

LATSE OFFICIAL Bulletin

THIRD QUARTER, 2005

NUMBER 609



65th Quadrennial Convention

*“Imagination. Dedication.
Communication. Solidarity.
These are the tools that will enable
us to Build The Future of this Alliance*

Thomas C. Short, International President,
65th Quadrennial Convention,
Honolulu, Hawaii, July 18 - 22, 2005

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EDITOR'S NOTE

Due to the 65th Convention Highlights, the regular departments for the third quarter issue of the Official Bulletin will be suspended until the Fourth Quarter issue.

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Opening Ceremonies



Hurricane Katrina, Ocean Springs, Miss.



Photographer: Gene Dailey/
American Red Cross.

AFL-CIO President
John Sweeney
with President
Short at the AFL-
CIO Convention
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To purchase a copy of the 65th Quadrennial Convention photo (pages 14-15), please contact Assistant to the Editor MaryAnn Kelly at bulletin@iatse-intl.org. The cost of the photo is \$20.00 (US), includes shipping and handling. Checks/Money Orders must be payable to IATSE, and mailed to the IATSE General Office to the attention of MaryAnn Kelly.

Convention Photos Credit: Mario Perez, Local 600; Kim Gottlieb-Walker, Local 600

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**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE
EMPLOYEES, MOVING PICTURE
TECHNICIANS, ARTISTS AND ALLIED CRAFTS
OF THE UNITED STATES, ITS TERRITORIES
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Building the Future

The events and actions of the 65th Quadrennial Convention of this Alliance, held in Honolulu, Hawaii, demonstrated the scope and strength of this union. Hosting the convention were the Local unions of District 2 and, specifically Honolulu's Local 665 whose gracious hospitality made the gathering a memorable event, not only for our brothers and sisters who served as delegates but also for many of their family members who were able to enjoy the surroundings and activities of this glorious convention venue.

While the sun shined outside the convention hall, inside the focus of the 834 delegates was the business of the convention that would set the course of the Alliance for the next four years. The delegates acted on resolutions that will guide our unions' policies and enacted a number of amendments to the International's Constitution including a modest per capita increase that will enable us to continue to assist our local unions with their organizing efforts. In addition, a number of inspiring guest speakers addressed the convention with words of solidarity and vision for all of labor.

That this Alliance remains strong and continues to grow is a remarkable testament to the abilities and commitments of the leadership of the local unions as well as the International's Official Family including all elected and appointed officers, as well as I.A. counsel and staff. The IATSE is one of the few labor organizations that continues to thrive in times when some unions are shrinking and negotiating leverage has diminished. Several affiliates, sadly, have even left the AFL-CIO.

We in the IATSE have bucked the trend. Our membership has grown from 65,000 to over 105,000 since I was first elected your President more than ten years ago. We continue to negotiate aggressively in every segment of our industry and we continue to negotiate successful contracts that improve the quality of life for our members. My goal is to continue our growth in both numbers and scope and when the 2009 Convention convenes in Orlando, Florida, I am confident that with the loyalty and commitment of each of you we will achieve that goal.

I encourage you to read on throughout this Bulletin where all the actions and events of the 2005 Convention are reported on, and, I am honored and grateful to have been elected for another four year term in which I will continue to serve and protect your rights and interests to the best of my ability.

OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the Westin Innisbrook (www.westin-innisbrook.com), 36750 US Highway 19 North, Palm Harbor, Florida 34684 at 10:00 a.m. on Monday, February 6, 2006, and will remain in session through and including Friday, February 10, 2006. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with the Westin Innisbrook by calling the hotel directly at 727-942-2000. Guest room rate for the IATSE is \$159.00; Junior Suite, \$179.00; One Bedroom Suite, 199.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliations with the IATSE

An Extended Thanks

This issue of the Official Bulletin focuses on the recently concluded 65th Quadrennial Convention held in Honolulu. As such, it presents an opportunity for me to express my sincerest appreciation for the efforts and achievements of those who helped make our Convention such a rousing success.

While thanks in general are due to a great many people, I would particularly like to express my gratitude to the staff of the IATSE General Office for their hard work and dedication throughout the many long months of preparation. The challenges involved with moving our operations over 5,000 miles were numerous, but the entire process was managed with foresight and finesse. In addition, those staff members that traveled to Honolulu and provided front-line assistance to Officers and delegates deserve special recognition for the dedication that they demonstrated.

This was the largest Convention in the history of our Alliance and the extraordinary hospitality of Local 665, together with all the Locals of District No. 2, was much in evidence. Delegates, staff and guests were all made most welcome by our host locals and I know they were most appreciative.

It was also a pleasure to see the IATSE's extended family of organizations at the Convention. A representative of the IATSE National Benefit Funds was available to provide information and individual support for delegates. The Will Rogers Foundation once again provided free health services including cholesterol and blood pressure monitoring. Union Privilege provided information on the various financial services available to IATSE members, and Prudential Financial and PacifiCare had representatives available to assist delegates with questions and provide information.

The members of the Credentials Committee ensured that delegate registration was a smooth and orderly process. It is no easy task to accommodate many last minute changes and get 834 delegates registered in a timely manner, but this team did it with efficiency and grace.

Finally, thank you to the delegates for the support you gave me personally and for your commitment and participation in the supreme governing body of the IATSE. This was my 7th IATSE Convention, and my first Convention as General Secretary-Treasurer. The delegates in Honolulu were amongst the most dedicated and hard working that I have seen. Whether it was sacrificing evenings by participating on the various committees or attending any number of caucuses that occurred outside the hours of the general sessions, the delegates were clearly committed to moving our organization forward. As we continue to work together over the next four years we will do just that.



2006 SUPPLIES

The 2006 Supplies will be mailed in late November to those local unions that have submitted their 3rd Quarter Report for 2005 and purchased the appropriate number of per capita stamps.

The number of per capita stamps that must be purchased is based on the number of members reported on the 1st and 2nd Quarterly Reports plus two times the number of members reported on the 3rd Quarter Report (to allow for an estimate of the numbers that will be reported on the 4th Quarter Report). When the 4th Quarter Report is submitted in January 2006, an adjustment to balance the local's account is made if necessary.

PER CAPITA TAX INCREASES

Delegates to the 65th Quadrennial Convention voted to increase the per capita tax for local unions by one dollar (\$1.00) effective 1/1/06, one dollar (\$1.00) effective 1/1/07 and two dollars (\$2.00) effective 1/1/08, all of which is to be allocated to the General Fund. Per capita tax for Special Department local unions will remain unchanged.

65th Qu Convention



Martin Ludlow, Executive Secretary-Treasurer of Los Angeles, County Federation of Labor



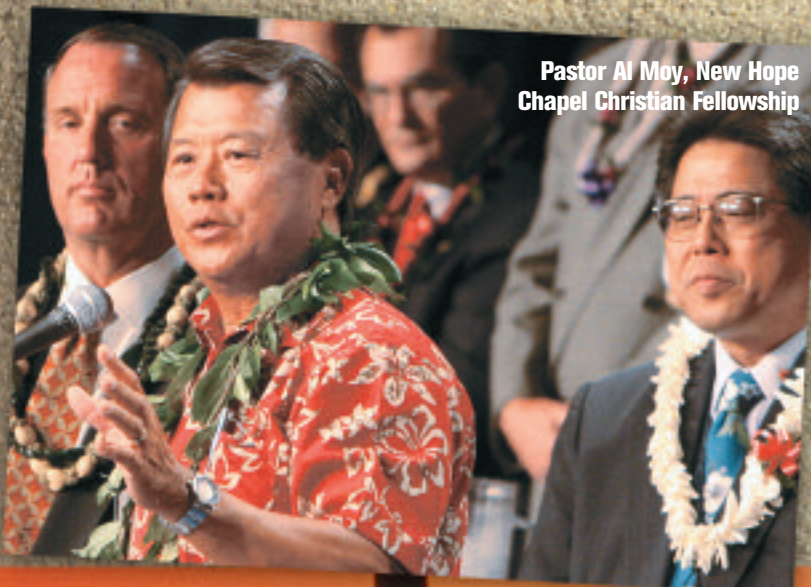
Tony Lennon, President, BECTU



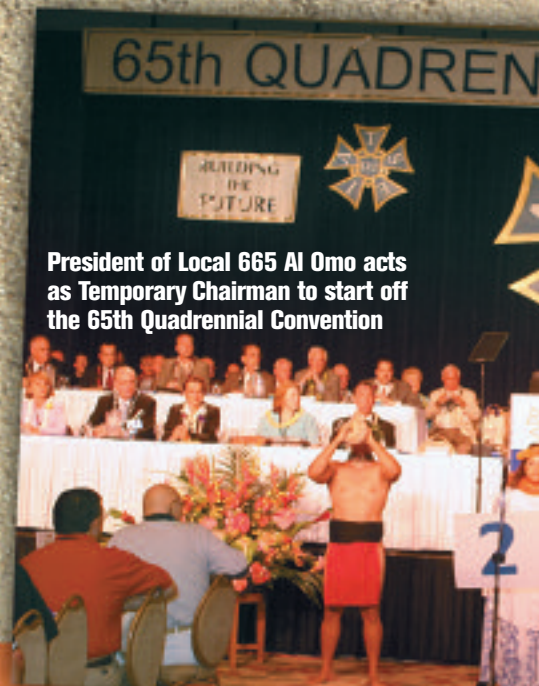
Jay Roth, National Executive Director, Directors Guild of America



Father Herbert Weidner, Holy Trinity Catholic Church

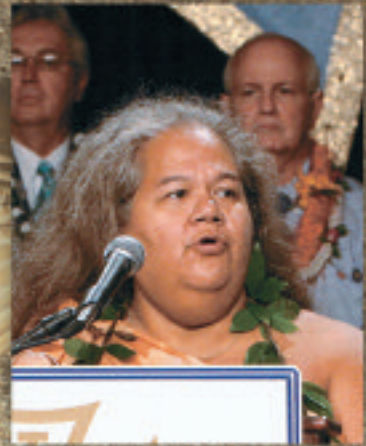


Pastor Al Moy, New Hope Chapel Christian Fellowship



President of Local 665 Al Omo acts as Temporary Chairman to start off the 65th Quadrennial Convention

adrennial Highlights



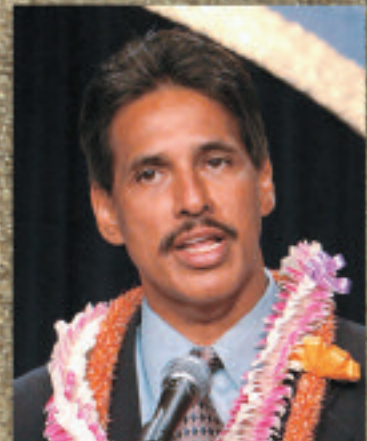
**Opening Prayer by
Kahu Leona Kalima**



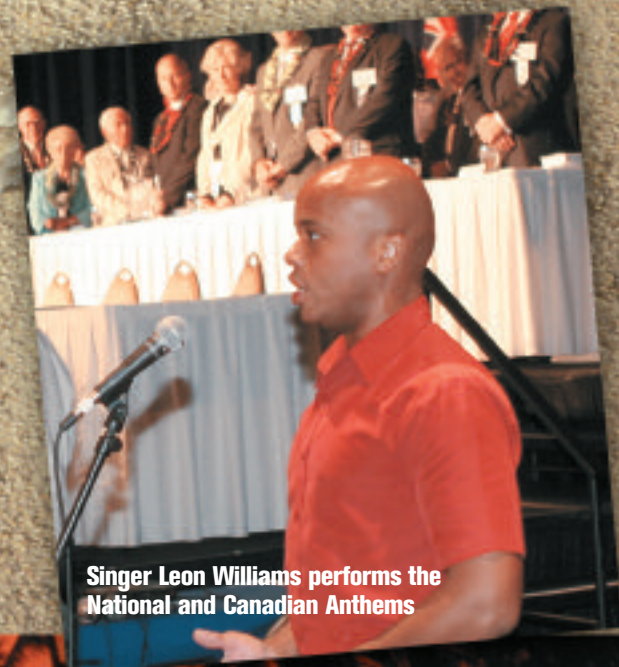
**Ken Georgetti, President,
Canadian Labour Congress**



**Todd Vradenberg, Executive
Director, Will Roger's Motion
Picture Pioneers Fund**



**James R. Aiona, Jr., Lieutenant
Governor of Hawaii**



**Singer Leon Williams performs the
National and Canadian Anthems**

With Great Appreciation...

At this Convention, the following recipients were honored with an award presentation:

The recipients of the International President's Award were as follows:

Pat Don Aroma

Local No. 33, Los Angeles, CA.,
and, Local No. 631, Orlando, FL.

Paul Dean

Local No. One, New York, N.Y.

Robert J. Stocklin

Local No. 52, New York, N.Y.

Patricia A. White

Local No. 764, New York, N.Y.

Bruce C. Doering

Local No. 600, United States

William J. Hamilton

Local No. 58, Toronto, ON.

Steven B. Spivak

IATSE General Counsel



**Pat Don Aroma, Local No. 33, Los Angeles, CA.,
and, Local No. 631, Orlando, FL.**



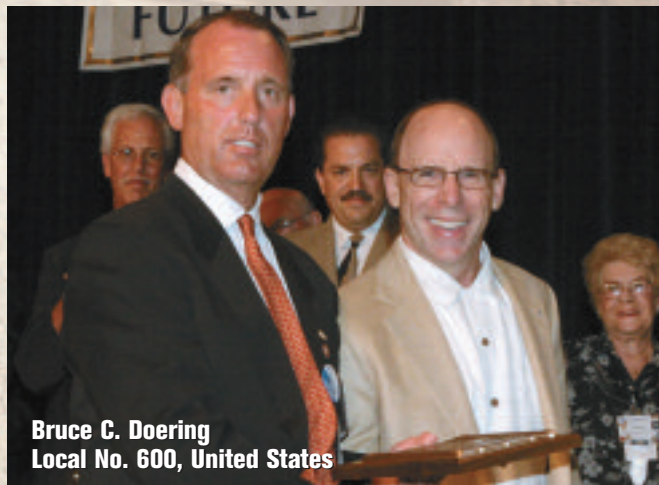
**Patricia A. White
Local No. 764, New York, NY**



**Paul Dean
Local No. One, New York, NY**



A special President's Award was presented to I.A. General Counsel Steven B. Spivak for his dedication and tireless efforts on behalf of the I.A.T.S.E and its local unions.



