit and representation cards were collected from all of them. A petition with the State Labor Board was filed by the IATSE.

The Labor Board held that the employer was the City and the Arts District and therefore a re-filing of the petition was required. There will be hearing on the new filing against the City.

LOCAL NO. 264, NORFOLK, VA.

Vice Presidents J. Walter Cahill, Michael Barnes, Anthony De Paulo and Brian Lawlor appeared before the Board to present a report on the Global Spectrum Arena in the jurisdiction of Local 264. The Ted Constance Center, managed by Global Spectrum, is located in the jurisdiction of Local 264.

A group of employees at the venue sought IATSE representation and the group sought a separately chartered local union. Currently, these workers are soliciting applications for a new charter for the area.

The Board voted to grant the request and issue a new charter for these individuals.

LOCAL NO. 500, SOUTH FLORIDA

Counsel Frank Moss reported on litigation over ownership of a building used for many years by former Local 646 which was merged into recently formed Local 500. For the sake of convenience, the building had been held in the name of certain former officers of the Local. Following the merger these individuals claimed that they were the real owners of the building. A lower court has ruled that because the union could not locate records proving



that it had paid for the building, it belongs to those individuals. The Local Union is appealing the decision.

Counsel Moss advised that while each state has its own legal rules on union ownership of buildings, ownership in the name of union officers should be avoided. In many states a building corporation owned by the Local is the preferable approach. President Short asked that the minutes indicate the importance of using a knowledgeable real estate lawyer and not a labor lawyer or personal injury lawyer when a Local union decides to purchase a building.

**LOCAL NO. 690, IOWA CITY, IA,
AND LOCAL NO. 151,
LINCOLN, NE.**

Division Director William E. Earns reported on a successful effort to get a first-time term collective bargaining agreement between Iowa City Local 690 and Freeman Decorating Company. This contract was then used as a template to get a first-time term collective bargaining agreement between Lincoln Local 151 and Freeman Decorating.

LOCAL NO. 665, HONOLULU, HI.

Vice President Michael F. Miller, Jr., reported as Trustee of Local Union 665, and introduced the Local's newly elected officers: President Allan Omo and Business Agent Donavon Ahuna. Trustee Miller reported that the Local was in trusteeship for fourteen months. New constitution and by-laws were drafted, and ratified by the membership. New officers were sworn to office in January 2005. During the trusteeship several contracts were negotiated, a Local newsletter began publication, and the Local's office was revamped to increase efficiency and to allow

better representation of the membership. Vice President Miller thanked the newly elected Local officers for their cooperation; International President Short expressed his gratitude for the job well done by Trustee Miller.

**LOCAL NO. 720, LAS VEGAS,
NV.-LIFTING OF TRUSTEESHIP**

International Representatives Daniel Mahoney and Robert Trombetta appeared with Counsel Sara Corello of the Spivak law firm regarding the lifting of the Trusteeship over

Defendants' motion for summary judgment is still pending before the District Court. The parties have thus far stayed discovery to allow for the elections and for a decision on the pending motion. The newly elected Executive Board of Local 720 has not yet determined whether it will continue the lawsuit against Local 720's pension fund brought on behalf of the Local while it was in trusteeship, to restore the Local's right to appoint and remove the pension fund's



From Left to Right: John Hendry, Local 480, Tom Cole, Local 706, International Vice Presidents Michael Miller and Matthew D. Loeb, West Coast Counsel James Varga, and Pat White, Local 764.

Local 720. In accordance with the agreement reached with the United States Department of Labor ("DOL"), elections for new officers of Local 720 were held under DOL supervision on December 15, 2004. A runoff election for four offices was then held on January 5. The International President informed the newly elected officers in December 2004 that autonomy was restored to the Local and the United States District Court Judge in Roper v. Short confirmed the end of the Trusteeship effective January 10, 2005 by stipulated order.

Ms. Corello reported that the lawsuit challenging the trusteeship, Roper v. Short, is still continuing. The

Union Trustees. The case is now on appeal to the Ninth Circuit, but no briefing schedule has been set.

Representative Trombetta reported that the Local had made tremendous progress during the trusteeship toward organizing its jurisdiction and building an infrastructure that hopefully will sustain and continue the growth of the Local after the trusteeship. Representative Mahoney reported that he is working with Local 720's new business representative to ensure the continued organizing of motion picture production.

LOCAL NO. 757, DETROIT, MI.

Vice President Timothy F. Magee reported to the Board on Local 757's

Business Agent's discharge for selling tickets to a broker. The employer was the Detroit Tigers Baseball Club. The Local voted not to pay for legal fees to defend the Business Agent. Vice President Magee met with the Local and advised them of the legal duty of fair representation towards this individual. Subsequently, the Local reversed its position and decided to cover all costs of the grievance and arbitration. The arbitration held that the company improperly discharged the individual and the member is entitled to reinstatement and back pay. The "Summary of Findings" and "Award", as set forth in the Arbitrator's decision are as follows:

"Summary of Findings

The Employer did not conduct a fair and adequate investigation, give Grievant clear and adequate notice of charges against her, or present clear and convincing evidence that she was guilty of dishonesty, and it acted improperly by discharging her for alleged failure to disclose purported managerial malfeasance that was known to and authorized by the top management official who participated in her discharge, so it was not for proper cause and she must be reinstated with full make-whole remedies.

"Award

The grievance protesting the discharge of Sandra Sobotka is sustained; the discharge is set aside and the Employer shall reinstate her to the position she held immediately prior to discharge, with credit for continuous service for seniority and all other contractual purposes, and pay her all salary and other contractual economic benefits she lost from date of discharge to date of reinstatement."

LOCAL NO. 798, NEW YORK, N.Y.

Special International Representative John C. Hall, Jr., in his capacity as Trustee, and General Secretary Treasurer Emeritus Michael W. Proscia, in his position as Assistant Co-Trustee, of Local 798, gave a report to the Board on the recently imposed trusteeship on Local 798 pursuant to Article Seven, Section 16 of the International Constitution. The basis for the trusteeship was the improper real estate dealings involving the Local's building involving the Local's Business Representative, his non-member brother and the brother's live-in girl friend. It was also determined that the Business Representative who was also a trustee of the Local's benefits funds, failed to disclose that he was married to the Fund Manager of the Local 798 benefit funds. Local 798's Executive Board and the Local 798 elected trustees failed to audit and keep track of the real estate company allowing far below market leases and contracts of sale for parts of the Local's building which was turned into a condominium. The contracts and leases were entered into without determining fair market value.

Since the imposition of the trusteeship, a number of individuals who supposedly performed services for the Local and were paid as independent contractors have been discharged by the appointed trustees.

Trustees Hall and Proscia are also monitoring the Local 798 benefit funds and will be sitting as benefit fund trustees, replacing the business Representative and Local 798 President.

Local 798 has a number of open contracts including one network agreement. The Trustees will re-negotiate these contracts.

The Board voted to continue the trusteeship and directed the co-trustees to report on status of the Trusteeship at the Summer 2005 meeting in Honolulu, Hawaii.

LOCAL NO. 822, TORONTO, ON- ORGANIZING

Director of Canadian Affairs John M. Lewis reported on the outstanding success of Local 822 (Toronto-Theatrical Wardrobe, Make-Up Artists and Hair Stylists) in organizing its jurisdiction. The Local had been merged with the former Local 800 on July 1, 2003 and the combined membership has committed to organizing and negotiating previously unrepresented venues. With the assistance of the International, the Local organized and negotiated agreements with Clear Channel Entertainment, CanStage, Roy Thomson Hall and Maple Leaf Sports and Entertainment, Inc. (which operates the Air Canada Centre), and the Canadian Opera Company (the Wardrobe, Hair and Make-Up employees having been previously organized by the former Local 800). These efforts continued unabated with the Local entering into a voluntary recognition agreement with Taur Pro Entertainment, Inc. (after protracted legal proceedings) and having been certified for Ross Petty Productions only weeks before the General Executive Board meetings. These organizing efforts were all leading to collective agreements that achieved significant improvements in working terms and conditions for members of the Local. The International President complimented the Local for their significant accomplishments for which the Local should be justifiably proud, just as the Alliance was proud of the Local.



LOCAL NO. 868, WASHINGTON, D.C.

Special International Representative Ira Alper gave a report on his assignment to assist

Local 868 in its negotiations with the Kennedy Center for the Performing Arts in Washington, D.C. Wages and benefit improvements were made and all current employees will continue in their employment for the term of the agreement.

LOCAL NO. 871, HOLLYWOOD, CA. ARBITRATION AWARD

Sister Lainie Miller, Business Representative for IATSE Local 871, advised the Executive Board of a recent favorable arbitration award won by the Local on behalf of Script Supervisors working at Touchstone Television & 20th Century Fox Film Corporation. In his decision, Arbitrator Howard Block, interpreted the Supplemental Digital Production Agreement as it applies to Script Supervisors' preparation pay. The grievance arose when the Script Supervisor working on "The Bonnie Hunt Show," a one-half hour multi-camera digital production, was not paid for preparation time. The Producer contended that the grievant was properly paid under the Videotape Agreement. The Arbitrator agreed with the Union that the appropriate wage scales come from the Local Agreement and the Hollywood Basic Agreement. In so ruling the Arbitrator rejected the Producer's argument that the Script Supervisors' preparation pay was a working condition, not a wage scale. This is the first time the language of the Supplemental Digital Production Agreement incorporating the wages scales of the

Basic Agreement and the working conditions of the Videotape Agreement, has been interpreted. Business Agent Miller concluded her remarks by explaining that this decision will have wide-felt value as precedence for all covered work under the Supplemental Digital Production Agreement.

President Short thanked Sister Miller for her fine presentation and the good efforts of IATSE Local 871 in protecting the integrity of their collective bargaining agreement.

LOCAL NO. B-18, SAN FRANCISCO, CA.

Vice Presidents Edward C. Powell and Michael F. Miller, Jr. gave a report on their assignment regarding Local B-18 and as a result of their findings, proposed that a new local be chartered with jurisdiction over the San Jose area. It was estimated that the

new local would cover approximately 50 individuals working in the front of the house at venues such as the San Jose Center for Performing Arts, and the San Jose Opera. The intent is to organize these front of the house employees, including those working in the box offices in other venues throughout the Santa Clara County, California region.

The Board voted to approve the proposal and a charter will be issued for a new Special Department local covering San Jose and Santa Clara County, California.

ADJOURNMENT

Having completed all business properly brought before it, the 2005 Mid-Winter meeting of the General Executive Board was adjourned at approximately 10:15 a.m. on Friday, February 4, 2005.



From left to right, General Secretary-Treasurer James B. Wood, International President Thomas C. Short with the new officers of Local 720 Deidra Prestridge, Hal Ritzer, and Dan'l Cook.

REPORT OF THE DEFENSE FUND COMMITTEE

**Held at the Westin Galleria Houston
Houston, Texas
February 1, 2005**

In conjunction with the Mid-Winter Meeting of the General Executive Board, the Defense Fund Committee met at 12:20 p.m. on February 1, 2005 in the Plaza Ballroom of the Westin Galleria Houston in Houston, Texas.

Present at the meeting were Committee Members: International President Thomas C. Short; Vice Presidents Timothy Magee, J. Walter Cahill, Matthew D. Loeb and Mimi Wolch; as well as General Secretary-Treasurer James B. Wood, Assistant to the President Deborah A. Reid, Director of Canadian Affairs John Lewis; General Counsel Steven B. Spivak and Canadian Counsel Bernard Fishbein.