Bruce C. Doering
Local No. 600, United States



William J. Hamilton
Local No. 58, Toronto, ON.



Robert J. Stocklin
Local No. 52, New York, NY



In researching the records of the IATSE, this Convention had one 50 year delegate award which was presented to Patricia Brannigan-Doherty, Local No. 787.

...and extended thanks.

In recognition of the effective leadership and service as an International Officer, the following received the International Officer's Award:

Edward C. Powell,
Emeritus International
Vice President

Daniel J. Kerins,
Retired International
Vice President

Jean Fox,
Retired International
Vice President

Michael W. Sullivan,
Retired International
Vice President

Michael W. Proscia,
General Secretary-
Treasurer Emeritus

Nancy Manganelli-Bues,
AFL-CIO Delegate

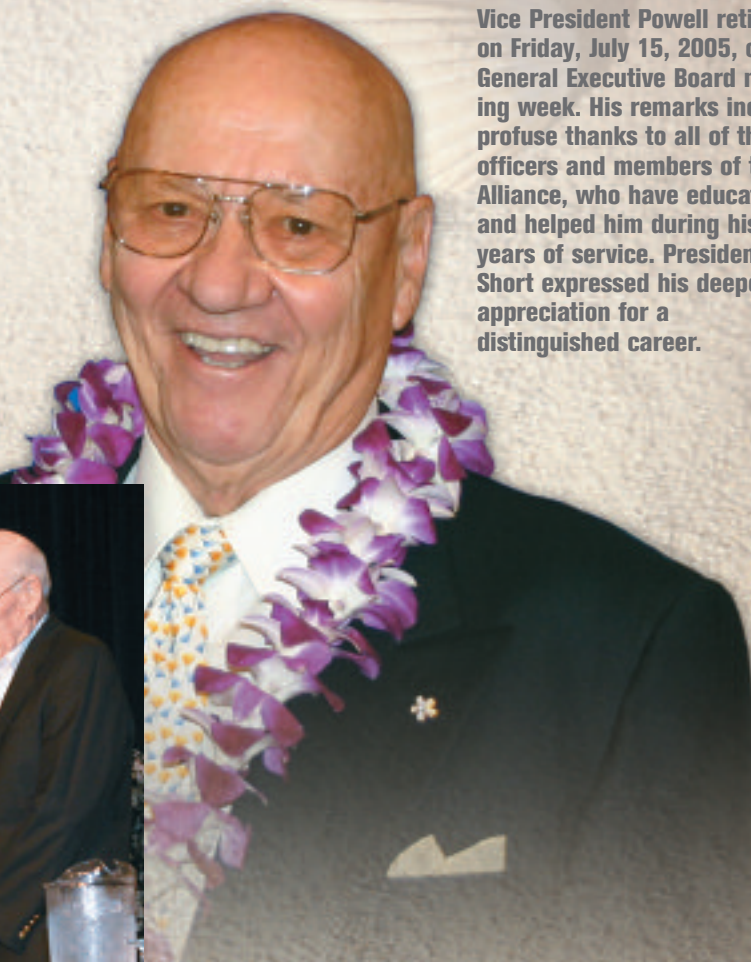
Stephen R. Flint,
AFL-CIO Delegate

Carmine A. Palazzo,
Retired International
Vice President
(not able to attend)





Vice President Powell retired on Friday, July 15, 2005, of the General Executive Board meeting week. His remarks included profuse thanks to all of the officers and members of this Alliance, who have educated and helped him during his years of service. President Short expressed his deepest appreciation for a distinguished career.



Retired International Vice President Daniel J. Kerins



AFL-CIO Delegate Nancy Manganello-Bues



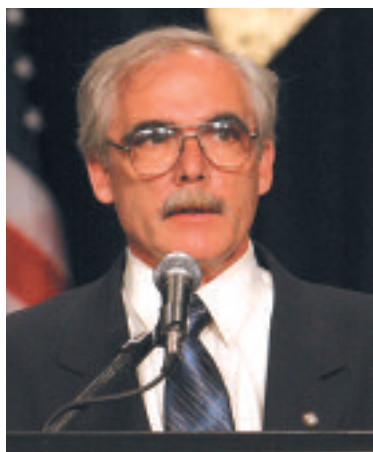
Retired International Vice President Michael J. Sullivan



George Palazzo,
International Trustee



John Ford, International Trustee



Donald K. Ramsden, CLC Delegate

Building The Future

The leadership of the IATSE is comprised of the Officers, who are elected every four years by the delegates assembled at the International's Convention. It is in these Officers that the entire membership places its trust to steer the course of this Alliance with a vision to take this union into the future, by protecting and securing the rights and privileges of every member.

GENERAL EXECUTIVE BOARD

Thomas C. Short,
International President

James B. Wood,
General Secretary-Treasurer

Rudy N. Napoleone,
First Vice President

Timothy Magee,
Second Vice President

Michael J. Barnes,
Third Vice President

J. Walter Cahill,
Fourth Vice President

Thom Davis,
Fifth Vice President

Matthew D. Loeb,
Sixth Vice President

Anthony DePaulo,
Seventh Vice President

Mimi Wolch,
Eighth Vice President

Damian Petti,
Ninth Vice President

Brian J. Lawlor,
Tenth Vice President

Michael F. Miller, Jr.,
Eleventh Vice President

John T. Beckman, Jr.,
Twelfth Vice President

Daniel E. DiTolla,
Thirteenth Vice President

INTERNATIONAL TRUSTEES

C. Faye Harper
John Ford

George Palazzo

CLC DELEGATE
Donald K. Ramsden



International President Short (left) with newly elected Vice President Dan DiTolla

Actions of the Convention

The following represents the amendments to the International Constitution and Bylaws, which were adopted by the Delegates to the 2005 Convention held in Honolulu, Hawaii, July 18-22, 2005.

CONSTITUTION

ARTICLE SEVEN, Sub-Section 16 b (Pgs 16-17)

The word “elected” is inserted in the first line of the third paragraph of this sub-section.

The paragraph will now begin with the words:
“At this hearing the elected officers...”

ARTICLE TWENTY, Section 5 (Pgs 48-49)

The following sentence has been added to the last paragraph of this Section:

“The provisions of Article Sixteen of this Constitution, relating to the conduct of trials shall be rigidly observed except that Local Unions may be represented only by elected officials.”

ARTICLE THIRTEEN, Section 2 (Page 25)

- a) The jurisdiction of District No. 11 was amended to include the Province of “Newfoundland and Labrador”.
- b) The jurisdiction of District No. 12 was amended to include “Yukon, Northwest Territories and Nunavut”.

ARTICLE FOURTEEN, Section 1A (Page 27)

The requirement of 25 years’ membership to obtain a reduced rate of per capita tax for retired members was removed from this Section.

ARTICLE SIXTEEN (Pages 30-33)

A new Section has been added to read as follows:

“The due process rights set forth in this Article Sixteen are applicable to Journeymen members only, not to Apprentices who are provisional members.”

ARTICLE SEVENTEEN (Pages 33-34)

A new Section was added to read as follows:

“In order for an appeal to be cognizable by the International President, all remedies within the local union, including an appeal to the membership, must be exhausted. Appeals within locals from the decision of an officer to the executive board and from the executive board to the membership must be made within thirty (30) days. Appeals concerning nominations or elections must be made within fifteen (15) days.”

ARTICLE NINETEEN, Section 4 (Pages 41 - 42)

The following sentence has been added at the end of the first paragraph of this Section:

“The International President shall have the authority to grant approval for “staggered” terms of office for an officer(s) of a local union when such approval is so requested by the local union in writing.”

ARTICLE NINETEEN, Section 19 (Page 44)

In the first paragraph of this Section, the words “after the production opens” have been inserted so that the paragraph will read as follows:

“Members engaged as heads of departments on tour with a traveling attraction, shall, immediately upon entering the first road stand after the production opens, receive from the local representative the official report card in triplicate...”

ARTICLE TWENTY-ONE, Section 13 (Page 51)

The first sentence of this Section was amended to delete the references to “certified mail” and “20 days” and will read follows:

“A member desirous of withdrawing from membership in this Alliance may do so by sending a letter of resignation to the affiliate Local Union to which he belongs or to the General Office of the Alliance if he is not a member of an affiliated Local Union and in such case, the resignation shall become effective upon receipt of such notice of resignation.”

International Alliance of Theatrical Stage Artists and Allied Crafts of the United States



SIXTY-FIFTH CONVENTION • JULY 18-22, 2005

ge Employes, Moving Picture Technicians, es, Its Territories and Canada, AFL-CIO, CLC



SHERATON WAIKIKI • HONOLULU, HAWAII

Photo Credit: Mario Perez, Local 600



International Publicly Endorses New York City Mayor for Re-election

WITH SUPPORT OF LOCAL UNIONS

The IATSE, comprised of 16 local unions within the five boroughs of New York City, endorsed Mayor Michael Bloomberg for re-election citing the Mayor's commitment to the entertainment industry and job creation, at a press conference held on Wednesday, September 21st.

President Short and Mayor Bloomberg were joined by representatives of 13 I.A. local unions who attended the press conference to demonstrate their support in the International's first endorsement of a Republican candidate in 112 years.

The press conference was held on West 45th Street in the heart of the Theatre District with President Short citing the Mayor's work with the entertainment industry and job creation throughout the City.

In the past the International's record of endorsements has included Democrats including Presidential candidates Richard A. Gephardt and John Kerry, and Los Angeles Mayor Antonio Villaraigosa. This is the first time the International has endorsed a candidate for Mayor of New York City and the first time in 112 years endorsed a Republican candidate.

Joining the Mayor and President Short were Legitimate Theatre and Television Stage Local One; Legitimate Theatre Stage Local 4; Motion Picture & Television Studio Mechanics Local 52; Script Supervisors Local 161; Motion Picture Projectionists, Operators, Video Technicians and Allied Crafts Local 306; Motion Picture Editors Local 700; Treasurers and

Ticket Sellers Local 751; Legitimate Theatre and Television Wardrobe Local 764; Make-Up Artists and Hair Stylists Local 798; Exhibition Employees Local 829; The Association of Theatrical Press Agents and Managers (ATPAM) Local 18032; United Scenic Artists Local USA829; and Ball Park Ticket Sellers Local F-72.

"For more than a hundred years, your members have helped bring us the Lullaby of Broadway... and the Lights, Camera, Action of movies and TV. At the heart of New York's tourist industry is Broadway, contributing more than \$4 billion to our economy annually. Last year, nearly 12 million people saw Broadway shows. We're committed to doing everything we can to turn New York into an even more attractive place to make films and TV shows. Thanks to our innovative program, "Made in NY," the City has already attracted well over \$450 million in new busi-

ness and created about 6,000 jobs for New Yorkers. We're going to build on our success and do everything we can to make sure New York is a City of Opportunity for all its working people, in every neighborhood, in every community, in every borough," said Mayor Michael Bloomberg.

"The IATSE and its New York locals in the film, television and stage industries are gathered here to endorse Mike Bloomberg for re-election for three reasons: jobs, jobs, jobs. New York set a record for film production in 2004: 23,321 shooting days. There are 105,000 members of the IATSE in the United States and Canada and more of my members are working in New York City today than ever before. This year alone, Mike Bloomberg has attracted \$300 million worth of movies and television production to New York City. We have Mike Bloomberg to thank for that," said President Tom Short.



New York City Mayor Michael Bloomberg (at podium) with President Short

Photo Credit: Julie Crosby, Local 18032 ATPAM

Labor Day 2005 In New York City

On Saturday, September 10, 2005, Members of the IATSE General Executive Board, Representatives, Officers and Members of IATSE New York Locals marched up 5th Avenue in the 2005 Labor Day Parade. The parade was sponsored by the New York City Central Labor Council, AFL-CIO.

Among the marchers there to honor working people included AFL-CIO President John Sweeney, NYS Labor Federation President Denis Hughes, Hon. Michael Bloomberg, Hon. Hillary Clinton, New York City Central Labor Council Secretary Ted Jacobsen, UFT President Randi Weingarten, NY Building & Construction Trades President Edward Malloy, DC 37 President Lillian Roberts, and other top New York City Labor Leaders, Elected Officials, and over 200,000 unionized men and women.



Photo Credit: Dennis Yeagle, Local 600



IATSE's Executive Council Seat Reclaimed at AFL-CIO Convention

The 2005 Convention of the AFL-CIO was held at the Navy Pier Convention Center in Chicago, Illinois from July 25 through 28, and marked the 50th anniversary of the merger of the American Federation of Labor and the Congress of Industrial Organizations, a merger that brought forth the most powerful labor organization in the world.

The IATSE was represented by International President Thomas C. Short, General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Michael F. Miller, Jr. and John T. Beckman; as well as Assistant to the President Deborah A. Reid and Special Representatives Ira Alper and Dennis O'Connell.

President Short was elected without opposition to be seated on the Council as a Vice President of the AFL-CIO. President Short's election to this post is not only important for the voice of the IATSE to be heard on the Council, but it also marks a monumental accomplishment reclaiming a seat the International has not held for 31 years.

During the course of the four-days it was announced that CAFTA narrowly passed by two votes in the U.S. House of Representatives. Affiliates were urged to contact those in Congress that have been supported by labor and express the total dissatisfaction with their action to allow the passage of CAFTA.