Appearances were made before the Committee by International Vice Presidents Michael Barnes and Anthony DePaulo on behalf of Local 67-Des Moines; Division Director Daniel Di Tolla on behalf of Local 917- Atlantic City; Business Agent John Przyborski and President Brad Wilson on behalf of Local 205-Austin; Director of Canadian Affairs John M. Lewis on behalf of Locals 822- Toronto and 828- Province of Ontario.

After careful consideration of the documentation brought before it, the Committee authorized the following disbursements:

Local No. 205–Austin, Texas	\$4,001.66	Legal
Local No. 181–Baltimore, Maryland	210.00	Legal
Local No. 500–South Florida	9,906.00	Legal
Local No. 822–Toronto, Canada	<u>10,847.11</u>	Legal
TOTAL:	24,964.77	

The Committee approved the procuring of a lobbyist in order to secure Government motion picture work.

Submissions were also received from other local unions, which required clarification or did not fall within the scope of the Defense Fund as set forth in Article Fourteen, Section 6 of the IA Constitution, and such local unions have been notified.

The meeting adjourned at 1:30 p.m.

Respectfully submitted,

s/Thomas C. Short

s/Timothy F. Magee

s/J. Walter Cahill

s/Matthew D. Loeb

s/Mimi Wolch



ETCP Announces Rigging Subject Matter Experts

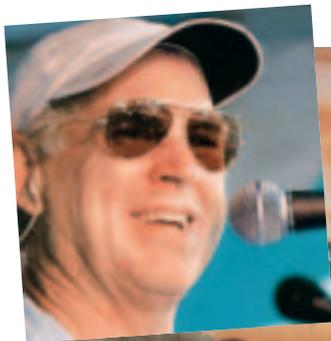
The Entertainment Technician Certification Program Council announced the appointment of Rigging Subject Matter Experts (SMEs). These individuals, all highly respected in their field, have agreed to volunteer considerable time to the development of the industry's first rigging certifications. Selected for their breadth and depth of knowledge, the SMEs will work closely with the Council's selected psychometric services provider, Applied Measurement Professionals (AMP), to develop the examinations.

The SMEs' first task was to develop a job task analysis survey which was sent to over 600 riggers in the US and Canada. The results of this survey are used to determine the content areas of the examination. The next step in the test development process is writing the examination ques-

tions, which will take place over a series of meetings to be held through the first half of 2005.

The first ETCP rigging examinations (arena and theatre) will be held in November 2005 in conjunction with the ETS-LDI tradeshow. Candidate information, including eligibility requirements and application forms, will be available on the ETCP website (www.etcpesta.org) in late March 2005. The first ETCP rigging certifications will be designed for highly experienced riggers (rigging supervisors, high steel riggers, etc).

If you would like the examination information and application forms mailed or emailed to you, please contact Katie Geraghty, ETCP Certification Director, at 212-244-1505 or kgeraghty@esta.org with your contact information.



SEND IN YOUR CREW SHOT!

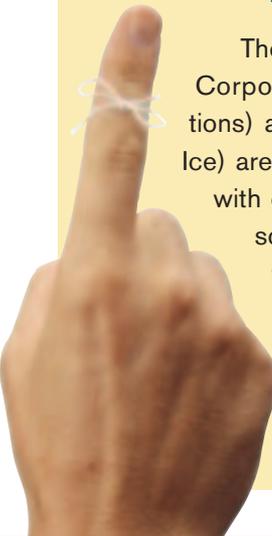
Local No. 340, Long Island Business Agent Brian Frankel (center) and part of the crew during the load-in for Jimmy Buffet at the Tommy Hilfiger Jones Beach Theatre.



SEND IN YOUR CREW SHOT!

Crew from the Lion King Tour, Seattle, Washington, January 8, 2005.

DON'T FORGET



The Traveling Pink Contracts for Vee Corporation (Sesame Street Productions) and Feld Corporations (Disney on Ice) are due to expire during the summer with contract negotiations taking place soon. Please forward any suggestions or ideas concerning these employers to International Vice Presidents Tony DePaulo and Brian Lawlor at the IATSE General Office.

WHITE CARD REMINDER

All Traveling Wardrobe Personnel are reminded to send your "White Card" to the appropriate Business Manager in the next city with all of the proper information. And, if possible, to follow that with a phone call to insure that the information was delivered. This is the best way to keep everyone informed.

We are also looking for suggestions on how to improve the information on the "White Card." Please forward any suggestions to the Stagecraft Department at the IATSE General Office.

Low Budget Audit Procedures

As many IATSE members are aware, the IA has a procedure for implementing audits of any motion picture production produced under a collective bargaining agreement that contains budget caps or limitations to the amount of money the production company can spend before triggering increased wages and/or penalties. The Theatrical Low Budget Agreement and single production long-form or episodic television deals are the most common types of contracts with budget caps. Prior to the start of production the company is required to provide a number of items to the union; the budget of the project is one of many.

A low budget production can be selected for audit in a couple of different ways. Several productions per year are selected for audit randomly. Others are selected for audit based on information provided by members to their local unions. If you believe that your employer has violated the budget caps on your project, the following things can help your Local or the International to instigate an audit.

Document the reasons why you believe the production is over budget. We recently performed an audit of a show with a budget of less than three million dollars that was on shooting day number 55 of a scheduled 24 days. Other pieces of information that may be useful to the Union when determining if an audit is necessary are a large crew, unusually expensive or elaborate equipment, department budgets that run over with little or no concern from accounting, especially difficult or expensive locations, effects and C.G.I. and countless others.

If you or your crew is suspicious that your production has or will exceed the budget cap, take note of the reasons, document any evidence and contact your local union immediately. Once your local union has had an opportunity to investigate the claims, it can be determined whether there is sufficient reason to audit and, if need be, the formal process can begin.

This process starts with professional accountants reviewing and investigating the books and records of the production company. The company is contractually obligated to provide all relevant information to the auditing professionals retained by the IATSE. Some companies cooperate, others do not. Litigation may be required to enforce our auditing

rights. Once the report has been provided to the Union, the employer will then be notified of the results and, if necessary, the Union will proceed with a grievance.

This process has resulted in several productions making retroactive payments to covered crew for exceeding the caps. This has also been an effective tool for encouraging employers to notify the Union early in the process that they will go over the original budget and adjust the wage rates voluntarily. It is the Union's policy to treat such companies more favorably than those hiding expenditures or otherwise failing to cooperate.

The audit process is an important tool to insure compliance when low budget agreements are utilized. While the Union attempts to recover audit costs when an employer is found to be in violation, this is an expensive tool. An initial audit will often cost several thousand dollars and increase from there if there is any necessity to investigate or audit deeper. Nonetheless, the process is essential to protect the integrity of low budget agreements we must continue to vigorously enforce our contracts. Good, strong facts and evidence will prevent the wasteful use of union resources and increase our chances of prevailing on your behalf. So remember, document your facts and obtain as much evidence as possible.

BETTER CONDITIONS

You have put many years in at your profession, built a solid reputation as a skilled artist or craftsperson, maybe even won an Oscar or an Emmy, and now you are in high demand. You now have leverage to negotiate with your employer for better conditions on an individual basis. Better conditions are terms that exceed the minimums set forth in the given contract under which you are working. Some examples of better conditions may include over scale wages or a twelve-hour guarantee.

The IATSE contracts specify employees may negotiate better conditions however, in no circumstances can employees negotiate lesser terms and conditions. It is not

How the Work Assessment System Impacts You

The issue of work assessment on motion picture, television, commercial and music video productions has long been an area of misunderstanding.

With the exception of Local 600, crew persons working under the Hollywood Basic Agreement do not pay working dues. Their locals funding structure relies on higher quarterly fees, rather than assessments. Accordingly, this discussion will relate to how the work assessment system impacts those individuals who are not working under that agreement.

Work assessment is due and payable to the local union who is administering the agreement. In the case where you are working in your home local's jurisdiction, your local is entitled to collect the assessment. If you are working in the jurisdiction of a sister local, your work assessment is owed to that local, not your home local. Article 19, Section 26 of the International Constitution and Bylaws adds an additional nuance to the dues structure: If your home local charges 4% and the local in whose jurisdiction you are working charges 3%, your home local is entitled to collect the difference from you; in this case 1%.

This is a pretty straight forward concept. Because the

local union administering the agreement is legally required to represent you under the terms and conditions of the agreement, it only follows that the assessment is paid to that local. If you have a grievance or other issue when you are working in another local's jurisdiction, it is the responsibility of that local union's BA to adjudicate the matter. The BA from your home local doesn't have legal standing to act on your behalf.

Another common misconception is that if the assessment isn't deducted from your paycheck by the payroll company, you don't owe it. This is not true. And worse yet, this kind of thinking plays into the Employers hands. Many Employers have a long-standing practice of making it as difficult as possible for local unions to collect work assessment. Sometimes this is even done with a nod-and-wink to the crew, suggesting that they are "looking out" for the crew and making sure the crew gets "all its money". The real reason is that the Employers know that the money derived from work assessment represents the money for on-site enforcement, audits, grievance procedures, arbitrations and legal fees. There is nothing the Employer would like more than to be dealing with locals that are the labor equivalent of a "98 lb. weakling". The grievance process is in every contract for the use of either the Employer or Union to address breaches of the contract. Can anyone recall an Employer filing a grievance against the Union? It seldom, if ever happens. The unfortunate dynamic is that the Union expends much time, effort and money to hold the Employer to his word. And that takes money.

When you are on a production, seek out an authorization for dues checkoff. It should be available from the Shop Steward of local BA. Look at your paycheck. If the assessment isn't being deducted, let somebody know. We have made great strides in both the quality and quantity of our agreements over the last decade. The next battleground is assuring that the Employer lives up to bargaining table commitments while producing out in the field. If the work and solidarity its taken to get us this far in negotiations is to have real meaning, that this is a battle we cannot afford to lose.

lawful for an employer to negotiate any changes, interpretations or lesser conditions directly with a crew member who is represented by the Union. The only allowable negotiation directly with an employee is for better conditions. In desperate times when work is scarce a producer may encourage you to make a deal for less than required under the contract. Do not undercut another union brother or sister, or your own contract. Everything given up casually ends up on the bargaining table, and the producers try to make those concessions a permanent part of your contract. Don't give them the leverage of being able to site industry practices.

New Commercial Contract

The IATSE recently negotiated a new commercial agreement with a number of extremely significant changes and developments. Among the most important gains, the Union was able to achieve an agreement that would make the multi-state and Los Angeles agreements a single contract. In addition, areas not previously covered by the Camera Local 600's separate contract were folded into the IA's agreement. Local 161 (Script Supervisors, Production Office Co-coordinators and Accountants) and Local 798 (Hair and Make-up) participated in the negotiations, and their agreements were successfully merged into the International's overall deal. These Locals maintained some of the superior conditions established for years in the north-eastern U.S. The IA's contract now has several hundred signatories and each will be bound to recognize the Locals now folded into the agreement.

Having a single agreement covering commercials greatly increases the Union's bargaining power and leverage. Regardless of where the company is based, they are bound to the agreement wherever they operate.