There is no doubt the AFL-CIO has challenges that lie ahead and will be difficult but its affiliates must work together for the benefit of our respective memberships and for working men and women.



AFL-CIO President John Sweeney (left) with International President Short.



Pictured left to right are: Projectionists Local 110 Business Manager Steve Altman, Brother Wayne Adams (Stagehand, Local 2), Stagehands Local 2 President James Schnoebelen Sr., International President Thomas C. Short, Stagehands Local 2 Business Manager Craig Carlson, Brothers Kenneth Herrmann Jr. and William Kinsella (Local 2 Stagehands), Mr. Floyd Dilman (Client), and Brothers Steve McCarthy and James Cimarrusti (Local 2 Stagehands).

REPORT OF THE INTERNATIONAL PRESIDENT SIXTY-FIFTH QUADRENNIAL CONVENTION

**International Alliance of Theatrical Stage Employees, Moving Picture Technicians,
Artists and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC**

SIXTY-FIFTH QUADRENNIAL CONVENTION

Report of the International President



President Short addresses the delegates of the 65th Quadrennial Convention.

The following is an excerpt from the Report of the International President. The Report, in its entirety, will be available to you in the 2005 Combined Proceedings.

INTRODUCTION

As I stand here before you today, I look out and I see the future of this great International Alliance. I see it in the faces of the delegates to this Convention, in the variety of the crafts and regions that you represent, and in the skill, hard work, and commitment that all the members of this Alliance have brought to bear on the challenges that we have met together.

I see a future in which this Alliance brings more and more of those working in our industry into its ranks, and in which more and more of the work in our industry is covered by IA contracts. I see a future in which the giant corporations that dominate the industry are faced with an increasingly vigorous and unified advocate for the workers who make their multinational empires possible. Most importantly, I see a future in which IA members enjoy better wages, benefits, and working conditions than ever before.

But before we can build this future together, we have to remember our past—where we came from, what we've accomplished, and how we've gotten where we are today.

This Alliance has a long and distinguished history. Since the IA's founding over eleven decades ago, its members have overcome many obstacles and have struggled together through difficult times. Through their

courage and commitment, our predecessors didn't just improve their own lives—they built a better future for us. We can do no less for the IA members of the next eleven decades.

The accomplishments that we've made since our last convention in 2001 show that we are well on our way to building a better future for the IA. Since that last convention, the IA has entered into more than 1,300 national contracts, and has successfully negotiated with nationwide companies like Clear Channel, SMG and Global Spectrum for pattern agreements that will be applied when IA locals win the right to represent the employees of those companies. In addition, the IA has provided significant leadership in securing contracts covering low-budget productions, and has hired a lobbyist to encourage government contractors to use IA labor.

With respect to fringe benefits, the IA has negotiated substantial increas-

SHERATON WAIKIKI, HONOLULU, HAWAII

es in the Motion Picture Industry Pension and Individual Account Plans. The number of participants in the National Welfare Fund has swelled from 4,000 in 2001 to over 12,000 today, and the National Annuity Fund's assets are rapidly approaching \$200 million.

The IA Political Action Committee has grown as well. We all know that the employers in our industry exercise a great deal of influence in government at all levels and in all regions. A vital IATSE-PAC makes sure that the IA's voice is heard in the corridors of power as well, and that it's heard loud and clear. This is especially important today, when so many of our elected officials bend over backwards for wealthy corporations but pay only lip service to the needs of working men and women. Make no mistake, many of those in power view the labor movement not as a force that must be reckoned with, but as an obstacle that must be destroyed. A strong voice in the political realm is the only way to protect what we have, and to secure the ability to win what we deserve.

To further strengthen our position with the employers in our industry, the IA has provided leadership in working with other unions. On the East Coast, IA locals have participated in the founding of the Coalition of Broadway Unions and Guilds, and our West Coast locals have been active in the California Labor Federation.

Internally, the Divisions that have been established within the IA have continued to develop strategies tailored to their different areas: Stage Craft, Motion Picture and Television Production, Organizing, Trade Show and Display Work, and Canadian

Affairs. We've also continued to develop the IA Web site, so that members can keep themselves up to date on organizing drives, IA events, yellow card shows, safety bulletins, and other information helpful to our members. The IA Official Bulletin provides members with a wealth of useful information every three months, and the Organizer gives periodic organizing updates and other information.

While we have achieved much, we cannot rest on our laurels if we're going to build the future that we and those who come after us deserve. To build that future, we have to remember what has worked for us in the past, but we also have to be imaginative in coming up with new solutions to new problems—especially in an industry that changes as rapidly as ours. While we have to be flexible in dealing with new circumstances, we must be unbending in our commitment to defend the rights and interests of our members.

Communication is also of paramount importance in a fast-changing world. A lot of what I've talked about today comes down to communication: the Web site and the publications, the divisions, and the coalitions with other unions have all been set up to facilitate communication in ways that will strengthen our position.

Above all, we have to be united in our efforts to overcome the challenges that confront us. The forces on the other side are powerful, but if we stand together, we can stand up to them and achieve results for our members.

Imagination. Dedication. Communication. Solidarity. These are the tools that will enable us to build the future of this Alliance. I am firmly committed to that effort, and with

your help, I know we can build a future that will honor those who came before us, improve the lives of the present membership, and earn the gratitude of future generations in this great Alliance.

WALSH/DI TOLLA/SPIVAK FOUNDATION

As one of the three Trustees of the Foundation, I am pleased to report that since the last Convention the Foundation has awarded a total of eight scholarships to students whose mother or father belongs to IA local unions. These students have gone on to continue their academic studies at Columbia University, the University of Pennsylvania, Tufts University, Georgetown University, the University of North Carolina, New York University, Oberlin College and the University of California-Berkeley. I would recommend that members take advantage of the opportunity for their children to apply for a scholarship to financially assist with their educational pursuits. The eligibility requirements of the scholarship are published in The Official Bulletin.

In addition, the Foundation has continued to make charitable contributions to support organizations that come to the aid of our membership.

DIVISION OF MOTION PICTURE AND TELEVISION PRODUCTION

Much has been accomplished in the area of Motion Picture and Television Production since the Sixty-Fourth Convention in 2001. The foundation laid in the years immediately preceding the last Convention has proven to be solid, and we have successfully built upon it by continuing to organize and negotiate new agreements. The International continues to adapt to changes in the motion picture



industry, meeting the challenges of new trends in production and the evolving viewer appetite for non-traditional programming. The Alliance has met head on the challenges posed by new technology in the making of motion pictures. And new forms of distribution, including the Internet, have been addressed in motion picture agreements securing the IATSE's jurisdiction long into the future. A large number of new agreements covering a wide variety of types of production have been signed and the list of signatories continues to grow with new companies signing on and established entities acceding to the IA's success as a formidable and viable organization.

Yet with all of the successes come new challenges, which must be met. Reality programming, with production styles that break the mold of our past experiences, must be addressed. Local and regional work must be identified and organized. New technicians and artisans entering the industry must be cultivated and embraced so that we maintain control of the labor force and build an even stronger legacy into the future. The companies that employ our members operate globally, and they continue to acquire and merge with one another, creating behemoths with bottom line profit figures dominating their motivation to be in the motion picture business. We must continue to build relationships where possible, engage in disputes and actions when necessary, and know when it is prudent to be flexible and creative to ensure stability for our members and their families.

Term Agreements

It is the policy of the International that any company with a track record

in production that operates on an ongoing basis be pursued for an applicable term agreement. More favorable agreements are offered to provide an incentive for a producer to commit all their work to be done union. This tactic has proven extremely effective, as is evidenced by the large number of term signatories now under agreement. Producers sensed that they would be placed at a competitive disadvantage if other companies had better deals only obtainable on a term basis. A number of new industry-wide term agreements have been negotiated and others were expanded or renewed. Of course, the Union's ability to achieve better terms from the producers of single projects is contingent upon our bargaining power and control of the labor force. Therefore, organizing is the single most important element in the success of obtaining term agreements with motion picture producers.

Theatrical and Television Motion Picture Area Standards Agreement

It was reported to the 2001 Convention that the International had met with the major studios several times in an effort to expand the Area Standards Agreement. At that time, the agreement covered only sixteen states. The IA continued to employ the policy of more onerous terms for single-signatory productions and in October of 2001 an agreement was reached for expanding its geographic scope to include all of the United States, Puerto Rico and the U.S. Virgin Islands except San Francisco, California and Chicago, Illinois (studio term agreements already existed in Los Angeles and with New York City-based production locals). The country is now blanketed

by the term agreement covering the television and feature film work produced by all of the major studios. The jurisdiction is secure.

Prior to the initial agreement for area standards with the studios, they would often form single production entities, which would bargain for a given picture. This would allow a company to capitalize on then-current market conditions, such as a lack of work in a certain area, to obtain more favorable terms. In addition, the major studios engaged in the frequent practice of financing productions of other producers, claiming they had no real control of the operational aspects of the show, including labor relations. In this way they were avoiding their affirmative obligation to bargain with the IA for their pictures not otherwise covered by a term agreement.

Since the expansion of the Area Standards Agreement to the national level, the aforementioned practices have virtually ceased. In fact, there are now companies that attempt to assert the applicability of the Area Standards Agreement which only have a distribution agreement with a signatory studio. Such companies are, of course, not entitled to the agreement unless they become direct signatories. This dramatic sea change is a direct result of the Union's policy of offering more favorable deals on a term basis.

Another notable aspect of the agreement is that it is scheduled to expire co-terminus with the Producer-IATSE Basic Agreement July 31, 2006. That means that outside of New York, Chicago and San Francisco, all of the term agreements with the studios in the United States and its territories will expire simultaneously.

Perhaps the most significant feature of the Area Standards Agreement was the establishment of a defined benefit pension plan. For the first time, employees previously dependent on defined contribution annuity benefits would be able to accrue traditional style pension credits providing regular payments they can count on through their retirement years. This basic protection was the main objective in negotiations and came at a time when corporate America was discontinuing defined benefit plans in favor of defined contribution plans due to the mammoth exposure posed by the under-funding of traditional-style plans.

In addition, a 401(k) plan was established allowing covered employees to self-contribute pre-tax earnings when working for one of the major studios. In February 2004, the studios agreed that such contributions would also be allowable from other motion picture producers, preserving continuity into the members' 401(k) accounts. Many motion picture production agreements contain provisions allowing for self-contributions to the 401(k) plan.

As of 2001, there were nineteen companies signed to the agreement. Today there are 95.

AICP 2000 Commercial Production Agreement And 2002 Multi-State Supplemental Agreement And 2004 Commercial Production Agreement

In 1996 the Alliance negotiated an agreement with the Association of Independent Commercial Producers (AICP). The Agreement would replace the prior supplement to the Basic Agreement, which was not being executed or honored by commercial producers. As the Union employed intense organizing efforts in the Holly-

wood, California area, producers knew that in order to obtain stability and predictability in the budgeting and production of commercials, they needed to execute the agreement. Over the next four years, more than two hundred of them did so. This fact assured that the vast majority of Los Angeles-based technicians and artisans working on commercials would now be covered by the protective terms, especially health coverage and retirement benefits, provided by an agreement.

In October of 2000, a successor agreement was negotiated providing for numerous improvements including wages, benefits and other terms and conditions.

Aside from the new Hollywood Agreements, the New York City area, where a number of the Locals had long histories with the AICP, and a scant few other areas where Local Unions aggressively organized commercials and obtained local and/or regional term agreements, the commercial market remained non-union. The fly-by-night nature of outside producers doing short duration location shoots and the fact that Locals were hesitant to pressure the truly local companies providing employment compounded the difficulty in obtaining commercial term deals. Yet the International continued to stress the importance of these vital local markets, not only to supplement the big feature films, but to become a staple in employment opportunities and a steady flow of benefit contributions for the members. Securing work of this type is one of the primary reasons many of the Studio Mechanics Locals were originally chartered.

In conjunction with the appropriate locals with jurisdiction, the Interna-



Delegate Hope Hanafin of Local 892

tional began aggressively organizing commercials in regional markets. A term agreement was promulgated and companies were pressured to sign it. The threat of job actions and actual strikes (though of short duration) became relatively common.

In an effort to stabilize the situation, which was clearly disrupting their ability to conduct business, a group of Florida employers calling themselves "The Lunch Club" agreed to bargain with the Union, and a term agreement was reached in the Fall of 2001. Other companies acting alone also signed similar agreements in other areas. A number of the new companies signed to term agreements were members of the AICP.

The AICP had been contacted on a number of occasions to explore an Area Standards-style commercial agreement, but avoided addressing the issues in large part because many of their member companies could freely produce non-IA and had been given no incentive to negotiate. With new companies signing deals independently of the AICP and a new association



of employers bargaining together in Florida, the AICP had a reason to take the IA's efforts seriously and come to the table to bargain. The organization faced the prospect of being rendered insignificant as the Union demonstrated the ability to divide companies from the auspices of the AICP. Standards and patterns were being set without the input of the AICP.

In November 2002, the AICP and the IA agreed to the Multi-State Supplemental Agreement to the 2000 Commercial Agreement. In order to sign the Supplemental Agreement, companies had to execute the master agreement as well. The new supplement along with the Commercial Production Agreement covers all of the United States and its Territories with the exception of New York, Chicago and San Francisco. It also exempts any other term agreements existing at the time the new agreement was reached. The Supplement and master agreement terminated September 30, 2004.

The parties met and negotiated a successor agreement effective Octo-

ber 1, 2004 through September 30, 2007. A number of significant changes were agreed upon. Among the most notable changes to the agreement was the negotiated incorporation of the eastern and central camera agreements (Local 600), Hair and Make-Up (Local 798) and Script Supervisors, and Production Office Coordinators and Accountants (Local 161) into the International's contract. Each of these agreements had different expiration dates and none expired at the same time as the IA's contract. Each Local had a different list of signatories, creating a situation in which a producer could have agreements for some crafts while others worked without the benefit of a contract. Furthermore, many producers were hesitant to enter into discussions with the Union because a production along the eastern seaboard would require negotiating with the International plus three separate Locals for a spot that might shoot a single day. It was easier to simply try to avoid us than to deal

with us. A commercial situated this way will now be covered by a single agreement. In the future, all of the crafts included in the new agreement will benefit from the much longer list of IA signatories and a common expiration date that further consolidates the bargaining power of the Union.