Other significant changes in the agreement are as follows:

- The producer must now notify the Union of its intent to shoot in a specific location prior to employing crew, making enforcement and collection of benefits easier.
- The company must make its payroll records available to the Union during the course of production, also avoiding enforcement.
- The Marine Department has been recognized as part of the bargaining unit
- The definition of "low-budget" commercials is now set at \$75,000 per day, not to exceed \$225,000 total.
- A first time provision for offering hotel rooms after working long hours outside the zone
- A first time mileage allowance provision for use of a car during the work day
- A first time safety language to operate under industry safety standards
- A first time dues check-off provision
- Meal penalty structure conformed to that of the Hollywood Basic and Area Standards Agreements
- Mileage allowance tied to the then current IRS rate
- Increases in benefit contribution rates
- Wage increases of 3% per year compounded and a one time 2% additional adjustment to offset inequity in the wardrobe department
- Take full advantage of these gains-
CALL IN YOUR WORK!!!



On the Set of Desperate Housewives



On the Set of Hitch



Local 871 Makes Its Mark

The inaugural year of the Local 871 Charity Fund was a generous success with \$1,279 donated to nonprofit organizations in support of the volunteer efforts of members from Local 871, Script Supervisors/Continuity & Allied Production Specialists, of the International Alliance of Theatrical Stage Employees (IATSE).

“The fund affords our Local the opportunity to support the union muscle our members donate to so many worthwhile causes in our community,” explains J Graigory, Production Coordinator and Chair of the Charities Committee. “Our members are devoted to the good works they do in the motion picture industry, and through the fund we get to support the good works we also do for charity.”

Ten nonprofit organizations received support from IATSE Local 871 in 2004 through the Local 871 Charity Fund: Project Pillow Pals, National Multiple Sclerosis Society, Jeff Griffith Youth Center, AIDS Project Los Angeles, American Cancer Society, Jennifer Diamond Foundation, Brittany Foundation All-Breed Dog Rescue, Echo Park Animal Alliance, Make-a-Wish Foundation, and Echo Horizon School.

The Local 871 Charity Fund was created in October 2003 by the general membership and funded with \$1 from

every active member of the previous calendar year. (The money is drawn from dues already paid; not an increase in dues.) Each quarter the Charities Committee reviews appeals for donations to support the volunteer efforts of our members and makes their recommendation to the Board of Directors for distributing from the fund.

Active members in Local 871 who volunteer for a nonprofit organization may appeal for a donation from the Local 871 Charity Fund. Guidelines on how to appeal are available from the Local Office.

“Even before we had the Charities Fund, our Local got involved in providing educational scholarships for the children and grandchildren of members both active and retired. This year an educational scholarship was awarded to a member whose disability left her in need of vocational counseling and retraining. In 1997, we incorporated the Lily La Cava Scholarship Fund to accommodate scholarship funding via charitable donations. All in all, since then the fund has given 15 scholarships, each of which was for the sum of \$1,500.00 for a total of \$22,500.00”, said Lainie Miller, Local 871’s Business Agent and Co-Founder of the Lily La Cava Scholarship Fund.



At a special Local 52 Membership meeting held on January 13, 2005 at the American Federation of Musicians office, all officers were sworn in for a new term. In attendance was International President Thomas C. Short and General Secretary-Treasurer Emeritus Michael W. Proscia, shown here, with President of Local 52 John Ford. This is Brother Ford’s second term as President.



At its annual Holiday party, Local 133 honored its’ members with 20 or more years of service to the Local, pictured are those members able to attend. From left to right, John Scalzi (25yrs), Charles “Chip” Eccles (20yrs), Rich Franzino (30yrs), Jeff Starkey (25yrs), Peter Byrne (25yrs), Randy Thomas (20yrs), seated Cliff Peck (35yrs).



Memorial Golf Tournament Was A Success

Local 63, Winnipeg, Manitoba, held the Ninth Annual Billy Murphy Memorial Golf Tournament on Wednesday, September 1, 2004 at Larters at St. Andrews.

This year, there was a tie for first place with three teams. All tied with scores of two under par. The teams competed in a putt-off as created by our late brother Bill Murphy. Congratulations goes to all the winning teams.

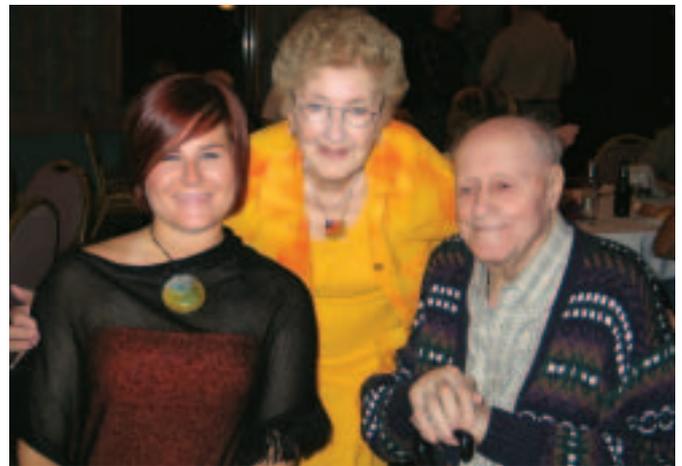
Following the tournament, scrolls and year pins were

presented to; Stu Aikman (25), John Miller (25), Dave Bannatyne (30), Vic Fontaine (30), Barry Kraft (30), Mark Playfair (30), Ed Preston (30), Ken Saunders (30), Don Yascheshyn (30) and Ed Bilik (35). Brothers Chris Shaw (25), Lloyd Fox Jr. (30), Jack Oja (30) and Lindsay Harris (35).

The William "Billy" Murphy Scholarship in Theatre, a scholarship fund started at the University of Winnipeg, was presented to Liette Kelsch.



Winning team (left to right): Kevin Coughlin, Hart Greenberg, Danve Bannatyne and Gary Koshinsky.



Liette Kelsh (left), winner of the William Murphy Scholarship, with Gloria and Gordon Murphy.