Other changes to the agreement include the first-time coverage of boat handlers and operators in the bargaining unit, the confirmation that base camp power and aerial balloon lighting are the jurisdiction of the IATSE, a new definition for low-budget commercials, improvements to travel and safety provisions, the addition of dues check-off nationally, a requirement for the producer to notify the Union in advance of hiring for a given commercial spot, the right of the Union to review and audit the companies' books and records, and increases in wages and fringe-benefit contributions. There were no concessions granted to the employer.

More than 491 producers have executed the commercial term agreements to date.

National Low Budget Theatrical Motion Picture Agreement

In December 2003 a successor agreement was negotiated to the Low-Budget Theatrical Motion Picture Agreement. A number of significant changes were made to the agreement which both improved conditions and expanded work opportunities for our members.

One of the most significant changes was a restructuring of the budget ranges, which were expanded to address the reality faced by low-budget producers. The prior budget caps had been in place since 1995. For eight years, the effects of inflation,



Delegate Scott Dale of Local 504 gave Wednesday afternoon's invocation.

increases in our wage and benefit rates, and the corresponding increased costs from other unions, guilds vendors and service providers simply left less and less money to put on the screen. The simple fact is that all things being equal, it was not possible to produce the same picture in 2003 that was produced for the same budget in 1995. Adjustments to the tiers were made and a formula linking future budget increases to our wages was agreed to for the term of the contract.

Other changes in the agreement include an array of protective terms such as increasing the daily rest period from nine hours to ten hours and conforming the meal penalty structure to the Producer-IATSE Basic Agreement and Area Standards Agreement structure. Benefit contribution increases were achieved to assure that health and welfare and retirement benefits would be secured and protected. Wage increases were negotiated for each year of the agreement. In addition, advances were made by disproportionately adjusting the wage rates upward in a number of classifications. For the first time, wage rates for Sound and Music Editors were agreed to, and the new classifications for camerapersons operating digital camera equipment were added to the agreement with appropriate corresponding wage rates. In addition, marine and boat handling personnel were recognized and are now included in the bargaining unit. It was also confirmed that the jurisdiction over base camp power sources belongs to the IATSE nationally.

It is notable that this agreement has served to provide a tremendous amount of work for our members.

Work that in the recent past was produced without the benefit of an agreement to protect the crews, often our members. Securing this work under the IA banner has been crucial to many members' ability to maintain benefit eligibility. For some, this work has become their primary source of income and has served to further their careers in a variety of ways. Valuable experience is gained, credits are accumulated, opportunities to work in higher classifications are available and relationships are forged with people who will inherit top positions in creative and commercial aspects of the industry in the future.

The agreement has expanded from 12 signatories in 2001 to 63 presently. Companies including Miramax, New Line, Beacon, Lion's Gate, Lakeshore Entertainment, Bob Yari Films, Artisan, and Intermedia were represented at the bargaining table.

GLOBAL SPECTRUM

Quite possibly the most important development in the Stagecraft Division in the past four years is the relationship that has been forged with Global Spectrum, a subsidiary of cable giant Comcast-Spectacor. Global Spectrum is the fastest growing management, consulting, and event development company for public assembly facilities in North America. Capitalizing on a strong relationship between the employer and Local 8 in the Philadelphia area, the General Office was contacted to assist the employer in helping to facilitate a contract for a building they operated in London, Ontario, Canada. Those successful discussions and subsequent negotiations created an opportunity for the General Office and senior management at Global Spectrum to

consider a more permanent and broader relationship. I assigned General Secretary-Treasurer Wood and Vice Presidents Barnes, De Paulo and Lawlor to negotiate an agreement with Global Spectrum.

Considerable time and effort was spent by both sides in creating a Collective Bargaining Agreement that would function in small, medium, and large markets. The first order of business at the General Executive Board meeting in Savannah, Georgia in the winter of 2004 was the presentation of the agreement and its subsequent ratification by the Board. Both parties have worked diligently for the past eighteen months to implement the contract in buildings all over the country, from Local 195 in Durham, New Hampshire to Local 631 in Orlando, Florida, from Local 347 in Columbia, South Carolina to Local 67 in Des Moines, Iowa, and from Locals 31 and 810 in Kansas City, Missouri to Local 28 in Portland, Oregon. This new contract has already reinvigorated several of our locals across the Alliance and will be creating many additional opportunities as we move forward together.

This agreement, effective through February of 2007, introduces contributions to the National Benefit Funds for some locals that had no benefit structure in place. Several locals, once dormant, have capitalized on this agreement to reinvent themselves and to incorporate a previously nonunion workforce into their membership through additional organizing.

LEAGUE OF AMERICAN THEATERS AND PRODUCERS PINK CONTRACT NEGOTIATIONS

I appointed a committee to renegotiate the pink contract, which was



Delegate Kristin Glover of Local 600

set to expire on December 31, 2003. The committee was comprised of International Vice Presidents Daniel J. Kerins, Michael J. Sullivan, Matthew D. Loeb, Assistant to the President Deborah A. Reid, Co-Division Director of Stagecraft Brian Lawlor, International Representative Joanne Sanders and General Counsel Steven Spivak.

Solicitations were requested from the traveling road crews and the pink contract employees on Broadway. Pre-negotiation meetings were held at the General Office with rank-and-file road persons who were selected by Vice President Sullivan and Co-Director Lawlor. This subcommittee was also present at the bargaining table when negotiations started and throughout the process. These negotiations paralleled the previous contract as Buena Vista Theatrical Ventures (Disney) and The Dodgers took part in coordinated convenience bargaining as both entities are not members of the League's multi-employer bargaining unit.

Much of the committee's focus was on maintenance of benefits, as the costs for the Plan A Health and Welfare insurance had risen so dramatically. The committee successfully negotiated an increase of \$45 per week to ensure that our road persons would continue their medical coverage without co-payments. There were modest increases in pension contributions and increases in the annuity for each year of the contract. Minimums were increased for each year, work rules were improved, and per diems will increase in the final year of the three-year agreement.

A road map was created to deal with lower grossing shows produced by League members by introducing a League modified pink contract. With a touring system that needs so much product to fill subscriber seasons across the United States and Canada, not every show traveling is a blockbuster and can afford to pay the applicable minimums and benefits. By altering the traditional pink contract with the League and keeping much of what we enjoy in those contracts, League members can produce tours utilizing IATSE, Equity, and AFM Musicians' Union. In addition, this League modified pink contract is superior to most of the show-by-show agreements that are being produced by entities who may choose to recognize the IATSE but not the other entities, most notably Actor's Equity.

I would speculate that our actions at the bargaining table with the league led to the eventual decision by Equity to modify their production contract, which will ultimately provide more employment for all of our members. A sunset provision was placed into the contract which would allow the

modified agreement to expire this July, but since the agreement has yet to be utilized by the parties, I am inclined to let the provision ride for the balance of the agreement.

I would like to thank the committee, especially retired International Vice President Michael J. Sullivan, for their tireless efforts in this regard.

POLITICAL PRODUCTIONS.COM

During the later part of 2002, the General Office was contacted by Political Productions.com, an affiliate of Pegasus Productions of Detroit, Michigan. The employer wanted to enter into discussions for a national agreement for local hires and wanted to utilize the pink contract system for their traveling employees. Political Productions.com, because of its political activity supporting candidates in Michigan and its contacts within the current administration in Washington, saw an opportunity to expand their services nationwide utilizing the services of the IATSE locals under standardized conditions. The applicable contracts became effective on July 1, 2003 and will expire in June of 2006.

One of the main selling points to the employer was one-sourcing all associated services for events of every size with a dedicated crew to a particular candidate. Almost 400 events were serviced by the employer during the 2004 Presidential cycle, as the candidates became increasingly aware of the IATSE through our political actions and increased presence on the campaign front.

The national agreement generated tens of thousands of hours of employment for our local unions in non-traditional environments such as airports, parking lots, etc.

PRESIDENTIAL DEBATES 2004

The 2004 Presidential and Vice Presidential Debates marked the second time the General Office has been contacted to provide assistance in generating a national agreement for the debates and the touring personnel associated with the main set, i.e. lighting, sound, and staging. In 2000, the Production Manager of the debates contacted the General Office asking for assistance. Using the National Industrial Agreement as a template, representatives of my office facilitated the securing of area standard rates and benefits for the local unions where the debates were to be held, traditionally on college campuses where most of our local unions had no contractual presence.

This process has worked well for the past two Presidential cycles and provided significant employment for our local unions well beyond the debates themselves. In 2004, the debates were held in Miami, Florida, St. Louis, Missouri, Cleveland, Ohio, and Tempe, Arizona. Pink Contract employees were engaged under the Industrial Pink Contract and received benefit contributions of 20% of their gross wages, which were directed to the IATSE Annuity Fund.

STAGECRAFT-TOURS-ORGANIZING

In September 2002, Representative Sanders was assigned to visit the crew of *Seussical the Musical* at Clowes Hall in Indianapolis, Indiana and complete the organizing process. Representative Sanders collected authorization cards, ACT applications, benefits census cards, PAC contributions authorization cards, and dues payments. To complete the process, Representative Sanders swore in all new ACT members. In addition, she

reviewed the use of the Yellow and White Cards with the Head Carpenter and Wardrobe Supervisor.

In June 2003, Representative Sanders was assigned to visit the crew of *Starlight Express* at the Oriental Theatre in Chicago, IL and complete the organizing process. Representative Sanders collected authorization cards, ACT applications, benefits census cards, PAC contributions authorization cards, and dues payments. To complete the process, Representative Sanders swore in all new ACT members. In addition, she reviewed the use of the Yellow and White Cards with the Head Carpenter and Wardrobe Supervisor.

In December 2003, Representative Sanders visited the crew of *Oliver* at the Ordway Theatre in St. Paul, MN and complete the organizing process. Representative Sanders collected authorization cards, ACT applications, benefits census cards, PAC contributions authorization cards, and dues payments. To complete the process, Representative Sanders swore in all new ACT members. In addition, she reviewed the use of the Yellow and White Cards with the Head Carpenter and Wardrobe Supervisor.

In January 2004, I assigned Representative Sanders to visit the crew of *Oklahoma!* at the Orpheum Theatre in Minneapolis, MN and complete the organizing process. Representative Sanders collected authorization cards, ACT applications, benefits census cards, PAC contributions authorization cards, and dues payments. To complete the process, Representative Sanders swore in all new ACT members. In addition, she reviewed the use of the Yellow and White Cards with the Head Carpenter and Wardrobe Supervisor.

In October of 2004, Representative Sanders met with the crew of *Crazy for You* at the Victoria Theatre in Dayton, OH. All crew members signed authorization cards for representation. Those were forwarded to Vice President Lawlor who will continue the process with Troika management. At least two members of the crew currently hold cards in IATSE locals. All of them have worked through a local at some time in their work experience so they are familiar with the IA.

IATSE TERM AGREEMENTS

When I was elected to my first term as your International President, there were a total of two term agreements held by the International. The first agreement—with The League of American Theatres and Producers, Inc.—had been in place for decades and covered road personnel traveling under the “pink contract.” The second agreement—the Hollywood Basic Agreement—had also been in existence for decades.

The number of Term Agreements held by the International now stands at nearly 1,200 and spans all our Divisions—Stage Craft, Trade Show, and Motion Picture and Television Production. A number of these agreements have resulted from organizing efforts, while others were sometimes negotiated with large corporate employers that had engulfed smaller companies with which some of our locals had once enjoyed a relationship.

These term agreements are all administered by the International from the General Office in New York, and I am pleased to report that we continue to negotiate term agreements to ensure the best wages and conditions for our membership.

IATSE NATIONAL BENEFIT FUNDS

As Chairman of the IATSE National Benefit Funds, I am pleased to present the following report to you about the Funds since the last convention held in 2001.

The growth of the Funds continues on a steady and rapid pace. Total contributions at the end of 2004 have reached over \$75 million for all the Funds; which represents a 150% increase since 2001. Total assets for the Funds as of December 31, 2004 are \$405,886,578.00.

Many important changes have happened since we last met. As we move through the beginning of the 21st century, more and more Locals have looked toward the National Funds for solutions to the difficult task of procuring vital health and retirement benefits for their working members. It has always been a goal of, and continues to be a focus of this office to insure that IATSE workers from coast to coast can rely on us to meet or exceed their needs when it comes to benefits. The Funds continue to provide robust, comprehensive benefits that are affordable, and more notably, obtainable by many of our constituents and their families.

■ 2002 saw the addition of Pension Plan C and a 401(k) Plan. These two new Funds were added so that those individuals working on Area Standards Agreements now have the ability to build retirement benefits.

As a direct result of the rapid growth of the Funds in its overall assets, contributing employers, participating Locals and the number of participants enjoying health and retirement benefits, enhancements

have begun to take hold with the Funds' operations and its' benefit programs. These will continue to expand with a goal toward maintaining highly competitive levels of benefits, enhanced participant services, added informational resources and the adoption of technology which will bring the Funds operation on a par with the desires and needs of its' participants.

The Funds are now governed by sixteen (16) Trustees, eight (8) representatives from Labor and eight (8) representatives from management. The Funds are being managed by an Executive Director and five (5) Directors who have the experience and vision to guide the operations in a more effective and responsive manner. Staff has been added and the Trustees have approved the hiring of additional staff so that the anticipated changes will occur as seamlessly as possible. The Fund's office operation will be relocating to larger quarters to house added staff, new computer systems, and the technology needed to properly perform the services envisioned by the Board while maintaining timely handling of the day-to-day functions.