CALGARY LOCAL SUPPORTS TSUNAMI RELIEF



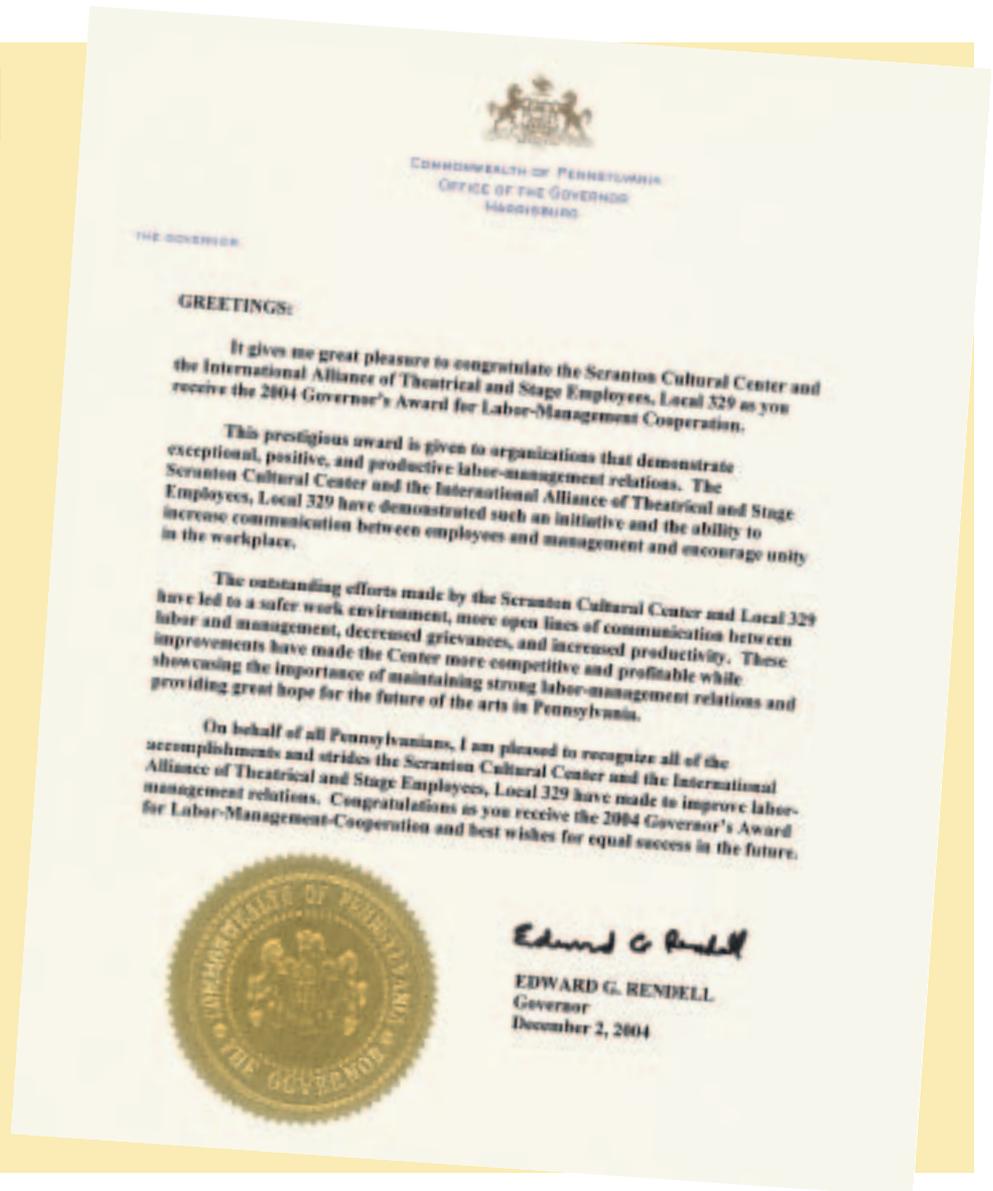
Members of Local 212 (Calgary) take time out to pose for a photo during the setup of the Concert for Tsunami Relief. The contributions of the Local helped to raise more than 3 million dollars for the victims of the disaster.

GOVERNOR'S AWARD

On behalf of Pennsylvania Governor Edward Rendell and Labor & Industry Secretary Stephen M. Schmerin, they presented four companies, one each in Lehigh and Luzerne counties, and two in Lackawanna County, and unions, with the 2004 Governor's Award for Labor-Management Cooperation, during two separate awards ceremonies.

The Governor's Award for Labor-Management Cooperation is given to organizations that demonstrate exceptional, positive and productive labor-management relations. One of the winners was International Alliance of Theatrical and Stage Employees, Local 329, Scranton, Lackawanna County.

Pictured here is the actual Governor's Award.



On October 13th, Mixed Local No. 494, Puerto Rico/U.S. Virgin Islands, organized a large demonstration that was held by the workers of the film industry and commercials productions, union, non-union and suppliers, with the purpose of calling the attention of the public and Government about the exodus of about 75% of commercials shooting out to countries like Uruguay, Venezuela, Argentina, Mexico, Chile and Colombia.



You May Have Money Waiting For You!

I.A.T.S.E. NATIONAL VACATION FUND

The National Vacation Fund has received 2004 contributions on behalf of the participants listed below. However, the Fund office does not have a valid mailing address on file. If your name is listed, please contact Suzanna at the Fund office (800-456-3863 ext. 239) to update your address. You will be asked to provide proper identification before a check is issued.

ABDOU, JAMES
ACEVEDO, ELISA
ACOSTA, RUBEN
ADCOCK, RICHARD
AGERTER IV, WILLIAM
ALLEN, BENEDICT
ALLEN, JIM
ALVIS, EDDIE RAY
ALVIS, EDMOND DEWAYNE
ANDERSON, KATIE S
ARIS, ANTHONY
ARIS, GARY
ARMOND, DAVE M
ARMSTRONG, TRENT D
ASBERRY, CHARLES L.
ATWOOD, PAUL A
ATWOOD, DAVID
AYALA, MICHAEL P.
BACHTTEL, J.B.
BAGLIO, STEVEN
BAKER, ANGELA
BARAKAT, AMJAD N
BARGE, RICHARD D
BARTHOLOMEW, KEVIN A.
BARTLEBAUGH, CHRIS M.
BARTMAN, HOLLY
BEAUCHAMP, JOHN A
BEETLE, GWEN L
BEGLEY, KENNETH JAMES
BEHOUNEK, ROBERT
BELL, MICHAEL
BELLAMY, WARREN
BENJAMIN, BAIN
BETTS, DEAN P
BIESZKE SR, MARK
BINSTEAD, OLIVIA
BLACKPORT, TYLER
BOLIN, JOHN J.
BOLTSON, DANIEL
BOMBARA, BETH
BOMPERS, JEROME
BON, SCOTT
BOSTRUM, DAMON
BOYLE, WILLIAM J.
BRECHEEN, DEBORAH
BRIGUGLIO, SARA RUTH
BROWN, ALBERT G
BROWN, JANELLA E
BROWN, LOUIS C
BRUNT, MATT
BURGER, DENNIS

BURKE, STEPHEN
BURTON, MICHAEL
BUTLER, SCOTT
BYKERK, ROBERT
CALAFATO, JOHN
CAMPBELL, JANET
CAMPBELL, KERRY
CARLOTTO, JOHN R
CARON, CHAD M.
CARRICO, MICHAEL A
CARUCCI, PATRICIA
CASTANEDO, JOSHUA
CASTRO, ANDRES
CATALANO, JOEY
CHAMBERS, MARK
CHRISTENSON, MITCHELL
CHRISTOPHER, DARLENE
CLEMENT, TRENTON
COLEMAN, HARRY
COLLIER, KAREN
COLLINS, PAUL
CONALD, GREGORY
COOK, DARLENE
COOLEY, GEORGE
CORBO, JOHN A
COURTNEY, JENNA M
COUTURE, KEVIN
CROAD, JEFFREY
CRONK, DON
CUNDIFF, TIM
D'HAEM, BRIAN J
DANKENBRING, LYNN A
DANNER, PRENTICE
DASHMAN, DANIEL D
DAVIS, JENNIFER A
DAVIS, STEPHANIE
DE LAAT, NICHOLAS J
DEDES, DANIEL
DENBOER, DAVID
DENNIS, BRENT G
DERKE, BENJAMIN L
DESHANE, DONALD
DEUTSCH, BRANDON L
DEUTSCH, MICHAEL W
DEWOLF, MARK
DIEHM, JESSIE
DIMAGIO, PHILLIP PETER
DIXON, TERRY S
DOIRON, RONALD J.
DORTEN, MICHAEL
DORTON, MICHAEL T

DOWNEY, ROY E
DOYLE, GERARD P
DUFFIELD, RONNIE
DUGUE, GERARD L
DUNCAN, LONNIE
EDDY, CHARL
ELLIS, ANITA
EMERY, JOHN
EVANS, PAUL
FARROW, SEAN
FEARON, PATRICK
FELKE, JAMES
FENERTY, JAMES M.
FERCHAU, JULIE
FESTA, ANTHONY
FINCHER, JAMEL A
FITTANTE, JOSEPH P
FLANIGAN, HOPE
FLEWELLING, BENNIE
FLORES, ANTHONY
FLOWERS, ROBERT
FOLEY, TOM
FOLKERT, TYLER
FONTANILLE, JOSEPH
FONTANILLE, JOSHUA M.
FRANCO, GREGORY
FRIEDLAND, JUSTIN
FRIENDSHUH, GARY
FRIESECKE, RACHEL
FRITZ, JOHN
GAHARAN, DEANNA D.
GAI, BRYAN
GALVEZ, ALEJANDRO
GAMACHE, JEFFREY
GEE, ANDREW
GEORDIADES, GEORGE
GEORGE II, DAVID M
GHERING, DAVID C.
GIBBS, MICHAEL W
GIBSON, DANIEL
GIBSON, MARK C
GOULD, ALLEN
GREENE, KEVIN J
GRIEBL, MICHAEL
GRIECO, MICHAEL A
GRIFFITH, JAMES
GULICK, PETER JR
GYORGAK, BRAD
HABLE, SANDRA
HALL, RONALD
HALL, LANCE B
HAMILTON JR, LUTHER C
HARRIS, SOLANE
HAWKINS, ANGELA
HAZARD, ANTHONY
HEDMAN, NATHAN
HELESKI, EVE
HERBERT, BENJAMIN
HERNANDEZ, MARCO J
HERSHBERGER, CAROL
HESTER, JAMES E
HIDES, KEITH T.
HILL, VINCENT
HINRICHSEN, JOHN W.
HITCHENS, BENNIE
HOLLY, CLINT
HUDSON, JESSIE
HUGHES, AMA
HUNTLEY, JAMES
HUTCHER, DETRICK E
IACOPELLI, MATTHEW T.