■ 2004 brought us some of the following improvements:

- More timely crediting of employer contributions to participants accounts
- An extended period in which a participant has to respond to the Quarterly CAPP statements
- Reminder cards alerting participants to respond timely to their CAPP statements
- Clearer quarterly statements containing important Plan information

- Distribution of Health and Welfare Plans A & C Summary Plan Description Booklets
 - A national dental PPO network was added, Guardian, which has successfully lowered covered participants out of pocket costs
 - The Annuity and 401(k) Funds transitioned from Putnam to Prudential Financial Services in October 2004. Expanded investment offerings are available to all participants with easily accessible Website and Interactive voice services.
 - Davis Vision added over 9,000 optical providers nationwide so that participants have greater access to participating vision providers
 - Staff was added to help answer calls more quickly and process requests
- 2005 and beyond will bring many significant changes that will allow participants, Locals and employers easy access to critical information. Some of the vision for the future is:
- A participant services department to rapidly answer phone inquiries and handle requests for forms, address changes, general information, etc.
 - An interactive phone system to allow for some automated responses to cut down a participant's time on hold
 - The Funds website went live on July 1, 2005. As we go forward, the site will become an interactive website where participants can look up their work history information, view

their CAPP account balances, as well as communicate with the Funds office. Participants can download forms and view and print Plan documents, view FAQ's, make address changes, link to carriers, and more.

- Effective with the October 2005 quarter, Health and Welfare Plan C participants will be able to make CAPP co-payments online using Mastercard and Visa.
- Locals can download Trust Acceptance Documents and other forms. Soon they will be able to view an employer's contribution history to insure that timely contributions are being made and credited.
- Employers will be able to electronically send contributions and reports to the Funds office ensuring that credit is given timely to all participants

In addition, the Health and Welfare Fund is pleased that it was able to add an Employee Assistance Program, administered by Pacificare. This program allows for all enrolled participants and their families (whether or not you have family coverage) to access counselors for a wide array of situations, including financial counseling, elder care and child care resources, mental health services, legal resources, etc.

This is just a sampling of what has occurred and is being envisioned for the future of our Funds. I, as Chairman of The Board of Trustees, along with my fellow Trustees understand the commitment necessary to maintain these benefits for IATSE members and

will continue to strive to bring the best possible packages and services to you.

ORGANIZING DEPARTMENT REPORT

Sports Broadcasting

During the period between Conventions we have continued to expand on the jurisdiction in the broadcast industry that was described in the last President's Report. At the time of the 2001 Convention, the IATSE represented freelance sports broadcast technicians in four markets: Washington State, Los Angeles, San Diego and Texas under 5 contracts. A significant amount of the Department's efforts have been focused on expanding this jurisdiction, not only into new geographic areas but also to solidify control in markets where we already have a presence.

In Washington State and Texas, where we had existing agreements with NMT, representation elections were held for employees of PSN, a crewing service, and Lone Star Mobile, a trucking company. We had previously lost elections involving both employers. In these elections, employees voted in favor of IATSE representation. Contracts have been executed with both employers, thereby securing that the vast majority of work in both markets will now be done under contract.

New markets where we've obtained contracts include the San Francisco Bay Area, New York and Phoenix. Shortly following the last Convention, the Bay Area Freelancers Association, an independent union which represented freelancers in that area, voted to affiliate with the IATSE. Their contract with SAMMCO, the local crewing service, covers virtually

all work in their market. In New York, employees of Fox Sports Net New York voted in favor of representation and the Yankees Sports and Entertainment Network voluntarily recognized the union. Contracts have been executed with both. In Phoenix, Fox Sports Arizona and Burke Brothers Productions, LLC voluntarily recognized the union. FSAZ telecasts the Arizona Diamondbacks and Burke Brothers Productions provides crews for the Phoenix Suns. TRO, another crewing service based in Phoenix, has also been signed.

In Chicago, a representation petition was filed for an election with Comcast, which recently purchased the telecast rights to every professional sports team in the market. Due to the interpretation of recent case law related to joint employer relationships by the regional NLRB office, we were forced to withdraw that petition and refile for an election with TRIO, the trucking company that supplies Comcast with crews. In the three-way election including the IBEW, we prevailed by a three-quarters majority. Negotiations with TRIO for the first contract have begun. Once concluded, Chicago will be home to our seventh sports broadcast charter.

There are organizing committees active in several other markets throughout the US.

One development of particular note is the evolution of our bargaining in this field. Prior to the last Convention, all of the collective bargaining agreements were held with either crewing services or trucking companies that provide the broadcast equipment. We are now focused on organizing and bargaining directly with the broadcast outlets that own

the rights to telecast the games. New contracts with Fox Sports Northwest, Fox West, Fox Texas, Fox Sports Net New York and the YES Network are indicative of this trend.

The challenges involved the sports broadcast industry go beyond merely organizing and bargaining. New local unions have been chartered in each market in order to accommodate the prevalent employment structure. These locals are vertically structured, representing all job classifications involved in the show. As a result, it has been necessary for International Representatives to remain involved in the administration of both the local unions and the contracts.

As a result of our organizing successes, we now have six locals dedicated to sports broadcast in addition to the Los Angeles locals. Since the last Convention, we have expanded from 5 to 14 contracts covering sports broadcast technicians.

Stage

The last four years have also seen progress organizing in the stagecraft area. Stage, wardrobe and scenic employees have been successfully organized at a number of traditional proscenium facilities (a comprehensive list concludes this portion of the President's Report). However, there is still considerable work to be done. LORT, for the most part, remains unrepresented, and there are numerous facilities in small markets that have developed non-union labor pools.

We continue to attract employees of amphitheaters. In Pittsburgh, an umbrella contract was negotiated following the organizing of the IC Lite Amphitheater. The new contract covers all the facilities in the city where Clearchannel is the promoter, includ-

ing the downtown clubs. Other Clear Channel amphitheaters we've organized include Darien Lake in Buffalo, New York, the Tampa Bay Amphitheater in Florida, Sound Advise Amphitheater in Miami, Oak Mountain Amphitheater in Birmingham, AL, and Nissan Pavilion in Virginia. All of these involved either the displacement of a labor contractor or the elimination of a members-only contract and each concluded with a contract directly between the International and the employer covering all employees. These examples demonstrate the value of aggressive organizing in not only establishing more favorable terms and conditions of employment but in eliminating competing labor sources. While there were new members admitted into the locals as a result of these successes, there was also a net increase in job opportunities for the existing members. In some of these cases, once the labor contractor was eliminated there was no other source for stage hand labor outside of the local union.

Recently, several of our stage locals have adopted a set of policies intended to form the basis of a long-term organizing structure based upon union outreach. These policies set forth for the local membership and prospective new members how the locals will deal with the membership status, financial obligations and referral system placement of newly organized workers. Recognizing the difference between organizing currently employed stagehands versus admitting new members who come to us seeking employment, the policies are intended to eliminate impediments to organizing that exist by virtue of applying the rules of admit-

ting the latter to organizing the former. Prospective new members are assured that upon the execution of a contract with their employer, they will be offered full journeyman membership without test or vote, local initiation fees and International processing fees will be waived and they will retain preference of employment with the employer that is organized. These policies have been applied successfully in isolated instances with workers who were already predisposed to want our representation. Initial responses among workers who are employed in regions where there has traditionally been an acrimonious relationship with their local union counterparts has been encouraging.

The contagion of labor contractors discussed below emphasizes the necessity of our aggressively organizing rather than simply responding to those workers who come to us seeking help.

FILM ROMAN

In late 2004, the IATSE Local 839 was certified as the exclusive representative for the animation employees working at Film Roman. This is a campaign that started nearly fifteen years ago. In 1991, when the Company had only thirty employees, an election for union representation was lost. Through the ensuing years the Union kept in contact with the employees. Then, in 2002, the Company cut benefits of the employees. This time, the employees knew they needed union representation. Despite a vicious anti-union campaign by the Company, the employees voted by 89% in favor of representation by Local 839. In January 2005, the parties began negotiations. The union had a

rank and file committee of nineteen employees assisting the Union Representatives through the tumultuous negotiations. The company even reneged on the negotiated meal breaks. Health care benefits were a main issue at the table. The employees voted in favor of a strike if necessary to get a decent contract. Ultimately, in January 2005 the employees unanimously ratified the new collective bargaining agreement. The new contract will cover between 210 and 230 employees. Beginning March 1, 2005, Homer Simpson will now be in a union show.

WEST COAST OFFICE

Since the July 2001 64th Convention held in July 2001 in Chicago, Illinois, the IATSE West Coast Office continues to undergo several changes and additions to the staff.

Currently the West Coast Office is staffed with eight (8) International Representatives, of which two are Stage Craft Representatives, including Bob Trombetta, who, as of January 2005, returned from assignment at Local 720 in Las Vegas, where he was based for several months while the Local was in trusteeship. It is also home to newly appointed Legal Counsel for the West Coast Office, James Varga who joined the IATSE staff in August 2004. Varga was formerly with the firm of Weinberg, Roger & Rosenfeld where he spent many years as a labor attorney. In addition to the above, the IATSE West Coast Office has employed the following new staff employees as International Representatives: Publicist Lindajo Loftus; Gavin Koon, formerly Business Representative of the Scenic Artists Local 816 (now 800); Steven Aredas, a former camera assistant

with several years of production experience; and lastly, Ron Garcia, who joined our staff in January 2005. Ron comes to us from UNITE-HERE and is experienced in organizing, mediation and dispute resolution, and is bilingual, speaking both English and Spanish. Each International Representative will be active in the representation and organizing of IATSE jobs and facilities.

The West Coast Office also houses the IATSE Special Department—California Branch, now headed by International Vice President Michael F. Miller, Jr.

Producer—IATSE Basic Agreement of 2003

A new Basic Agreement was negotiated effective August 1, 2003 to July 31, 2006. Negotiations were held early in an attempt to avoid the disastrous effects of an industry slowdown by producers prior to the agreement's expiration. Such a move would diminish their exposure in the event of a strike, and would result in substantial

harm to the members and to the industry at large.

The IATSE's basic objectives in the negotiations were to obtain substantial increases in the basic pension plan and in payments to the Individual Account Plan, to obtain additional checks to retired members, to maintain the existing health plan as to eligibility and benefits for active and retired members, and to obtain jurisdiction over the Internet. This new agreement fulfills all these objectives. The basic pension plan benefits are increased, retirees will receive a 13th and 14th check, the Health Plan is maintained, there are scheduled percentage increases ultimately raising the IAP to 5% plus 30.5 cents per hour, and we have language that will extend the IATSE's jurisdiction and agreements to the Internet. In addition, when reserves to the Actives health plan exceed 12 months (20 months for the Retirees plan), excess amounts have been distributed to the Individual Account Plan (essentially



President of Local 665 Al Omo, International President Short and Business Agent of Local 665 Donovan Ahuna.



an annuity-style defined contribution account) on behalf of the participants. To date this formula has yielded better than four hundred and fifty million dollars (\$450,000,000). This money will provide additional security and comfort for those covered recipients.

In an effort to capture non-union work and to promote indigenous production, particularly in the area of low-budget television, two new side letters were negotiated. The first side letter provides special conditions for one-hour episodic television series and half-hour and one-hour pilots. The second provides for special conditions on low-budget, single-camera, half-hour series. The agreement was entered into with the proviso that other workers in the industry would agree to share the burden, accepting the same terms as the IATSE and reaping the same benefits.

A number of modest changes were made to the health plan, but in light of the overwhelming increase in

the costs of health care and prescription drug benefits, the IATSE fared well and the Motion Picture Industry Pension and Health Plans remain the best benefit plans administered by any union or guild in the entertainment industry.

Other details of the agreement include wage increases of .504 per hour effective August 3, 2003; two and one-half percent (2.5%) effective August 1, 2004; three percent (3%) effective July 31, 2005 (the latter two increases are compounded). Over the term of the agreement an additional .504 per hour will be paid into the Defined Benefit Plan by the last year of the agreement, making it likely that the Plan's Directors will grant a 15% increase in the active's pension.

- Eliminated the limitation on hospital stays .
- Reduced chiropractic and acupuncture visits to twenty (20) annual visits each;
- Prescription Drugs:

(i) The co-pay for Active Participants' retail purchases shall be increased to \$10.00 for generic drugs, \$15.00 for brand name drugs and \$25.00 for "super brand" named drugs based on a thirty-day supply and mail order purchases. For a ninety-day supply the co-pay will be \$20.00 for generic drugs, \$30.00 for brand name drugs, and \$36.00 for "super brand" named drugs.

(ii) The co-pay for prescription drugs for Retirees' retail purchases are \$3.00 for generic drugs and \$5.00 for brand name drugs based on a thirty-

day supply and mail order purchases. For a ninety-day supply the co-pay will be \$6.00 for generic drugs and \$10.00 for brand name drugs.

- An enforcement policy was implemented by the Plans to coordinate medical coverage where the member's spouse has another employer's health plan. There is no effect on duplicate coverage for dependent children.
- "On Call" employer contributions increased and are now based on 60 hours per five day work week; 67 hours per week for a six-day work week; and 75 hours per week for a seven-day work week.

In addition, contributions into the health plan will increase by .204 per hour to the Active's Health Plan and .054 per hour to the Retired Employees Fund over the course of the agreement. Clearly, the priorities set for these negotiations are shared by the membership, which overwhelmingly ratified the agreement by a vote of better than 80% in favor.

FOX SPORTS INTERNATIONAL

Fox Sports International is a unit of approximately 50 technicians working as Supervisors, Technical Directors, Tape Operators and Associate Directors. This unit was organized in October 2004 and a NLRB election was held. The Union prevailed by a 46-1 margin. Negotiations were completed in June 2005 containing typical first contract items such as Union Security, grievance and arbitration language, scope of work, recognition, meals periods among others. The IATSE was able to protect the current health and pension plans for staff employees, pro-



Delegate Kim Gottlieb-Walker of Local 600

vide an annuity contribution for all employees and provide for health contributions for daily hires. Our members, who are represented by Local 700, have received wage increases that range from 15% to 35% and will increase by 3% annually. This contract brings these longtime F.S.I. employees in line with the industry standards in the Los Angeles area.

DISNEYLAND HAIR AND MAKE-UP UNIT

At the request of the Hair and Make-Up unit at Disneyland, SEIU 1877, Disneyland Resorts, and the IATSE agreed to transfer the representation of approximately 35 Hair and Make-Up personnel from SEIU to the IATSE.

The first attempt to move the unit started in 1999 was stalled by issues that arose between SEIU and Disneyland Resorts. In late 2004, the unit, SEIU, and Disneyland again agreed to transfer the unit to the IATSE. Based upon the theatrical nature of the work, Local 706 given representation of these workers.

Due to a large difference between the initiation structures of SEIU and Local 706, Local 706 amended its Constitution to reduce the initiation fee for this Theme Park category.

An election was held on June 17, 2005 with 100% of the unit voting to change representation from SEIU to IATSE Local 706.

A letter signed by Disneyland Resorts and Local 706 acknowledging the transfer has been executed and Local 706 will sign the agreement with Disneyland Resorts (Disneyland Master Services Agreement). The two-year agreement will be in force until March 2007.

CANADA

Local 822 Toronto—Theatrical Wardrobe, Hair Stylists & Make-Up Artists

No other local union in Canada has achieved the recent successes in organizing new venues and bringing individuals working in their crafts into membership as Local 822.

On July 1, 2003, Local 822 merged with Local 800 (Toronto—Theatrical Hair and Make-Up). The merger of these two Locals has been an unmitigated success. A larger, united membership has allowed the Local to better represent its members by organizing venues and negotiating collective agreements with those venues.

With the assistance of the International, Local 822 has managed an impressive number of successes both in organizing and in improving the terms and conditions of their existing collective agreements.

Local 822, with the assistance of the International, has organized and/or secured agreements with following major venues in Toronto:

- Mirvish Enterprises (Princess of Wales and Royal Alexandra Theatres)
- CanStage (Bluma Appel, BerkeleyStreet Theatre and High Park)
- Roy Thomson Hall / Massey Hall
- Maple Leaf Sports and Entertainment Ltd. (Air Canada Centre)
- The Canadian Opera Company
- Clear Channel Entertainment (City of Toronto)

In the last year alone, Local 822 was successful in three additional organizing drives. The local recently certified the Canadian Opera Company with respect to wardrobe. This secures bargaining rights at the Hummingbird

Centre and the new Four Seasons Opera Centre, which is presently under construction in downtown Toronto. The Local had previously secured bargaining rights with the Canadian Opera Company for hair, wig and make-up, so this recent certification ensures the entire bargaining unit will be covered by a collective agreement.

With the assistance of the International, Local 822 was able to secure a voluntary recognition agreement with Taurpro Entertainment Inc., a Toronto-based production company. This was achieved only after the Local filed an application for certification, followed by a related employer application naming Taurpro and Cookin 04 Inc. The Local was required to file these applications as it was unclear which entity was the employer of the wardrobe personnel working on a production of Cookin' at the Cookery at the New Yorker Theatre.

Taurpro Entertainment Inc. and Cookin 04 Inc. raised a number of legal challenges to the applications. Prior to the scheduled hearing, however, Local 822 was able to negotiate a settlement in which it was recognized as the bargaining agent for wardrobe, hair, wig and make-up artists employed by Taurpro Entertainment Inc. and Cookin 04 Inc.

On December 21, 2004, Local 822 filed an application to certify all wardrobe, hair and makeup personnel working for Ross Petty Productions. The representation vote was conducted by the Ontario Labour Relations Board on December 31, 2004. The Local won the vote unanimously and was certified as bargaining agent on January 13, 2005. The International is assisting the Local in negotiating a first collective agreement.

Local 828 Province of Ontario Scenic Artists and Propmakers

The 839-seat Grand Theatre in London, Ontario first opened its doors at its present location over 100 years ago. With the assistance of the International, Local 828 began an organizing drive seeking to represent property builders and scenic artists. The Local was able to sign sufficient membership cards, and an application for certification was filed with the Ontario Labour Relations Board. Local 828 won the representation vote with a strong majority and was certified by the Labour Relations Board on November 12, 2003.

The International assisted the Local in its negotiations with the Grand for a first collective agreement. The agreement is for two years and introduces health benefits as well as a retirement plan. Wage rates increased by as much as 28% over the two years of the agreement for some categories of employees. The Local was also able to negotiate dramatic improvements for overtime.

The Local commenced an organizing campaign of the National Ballet of Canada in the fall of 2004. A sufficient number of membership cards were obtained and an application for certification was filed with the Ontario Labour Relations Board. On October 6, 2004, the Ontario Labour Relations Board released its decision granting bargaining rights to Local 828 for scenic artists and prop makers employed by The National Ballet of Canada. The International assisted the local in securing a first collective agreement.

Proposed National Retirement Plan

The General Executive Board endorsed the creation of an IATSE

National Canadian Retirement Plan. The General Executive Board approved the providing of financial assistance to retain legal counsel and consultants to help create a national plan that will allow all locals to meet their fiduciary responsibilities by obtaining superior administration while enjoying significantly reduced management fees.

Local 891 has spent the last four years working with legal counsel and consultants to create a viable retirement plan. A working committee comprised of the International, local representatives, legal counsel and consultants has been formed to examine the Local 891 Plan in order to make the necessary changes to transform it into a national retirement plan. The Committee has reviewed plan design issues, legal and tax implications, plan administration and plan governance. Plan documents are in the final stages of being drafted. Announcements of locals agreeing to participate in the national plan are expected in the near future.

Canadian National Motion Picture Negotiations

On September 8, 2003, the Canadian Film and Television Production Association (the "CFTPA") wrote to IATSE Locals 669 and 667 regarding the commencement of what was described as a national collective agreement, outside of British Columbia, with respect to camera personnel. The CFTPA indicated that it was also writing on behalf of the AMPTP and its member companies.

Locals 667 and 669 advised the International of the correspondence from the CFTPA and requested assistance from the International in meeting with the CFTPA and the AMPTP

and in any subsequent bargaining that might take place.

On September 11, 2003 I advised both Locals that any negotiations with the AMPTP and CFTPA must include all of the Canadian locals engaged in motion picture and television production. The Locals were also advised that, in accordance with Article Nineteen, Section 30 of the International Constitution, a representative of the International would participate in any negotiations and that no collective agreement would be executed without the signature of a representative of the International. This letter was copied to the AMPTP and the CFTPA.

Locals 212 and 210 were subsequently approached by the CFTPA to commence negotiating a term agreement for motion picture production in the province of Alberta. Once again the locals advised the International and responded to the request by the CFTPA that they would not be participating in any negotiations unless they involved the International and included all Canadian locals engaged in motion picture and television production.

STATUS OF VARIOUS LOCAL UNIONS

The following is an extensive list of new locals and mergers of local unions since the last Convention. These mergers are consistent with our continuing efforts to protect and insure our jurisdiction in all areas of the United States and Canada and to strengthen our affiliated locals so as to enable them to more effectively represent their members. It should be pointed out that under the International Constitution, Article Nineteen, Section 29, the International

President has the power, after a hearing or investigation, and with the approval of the General Executive Board, to effect mergers of local unions where it is found that an existing local or locals are unable to discharge their duties properly or that the merger of two or more locals would be in the best interest of the members of such locals and the Alliance. It is significant to note that the majority of mergers that were consummated since 2001 were entered into voluntarily by the affected locals, with the assistance of International Representatives.

LOCAL NO. 500, SOUTH FLORIDA

Pursuant to my instructions in October of 2001 an investigation was conducted of the six South Florida Locals: Local 316, Projectionists, Miami; Local 545, Stage, Miami; Local 623, Mixed, Palm Beach; Local 646, Mixed, Fort Lauderdale; Local 827, Treasurers & Ticket Sellers, Miami; and Local 853, Wardrobe, Miami. International Representatives were assigned to examine all financial records of the locals for the last two years.

In addition the locals were asked

to have available "a list of the theaters in the local's jurisdiction and a description of what efforts, if any, have been made to organize any non-union venues in the last two years."

The investigations were carried out by International Representatives Deborah Reid, Lou Falzarano, Joanne Sanders, International Vice President James Wood, International Vice President and Co-Director of Stage Craft Michael J. Sullivan, Trade Show Director William E. Gearns, Jr. and Special Representative Jack Beckman. Also assisting in the investigations was former General Secretary-Treasurer

New Locals:

T-B-7	Denver, CO
T-B-29	Philadelphia, PA
T-B-32	San Jose, CA
TBSE-100	New York, NY
TBSE-119	Bay Area, San Francisco, CA
S-285	Norfolk-Virginia Beach-Chesapeake-Portsmouth, VA
S-500	South Florida
TBSE-748	State of Arizona
ADG&STGA-800	Los Angeles, CA
M-824	Athens, GA
AMPE-930	Minneapolis-St. Paul, MN

Mergers:

B-73	Toronto, Ontario, CN Merged into B-173 Toronto, Ontario, CN
M-94	Norfolk-Virginia Beach-Chesapeake-Portsmouth, VA merged into M-264 Newport News-Hampton-Williamsburg-Norfolk-Portsmouth-Virginia Beach-Chesapeake, VA
M-179	Williamsport, PA merged into M-636 Lewiston-State College-Huntington-Altoona-Williamsport, PA
O-144	Memphis, TN merged into S-69 Memphis, TN
M-191	Cedar Rapids-Waterloo, IA merged into M-690 Iowa City-Cedar Rapids-Waterloo, IA
O-228	Toledo, OH merged into S-24 Toledo, OH
O-230	Denver, CO merged into S-7 Denver-Boulder, CO
MPP,O&	Sacramento-Marysville

VT-252	Chico, CA merged into S-50 Sacramento-Chico-Stockton-Marysville, CA
O-294	Phoenix, AZ merged into S-336 Phoenix-Prescott, AZ
VT-302	Calgary-Edmonton, Alta., CN merged into S-210 Edmonton and S212, Calgary, Alta., CN
O-303	Hamilton, Ontario, CN merged into S-129 Hamilton-Brantford, Ontario, CN
BPBD-3038	New York, NY merged into EE-829 New York, NY
MPP,O& VT-316	Miami, FL merged into S-500 South Florida
M-349	Lima-Piqua-Troy-Sidney, OH merged into S-24 Toledo-Lima-Marion-Bowling Green-Tiffin-Findlay, OH
O-376	Syracuse, NY merged into S-9 Syracuse, NY
O-380	Oklahoma City, OK merged into M-387 Lawton-Oklahoma City, OK
M-403	Sunbury-Lewisburg-Selinsgrove-Bloomsburg, PA merged into M-636 Lewiston-State College-Huntington-Altoona-Sunbury-Lewisburg-Selinsburg-Bloomsburg-Johnstown, PA
M-474	Rome Oneida-Utica, NY merged into S-9 Syracuse-Rome-Oneida-Utica, NY
M-498	Kansas City-Topeka-Lawrence-Emporia, KS/Kansas City, MO merged into S-31 Kansas City-St. Joseph, MO/Kansas City-Topeka-Lawrence-Emporia, KS
M-505	Waltham, MA merged into S-11 Boston-Waltham, MA and O-182 Boston-Waltham, MA
MPP,O& VT-513	Tulsa-Ponca City, OK merged into S-354 Tulsa-Ponca City, OK
S-545	Miami-Key West-Florida Keys-Marco Island, FL merged into S-500 South Florida

M-552	St. Petersburg, FL merged into M-321 Tampa-Clearwater-Lakeland-St. Petersburg, FL
M-561	Johnstown, PA merged into M-636 Lewiston-State College-Huntington-Altoona-Sumburg-Lewisburg-Selinsburg-Bloomsburg-Johnstown, PA
O-576	Mansfield, OH merged into MPP,O&VT-364 Akron-Mansfield, OH
O-577	San Bernardino-Riverside-Pomona-Redlands, CA merged into O-150 Los Angeles-San Bernardino-Riverside-Pomona-Redlands, CA
M-623	West Palm Beach-Fort Pierce-Manalapan-Jupiter, FL merged into S-500 South Florida
M-646	Fort Lauderdale-Boca Raton-Hallandale-Hollywood, FL merged into S-500 South Florida
MAH-800	Toronto, Ontario, CN merged into TWU- 822 Toronto, Ontario, CN
SA-816	Los Angeles, CA merged into ADG & STGA-800 Los Angeles, CA
P-818	Los Angeles, CA merged into C-600 United States
T&T-827	Miami, FL merged into S-500 South Florida
M-851	Maryville-Alcoa-Gatlinburg, TN merged into S-197 Knoxville-Maryville-Alcoa-Gatlinburg, TN
TWU-853	Miami, FL merged into S-500 South Florida
AD-876	Hollywood, CA merged into ADG&STGA-800 Los Angeles, CA
TWU-910	Wichita, KS merged into M-190 Wichita-Hutchinson, KS

Michael W. Proscia and myself. After the investigations were completed, detailed reports were submitted to me by the Representatives.

On November 19, 2001 a hearing was held to determine if the best interests of the membership of the six local unions would best be served by a merger of the local unions. All of the six affected locals were asked to attend and indeed all sent representatives to the hearing. Based upon the recommendations of the Hearing Officer, William Earns, on January 19, 2002, I determined to merge Locals 316, 545, 623, 646, 827, and 853 into a newly chartered Mixed Local 500 in accordance with Article Nineteen, Section 29, Sub-paragraphs "a" and "b" of the International Constitution and Bylaws and pursuant to ratification by the General Executive Board. The three principal officers of each of the six merged locals all signed the "Application for Charter Form", and there were no appeals filed. The new Local's offices would be that of former Local no. 646 in Fort Lauderdale, Florida.