IGNAROWSKI, JEROME F
INWRIGHT, KEVIN R
JACKSON, BRENT
JACKSON, JUSTIN
JENKINS, JASON
JIMENDEZ, JEFFREY
JOHNSON, DENNIS
JONES, JENNIFER
JOYCE, TIM
JUHASZ, JAMES
JUPITER, KIRBY
KANTOR, GABE
KAPLAN, MATTHEW
KARLEY, SUSAN V
KATZ, MICHAEL
KELLERMAN, DAVID
KENNELLY, KEVIN
KIMMEL, PAUL
KLIGAMAN, KEVIN
KLUNDER, ALEX
KNAPP, CHRISTINA M.
KNIGHT, RICHARD
KNORR, MIKE
KNOX, HILARY
KOLEHOUSE, AL
KORDICS, ALEX L
KYSER, LANCE
LABORDE, RO
LAIRD, NATHAN
LAMONDO, ANTHONY C.
LANDER, CHRIS
LANGSTON, HUNTER
LARIMORE, CHRIS S
LARSEN, MARK G.
LAWTON, STEPHEN
LEMA, SCOTT J
LEMAIRE, JOHN G
LEWANDOWSKI, MICHAEL
LIDSTER, JERRY
LIDZ, DOUGLAS B
LIGHTFOOT, LARRY
LINHART, ANDREW
LITTIN, THOMAS
LLOYD, MARC
LOTZ, JOHN
LOVENDUSKY, MARY
LULL, STEVEN J.
LYLE, JONATHAN C
MACBETH, PETER
MALKUS, BRAD
MALLOCH, JAMES W
MANNING, RICHARD
MARCHESELLI, FERANDO D.
MARCHESELLI, JAVIER
MARQUETTE, CHRISTINE
MARSH, ROGER
MARTIN, DOUG
MAYNARD, ERIC J.
MC CORMICK, PATRICK
MC COY, THOMAS
MC INTOSH, RODNEY A
MC KELVEY, SEAN B
MC NAMARA, GEORGE
MC QUILKIN, GEORGIA P.
MCALLISTER, DAVID
MCMASTERS, GORDON
MELI, VINCE
MILLARD, MICHAEL
MILLER, JEB
MILLER, MIKE
MITCHELL, JAMES L

MOONEY, MEGAN
MORGAN, JAMES
MORSE, CHRIS
MURPHY, MICHAEL
MUSNI, PATRICK
NALLY, MICHAEL
NAVO, HERMA
NEEL, MICHAEL A
NELSEN, WILLIAM
NELSON, EDWARD D
NELSON, LORETTA
NENADICH, DAVID
NIMMO, RICHARD
NORMAN, TIMOTHY
NUNEZ, MATTHEW
NYBERG, MITCHELL
OBRYAN, CHARLES
OCHOA-JOSE, GUADALUPE
OROSCO, SAM
PALMISANO, ANTHONY
PANICHI, ERIC
PAVLOVICH
PEREZ JR, CARLOS
PEREZ, CARLOS
PERKINS, TIM
PHEGELY, ANDREW
PIKEL, JOHANNES
POEHLMANN, JAMIE
POLIFRONE, BRIAN
POWERS, KATHRINE B
PRATTINI, RYAN J.
PRUITT, DANNY
PRYDE, WILLIAM
PRYER, JOHN PAUL
REED-MC CARTNEY, KATE
REGNER, VICTOR
REMINGTON, DOLLIE J
RHODES, KENNETH R
RICE, JEREMY
ROBERTS, JOHN SCOTT
ROCKWELL, JOHN J.
RODGERS, ANDREW
RODRIGUEZ, DAVID
ROGGOW, RAYMOND
ROMYAK, NICOLE
ROSEN, CARRIE
ROSENBERG, MATT
ROSENSTEIN, ANDREW
ROULEAU, MI
ROZDZIALOWSKI, SCOTT
RUGGIERO, EDWARD
RUTTER JR, LAWRENCE
SALOMON, DAVID
SAUNDERS, ALEX
SAXON, KELLY
SCANLAN, STEPHEN
SCHEGULLA, EVA
SCHMIDT, TIMOTHY
SCHMITT, MICHAEL
SCHNELL, MATTHEW J
SCHULTZ, STEVEN
SCIPO SR, UNDERWOOD W
SEE, BRIAN
SERRANO, JOEY
SEWERE, LUDIA
SHADDOX, JASON
SHIELD, GEORGE M
SHINN, DANI
SHOUSE, HOLLY M
SHUTT JR, RICHARD
SIMMONS, JOSEPH

SIMMONS, KENNETH G
SIMPKINS, LINDA
SMITH, BRETT
SMITH, JAMES
SMITHWICK, JESSE C.
SOLAND, MARGARET A
SORENSEN, BRAD
SOTO, GABE
SPEAR, JAMISON P
SPENCE, NOEL
STANSBERRY, SHANE
STEPHENS III, CHARLES J.
STONEY, CHRISTIE
STOVER, JUSTIN
STRAATON, LAWRENCE A
STRAUB, CARL
STURGIS, ROSE MARIE
SUMP, MARGARET
SUPKO
TALLEY, CANDI D
TANNER, BYRD S
TARVER, KENNETH
TATUM, BRUCE E
TAYLOR, RASHAD
THOMAS, CHERYLL
THOMAS, JENARD
THOMAS, LOWELL
THOMAS, NELSON
THOMPSON, DOUG
TIRADO, JOSE M.
TOBIAS, JOHN C
TOMKOVITCH, MEREDITH
TOPOLINSKI, MARK S
TOSCANO, FRANK
TURIK, PATRICIA
TURMELL, DENISE
TURMEU, DENISE
TURNELL, LAURE
TURNER, AARON
TURNER, HEATHER
TURNER, PAUL
TYLER, MIKE
VALVANO, MIKE
VAN COLA, DANIELLE M.
VAN ORDEN, DYLAN
VANSTEE, REX
VAPPIE, JARED J
VAUGHN, GEOFFREY
VECE, GUISEPPE
VERGIAS, LAURA
VORE, ROBERT E
WAGER, ED
WALLMAN, STEVEN E
WARNER, AMANDA
WEDE, BRIAN
WESBY, LENDWOOD
WESTRA, JESSEE
WHITE, ADRIAN
WHITLEY, STANLEY Y.
WHITSELL, KRISTINA
WILLIAMSON, ERNEST
WILLIAMSON, MATTHEW
WINDSOR, ELIZABETH
WOLINSKI, SHARON
WONSDEL, JEFFREY
WRIGHT, JUSTIN C.
WUNDERLICH, DAWN
YATES, BOBBY