The geographical jurisdiction of Local 500 would include all areas in the geographical jurisdictions of former Locals 545, 623, and 646; which extends from Vero Beach in the north to Key West in the South.

The three Business Agents, Daniel Bonfiglio of Local 545, John Dermody of Local 623 and Alice Rennie of Local 646 were all retained to work at Local 500. In addition the two staff persons at Local 646 were retained, as well as the Secretary-Treasurer from Local 545.

International Representative Louis Falzarano was assigned as the Representative in charge of day-to-day operations at Local 500, but he

worked under the direction of International Vice President and Co-Division Director of Stagecraft, Michael J. Sullivan, International Vice President and Co-Division Director of Stagecraft Brian Lawlor, and Division Director of Trade Shows, William E. Earns, as well as reporting directly to the International President.

IATSE GENERAL OFFICE

Over the past several years the International's headquarters in New York City has undergone many changes and has experienced tremendous growth in both work production and staffing.

In November 2001 the General Office was relocated to our current home at 1430 Broadway where our space requirements are now met with a greater comfort. The lease for our office space runs through the year 2014.

In the past year we also leased some additional storage space in our current office building which has allowed us to bring our offsite storage back to the same building in which our offices are located. The lease for the storage space runs concurrent to that of our office space.

The relocation of the General Office was an arduous process with many challenges that were compounded by the tragedy of September 11, 2001. I want to take this opportunity to express my appreciation to Retired International Representative Joseph S. Petruccio, Office Manager Colleen Paul, Assistant to the Editor MaryAnn Kelly and the entire General Office staff for their untiring efforts in meeting those challenges and making the move as smooth and fast as possible.

THE OFFICIAL BULLETIN

The *Official Bulletin* is the oldest and most widely received communication vehicle of the International.

In 2004, the *Bulletin* was redesigned in its look and layout to enhance the publication and lead it into its natural progression to its current form of a full color magazine.

The various Divisions of the International contribute to its content with articles and information being published under our Bulletin departments—On The Road (Stage Craft); On Location (Motion Picture and Television Production); On The Show Floor (Trade Show); and On The Air (Television and Radio Broadcasting). We have also added an email address for Bulletin submissions—bulletin@iatse-intl.org.

In addition, the International has been registered with the United States Postal Service for its Address Change Service Program which enables the General Office to receive address changes electronically. This has allowed the International to reduce the cost of Bulletin returns from 70 cents to 20 cents per return, not to mention the increase in staff efficiency by eliminating the need for manual data entry.

I am pleased to report that the Official Bulletin has been recognized as an award-winning publication by the International Labor Communications Association's (ILCA) Annual Journalism Awards Contest. The Bulletin has been awarded Second Prize for Best Use of Graphics in a Feature Article ("Bringing Hollywood to Life") from the 2005 ILCA Media Contest Award; First Prize for Best Feature and Second Prize for General Excellence, from the 2001 Contest.

I wish to thank General Secretary-

Treasurer James B. Wood and Assistant to the Editor MaryAnn Kelly for their dedication and efforts in making the Bulletin one of the International's most valuable assets in communicating with our members.

IATSE WEB SITE

In 2003, under the guidance of General Secretary-Treasurer James B. Wood, and with the assistance of Assistant to the Editor MaryAnn Kelly, the International launched a redesigned web site with its new Web site address, www.iatse-intl.org

The site was totally redesigned for greater graphic enticement and increased visitorship. Our animated introductory sequence has enhanced the site both visually and audibly.

In addition to enabling visitors to contact us through our Web Master's email address, we have added to the site an email address for the IATSE's Organizing Department which has received many inquiries and proved to be a valuable resource for organizing leads.

Last year we added features such as "Election 2004" to increase the participation level of our membership in federal elections and to encourage voter registration. In addition, IA members can take advantage of our online IATSE-PAC contribution link. In order to provide our delegates with the most up-to-date convention information, we added a "Convention 2005" section to the site this year.

The "History Timeline" on the site, which was originally compiled from the International's 100th Anniversary book (1993), will continue to be updated and will grow as this Alliance progresses throughout this millennium.

Since 2002 the IATSE Web site has

been administered in-house at the General Office in New York which has allowed us to have information placed on the site in a more timely manner. I would also note that the number of daily hits to our site has doubled since 2002.

In 2005, in its debut in the International Labor Communications Association's (ILCA) Annual Journalism Awards Contest, the IATSE's official web site received Second Prize for General Excellence in its category.

ALLIANCE FOR ECONOMIC JUSTICE

As part of my commitment to see that the membership of this Alliance is properly represented on all fronts, I made a recommendation to the General Executive Board in 2003, that the IATSE join with a dozen other national and international labor organizations to form the Alliance for Economic Justice (AEJ). The AEJ was chartered for three primary purposes: 1) creation and protection of jobs; 2) health care concerns; and 3) issues and concerns relating to trade, and, its secondary purpose is to endorse political candidates who support our positions on those three primary purposes. By joining together in the AEJ all of the various member unions are permitted to reach out beyond their own memberships and work and communicate with each other.

Since it was established, I assigned several representatives to assist in grassroots outreach and mobilization programs to a number of union members leading up to the 2004 Iowa Caucus. Outreach efforts included door-to-door visits, telephone solicitations and mailings from presidents of

the Unions affiliated with AEJ.

In addition to the mailings, door-to-door and phone solicitations, all AEJ released staff participated in rallies held throughout the state in cities such as Marshalltown, Newton and Des Moines, to name a few. I am proud to say that work site and union meeting visits to our own members included Iowa City Local 690, the Capitol Building work crew and the Civic Center work crew. In addition, Des Moines Local 67 representatives attended rallies, and participated in the State Caucus on January 19, 2004.

Considering that the AEJ had only been in existence a short while, the various efforts produced to disseminate information to union members was nothing short of phenomenal and demonstrated the true spirit of the labor movement as we worked together for a common cause. More important is the future impact that the solidarity exhibited by member unions of the AEJ can have on the labor movement in general.

I fully anticipate the continuation of the Alliance for Economic Justice and that the leadership will see the wisdom of maintaining and nurturing this coalition. The possibilities for future political and community mobilization are enormous.

POLITICAL ACTION

The International established its own political action committee, known as the IATSE PAC, so that our members' views on issues of importance to them and the labor movement in general could be heard in Washington and in states and cities vital to the industry in which we work. Through the PAC, the International has become more and more



Delegate Patricia White of Local No. 764, New York, NY

active in the political arena, recently supporting such candidates as Richard A. Gephardt for United States President, Antonio Villaraigosa for Mayor of Los Angeles, and Martin Ludlow for Los Angeles City Council.

Some of our candidates have won and some have lost; however, in each case the International has selected candidates that are friendly to labor and that have demonstrated support for legislative issues that best protect our members and industry.

With our support, Antonio Villaraigosa, who ran unsuccessfully for Mayor of Los Angeles in 2000, was able to defeat the incumbent opponent, James Hahn, in May of this year.

We also backed Richard A. Gephardt in his bid for the United States Presidency in 2004 and together with a number of other national and international labor unions, we participated in grassroots efforts all over the country to put our best foot forward to a man who, during his 28-year tenure in Congress, was always a true friend of working men

and women. Dick Gephardt has retired from his congressional seat now but continues to remember his friends in labor and provides counsel and guidance.

During the upcoming election cycle, the International will support New York State Attorney General Elliott Spitzer in his campaign for Governor of New York, and we will back Andrew Cuomo in his bid to replace Spitzer as New York State Attorney General.

The International has invited Martin Ludlow to speak this week. In 2003, the International supported Martin in his successful bid for a position on the Los Angeles City Council. Martin recently vacated his Council seat in order to assume the position of Executive Director of the Los Angeles County Federation of Labor, a position that became vacant after the untimely demise of our dear friend Miguel Contreras.

Contributions to the IATSE PAC are also used to provide much-needed financial support to incumbent officeholders, whether they be members of the U.S. House of Representatives, the U.S. Senate, or state or local representatives friendly to labor and our members' issues. The financial assistance provided the incumbents on Capitol Hill is guided by the recommendations of the Democratic Leaders in both the House and the Senate.

Our participation in politics is essential. We must be involved in this arena in order to increase our sphere of influence and obtain as much assistance as we can so we may continue to make great strides and maintain our rightful place in this ever-changing society in which we live. Your

voluntary contributions to the IATSE PAC, through contractual check-off provisions and through the individual checks you send in, permit the PAC to continue and expand its increasingly important work.

BECTU

Since 1991, the IATSE has enjoyed a relationship with our counterpart in the United Kingdom, the Broadcast Entertainment Cinematograph and Television Union. With the vast number of employers in our industry being able to produce their product anywhere in the world we know that there is far greater competition out there than ever in terms of who will be awarded the employment. In the past, we in the IATSE have seen our local unions pitted against each other by employers seeking lower wages. We are now seeing those very same employers traveling overseas to employ individuals who perhaps do not always enjoy the same rights and privileges as we in the States or in Canada are fortunate to enjoy, and they seek to employ those individuals at substandard wages and conditions.

Our relationship with BECTU was, for the most part, a relationship of occasional communication which, although extremely important, lacked more definition and action. Representatives of BECTU have visited with us during our last convention and have attended a couple of our General Executive Board meetings, and after meeting with them it was quite evident that the IATSE needed to cultivate this relationship further to establish ways in which we could actively assist each other to ensure that our respective mem-

berships—the hardworking men and women we represent - would continue to flourish economically by protecting their rights to earn employment opportunities with wages, benefits and conditions they deserve.

In 2003, I appointed a committee to meet with BECTU representatives for the purpose of conducting more exploratory discussions as to the benefits our organizations could provide each other's memberships.

CONCLUSION

In this report I have presented to this 65th Quadrennial Convention an overview of the work that has been conducted over the past four years by this administration. It is my opinion that we have come quite a long way since our founding fathers came together 112 years ago and we built on the foundation they created for us.

We have overcome many challenges and face new ones in our future. We have accomplished a great deal and have found that when we come together and unite as one body with the same fundamental goals, we can accomplish even more to benefit our increasing membership.

The IATSE Divisions will continue to provide focus and assistance in their respective areas, and yet, they will also work together for the greater good of all members of this Alliance.

We must continue to communicate with each other, with other labor organizations, both national and international. And, the International will continue to bring information to you through our communication vehicles—the Web site, the Bulletin.

In order to make our voices heard we must also continue, and even increase, our participation in the political world. We must form relationships in this area as we do with our employers.

In closing, I repeat to you now what I stated in my Introduction—I am firmly committed to continue to

build the future of this union that will honor those who came before us and continue to improve the lives of our international membership and earn the gratitude of future generations.

I look forward to working together with all of you, and with your help we can continue to build the future of this great Alliance.

San Diego Local Celebrates 100 Years

On July 8, 2005 at the Holiday Inn San Diego by the Bay, Local 122 held its 100th Anniversary Dinner. The event was attended by Officers and members of Local 122, as well as distinguished guests such as Congressman Bob Filner, Secretary-Treasurer of the San Diego Labor Council Jerry Butkiewicz, and International President Thomas C. Short. Congratulations Local 122!



From left to right (front), International Vice President Anthony DePaulo, International President Thomas C. Short, International Vice President Brian Lawlor and Richard Medhurst, Secretary-Treasurer of Local 122. Back row: Business Agent Daniel Espinoza, President Robert Dougherty, Executive Board Member David Easterling and Vice President Stephen Slater.

IN MEMORIAM



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Ralph H. Bettman July 13, 2005	One	Joseph Robin April 24, 2005	76	Bruce Hoertel December 8, 2004	600	Marie M. Duffy January 23, 2005	700
Richard W. Hancox March 30, 2005	One	Paul Webb April 16, 2005	76	Robert Holden May 16, 2005	600	Robert Golden April 6, 2005	700
Cornelius V. Hannan May 8, 2005	One	Jack Lowenstein April 5, 2005	77	Bob Marshak February 14, 2005	600	Sydney Gottlieb March 10, 2005	700
Michael W. Higham June 5, 2005	One	John Sterr June 24, 2005	77	William Masten May 10, 2005	600	Stephen A. Hope June 8, 2003	700
Joseph Imparato July 24, 2005	One	Robert Otremba March 31, 2005	82	Marlene Mattaschiam March 22, 2005	600	Richard M. LeGrand December 29, 2004	700
Joseph G. Newman March 19, 2005	One	Kerry Bazzler June 14, 2005	174	Bertrand Miles February 1, 2005	600	William G. Lindemann April 25, 2005	700
Donald Primavera, Sr. May 13, 2005	One	Richard E. Benham July 19, 2005	190	Henry Minski April 1, 2005	600	Donald J. McMahon December 22, 2004	700
Donald Van Praagh July 16, 2005	One	Bennie Lance, Jr. April 14, 2005	321	Warren Rothenberger January 31, 2005	600	Robert L. Pearson July 17, 2004	700
Bill Berry March 1, 2005	12	Donald Kerlin February 25, 2005	343	Joshua Weiner February 25, 2005	600	Albert DiPardo January 15, 2005	705
Danny Benson January 12, 2005	16	Harold Schmidt February 5, 2005	343	Steve Albershardt May 24, 2005	631	Delbert Granite March 19, 2005	705
John C. Mulen February 23, 2005	22	Jack E. Brockman July 23, 2004	477	Charles Buchanan January 22, 2005	631	Mike Higa January 12, 2005	705
Charles Peters April 2, 2005	22	Charles E. Buchanan January 14, 2005	477	William Carrasquillo June 16, 2005	631	Kelly Lindquist January 12, 2005	705
Gerald Adams March 12, 2005	44	Robert H. Cooper October 14, 2004	477	Doris Clair October 1, 2004	631	Judie Sarafian January 28, 2005	705
Fred Cramer February 16, 2005	44	Daniel Toups June 30, 2005	478	John McGaughy January 10, 2005	631	Richard D. Smart February 3, 2005	705
Douglas Forsmith March 15, 2005	44	Rosco Chapanar May 28, 2005	495	George Siplin April 27, 2005	631	William Smith November 3, 2004	705
Daniel Hayes February 11, 2005	44	Howard Block February 5, 2005	600	Arthur Carter May 11, 2005	665	Adrienne Wait March 18, 2005	705
Alvin Lindgren November 29, 2004	44	Clifford Concialdo January 27, 2005	600	Elizabeth Michalysyn March 16, 2005	667	Florence Avery January 17, 2005	706
Roger Myers March 1, 2005	44	Sebron Dillon March 15, 2005	600	Leroy Anderson March 2005	683	Norman Cowel March 23, 2005	720
Edward Portukalian December 7, 2004	44	Harry Elatkin March 5, 2005	600	Robert Kaiser March 2005	683	Clyde Davis March 23, 2005	720
Henry Stonecipher February 16, 2005	44	John Elsenbach November 13, 2004	600	David Blangsted January 13, 2005	700	Phillip Dow May 11, 2005	720
Richard Wright March 31, 2005	44	Phillip Foskett March 23, 2005	600	Joyce O. Breeze December 21, 2004	700	Ed Edvalson May 11, 2005	720
Paul A. Daum March 4, 2005	48	Ted Hauser June 8, 2005	600	Robert N. Brown July 17, 2004	700	Joseph Geisbauer May 11, 2005	720
Gary Brown February 2, 2005	76	Marshall Head January 7, 2005	600	Ray M. Connors February 7, 2005	700	Marty Izzo June 19, 2005	720
						Ross Pallone June 19, 2005	720
						Drake Truman January 2, 2005	720

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Warner Tschaggeny	720	Robert E. Kelley	780	George Sipling	835	Carmi Teves	839
Kim Tucker	720	February 27, 2005		April 27, 2005		December 14, 2004	
February 20, 2005		Robert L. Macon	780	Ingrid N. Winders	835	Peter Gee	891
Walter J. Brugger	728	April 21, 2005		March 2, 2005		July 8, 2005	
November 22, 2004		Irene Hamilain	798	Lada Babicka	839	Robert Hewison	891
James P. Porter	728	April 10, 2005		February 8, 2005		March 25, 2005	
January 3, 2005		James Post	798	Danilo DeAsis	839	Kimberley Regent	891
Ted Schwimer	728	April 5, 2005		January 3, 2005		May 10, 2005	
February 7, 2005		Joyce Vincent	798	Vance Gerry	839	Mark Shaver	891
Joseph A. Spitaletto	728	May 21, 2005		March 4, 2005		May 31, 2005	
March 22, 2005		Jules Tonus	828	Kyle Healey	839	Jeff Upton	891
Robert E. Thomas	728	July 5, 2005		December 10, 2004		July 15, 2005	
November 29, 2004		Carl Conatser	834	Anne Hershenburgh	839	Ken Jennings	18032
Arvel Youngblood	728	June 26, 2005		September 24, 2004		April 15, 2005	
March 20, 2005		Kevin Couch	834	Mildred Luukkonen	839	Raymond Reed	AE938
Donna Pearson	751	July 5, 2005		January 31, 2005		November 30, 2004	
February 2, 2005							

Remember Sandy A. Scalco

Sandy A. Scalco, a longtime member of IATSE Local 616, passed away on June 12, 2005 at the age of 94. Brother Scalco's dedicated relationship with the Alliance began in 1934 and spanned 71 years.

He began his career as a charter member of Jasper, Alabama Local 537, where he served as President. In 1935, Brother Scalco transferred to Local 616 (Meridian, MS). This move enabled him to work at his craft full-time, and work he did!

Brother Scalco worked on stage and was a very active member of the Local up until the final months of his life. Running projection for many years, he experienced firsthand its evolution from handcranked equipment and nitrate film to today's technology. He taught many stagehands their craft in Meridian's historic Temple Theater, which maintains a hemp fly system. He was a charter member of the South Mississippi Gold Coast Chapter of the American Theatre Organ Society, an organization whose purpose is to preserve the presence and foster awareness and enjoyment of the American theatre organ.



In 1987 Brother Scalco was honored with the presentation of a Gold Card, and in September 2002 a banquet was held in his honor to award him with the 50 Year Scroll. Brother Scalco accepted both honors with quiet humility.

Brother Scalco viewed service as a gift; a gift he generously gave in support of his Local., Brother Scalco had served as its President, Business Agent, and Secretary/ Treasurer—a position he held for 40 years. He attended over 50 international conventions. Brother Scalco never missed

an opportunity to display his pride and love for the Alliance. The finishing detail on his suits, which he wore often, was his IA lapel pin.

The youngest and only male of eight children, Brother Scalco was born in Birmingham, Alabama on July 10, 1910. He is survived by one sister, 99 years old, and several nieces and nephews. Brother Scalco was a great friend to the IA and Local 616. He will be remembered with gratitude and affection by all of his brothers and sisters in IATSE Local 616, as well as all whom met or worked with him in Meridian.



REMEMBERING JOHN DAVID SKWORCH

John David Skworch, a member of Local No. 122, San Diego, California for 36 years, unexpectedly passed away on May 9, 2005.

Brother Skworch toured for many years as a Production Electrician for numerous yellow card shows. He returned to San Diego in 1988 and became Head Electrician at the San Diego Civic Theatre from 1992 to 1996 and served as Executive Board Member to Local 122 for many years until he retired. John was very active in training and educating apprentice members and many of his training programs are still in effect today. John will be missed by everyone he came in contact with through Local 122. He is survived by his wife, Karon Skworch and son John David Skworch Jr.



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Thank You

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation would like to take this opportunity to thank all the friends, colleagues, members and officers that have made donations in memory of their dearly departed.

For those of you who would like to make a donation, please send your check to the IATSE General Office to the attention of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation.

**Contributor
Edward Powell**

**In Memory Of
Julius Lightfoot**

Support the IATSE-PAC

To give you a voice in Washington, the IATSE has established the IATSE Political Action Committee ["IATSE-PAC"], a federal political action committee designed to support candidates for federal office who promote the interests of the members of IATSE locals and to support a federal legislative and administrative agenda to benefit those members.

If your Local is interested in holding a PAC fund raiser or obtaining documented material regarding the IATSE Political Action Committee, please contact, **in writing**, Deborah Reid at the IA General Office, 1430 Broadway, 20th Floor, New York, NY 10018.

Please complete this form and return it with your contribution to the IATSE General Office. Thank you.

YES! I want to support the IATSE-PAC and its efforts to make the voices of IATSE members heard in Washington. I enclose my voluntary contribution to the IATSE-PAC of:

_____ \$25.00

_____ \$50.00

_____ \$100.00

\$_____ (Other)

(IT IS UNLAWFUL FOR THE IATSE-PAC TO COLLECT MONIES FROM OUR CANADIAN MEMBERS)

Name: _____

Occupation: _____

Local No.: _____

Current Employer*: _____

Mailing Address: _____

*If you are currently between jobs, but usually work for a variety of entertainment industry employers, you may state "Various Entertainment Employers."

All contributions to the IATSE-PAC are voluntary, and not tax-deductible.

A person's contribution to the IATSE-PAC may not exceed \$5,000.00 per year. The contribution amounts listed are suggestions only, and you may contribute more or less than the suggested amount.

Federal Law requires the IATSE-PAC to use its best efforts to collect and report the name, mailing address, occupation and the name of the employer of individuals whose contributions exceed \$200.00 in a calendar year.

The amount contributed, or the decision not to contribute, will not be the basis for the IATSE or any of its locals to benefit or disadvantage the member or his/her family. Neither the IATSE nor any of its locals will retaliate against a member for deciding not to contribute, or based upon the amount of the contribution.

Local Secretaries and Business Agents

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

ADG&STGA Art Directors Guild & Scenic, Title and Graphics Artists

AG&AOE&GA Animation Guild and Affiliated Optical Electronic and Graphic Arts

AMPE Airline Motion Picture Employees

APC Affiliated Property Craftspersons

ATPAM Association of Theatrical Press Agents and Managers

C Camerapersons

CDG Costume Designers Guild

CHE Casino Hotel Employees

E,S&CST Electronic, Sound & Computer Service Technicians

EE Exhibition Employees

EE/BPBD Exhibition Employees/Bill Posters, Billers and Distributors

FAE First Aid Employees

ICG International Cinematographers Guild

LF/VT Laboratory Film/Video Technicians

LF/VT/C Laboratory Film/Video Technician/Cinetechnicians

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

MPEG Motion Picture Editors Guild (inclusive of Editors and Story Analysts)

MPP,AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians

MPP,O&VT Motion Picture Projectionists, Operators and Video Technicians

MPP,O,VT&AC Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts

MPSAC Motion Picture Studio Arts Craftspersons

MPSELT Motion Picture Studio Electrical Lighting Technicians

MPSG/CS Motion Picture Studio Grips/Crafts Service

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

MPVT/LT/AC&GE Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees

O Operators

PC Production Coordinators

PC,CP&HO Production Coordinators, Craftservice Providers and Honeywagon Operators

PST,TE,VAT&SP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists

RTSE&BSE Radio & Television Sound Effects & Broadcast Studio Employees

S Stage Employees

SA Scenic Artists

SA&P Scenic Artists and Propmakers

SDMM Set Designers & Model Makers

S&FMT Sound & Figure Maintenance Technicians

SM Studio Mechanics

SS&CC Script Supervisors & Continuity Coordinators

SS,C&APSG Script Supervisors, Continuity and Allied Production Specialists Guild

SSPOC&CC Script Supervisors, Production Office Coordinators & Continuity Coordinators

SS,PC,CC&PA Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants

TBSE Television Broadcasting Studio Employees

TBR&SE Television Broadcasting Remote & Studio Employees

T&T Treasurers & Ticket Sellers

TW,MA&HS Theatrical Wardrobe, Make-up Artists & Hair Stylists

TWU Theatrical Wardrobe Union

USA United Scenic Artists

ALABAMA

S 078 BIRMINGHAM-J.T. Wilkins, P.O. Box 10251, Birmingham, 35202. (205-251-1312) (Fax: 205-458-8623) Bus. Agt.: Allen Langston.

S 142 MOBILE-Sidney S. Duff, 3609 York Road, Mobile, 36605. (251-479-8096) (Fax: 251-476-9614) Bus. Agt.: Sidney S. Duff.

M 900 HUNTSVILLE-David Hendricks, P.O. Box 12, Huntsville, 35804. (256-536-8025) (Fax: 256-533-6686) Bus. Agt.: Lee Haymes.

ALASKA

S 918 ANCHORAGE-Joanne Bibbins, 430 W. Seventh Avenue, Anchorage, 99501. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Allison Hewey.

ARIZONA

S 336 PHOENIX/PRESCOTT-Pamela Boyd, 7000 N. 16th Street, Suite 120, #502, Phoenix, 85020. (623-465-9374) (Fax: 602-253-4145) Bus. Agt.: Bill Hennessy.

M 415 TUCSON-Teresa Driver, P.O. Box 990, Tucson, 85705. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: William E. Delaney.

SM 485 STATE OF ARIZONA-Rose S. Lujan, P.O. Box 5705, Tucson, 85703-5705. (520-743-8407) (Fax: 520-743-8427) Bus. Agts.: (North) William J. Randall, 2015 E. Hale Street, Mesa, 85213. (480-827-9907); (South) Ray Padilla, 2509 N. Campbell, #415, Tucson, 85719. (520-907-3185).

TBSE 748 STATE OF ARIZONA-Toby J. Finch, P.O. Box 1191, Phoenix, 85001. Bus. Agt.: Tom Kioski.

TWU 875 PHOENIX-Kay Harmon, 11328 E. Renfield Avenue, Mesa, 85212. (480-380-3933) (Fax: 480-464-8262) Bus. Agt.: Elizabeth Sites, 2670 S. Mariposa Road, Apache Junction, 85219. (480-827-8582) (Fax: 480-464-8262)

ARKANSAS

M 204 LITTLE ROCK-Russell G. Hardy, P.O. Box 848, Mabelvale, 72103-0848. (501-455-1839) (Fax: 501-455-5430) Bus. Agt.: Robert Oholendt.

CALIFORNIA

S 016 SAN FRANCISCO/MARIN COUNTY/SANTA

ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY-Francis X. Crowley, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0179) Bus. Agt.: Francis X. Crowley.

S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA-Jane E. Leslie, 1720 W. Magnolia Boulevard, Burbank, 91506-1871. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Peter Marley; (Legit) James M. Wright.

APC 044 HOLLYWOOD-Elliot Jennings, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Ronnie Cunningham.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Abraxis Spera, P.O. Box 163086, Sacramento, 95816. (916-444-7654) (Fax: 916-444-7654) Bus. Agt.: John M. Kelly.

MPSG/CS 080 HOLLYWOOD-Rick Schunke, 2520 W. Olive Avenue, Burbank, 91505-4523. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.

S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Marc Campisi, 8130 Baldwin Street, #124, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Agt.: Charna Ferreira.

TBSE 119 SAN FRANCISCO BAY AREA-Linda Kagan, P.O. Box 911, San Carlos, 94070. Bus. Agt.: Jason Knapp.

S 122 SAN DIEGO-Richard Medhurst, 3737 Camino del Rio South, Suite 106, San Diego, 92108. (619-640-0042) (Fax: 619-640-0045) Bus. Agt.: Daniel Espinoza.

M 134 SAN JOSE/SANTA CLARA-David Levinson, P.O. Box 28585-Parkmoor, San Jose, 95159-8585. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Donald Ricker.

O 150 LOS ANGELES/SAN BERNARDINO/RIVERSIDE/POMONA/REDLANDS-Martin Borne, P.O. Box 5143, Culver City, 90231-5143. (818-557-1677) (Fax: 310-398-9445) Bus. Agt.: Carl Belfor.

S 158 FRESNO-Maurice V. Blanchard, P.O. Box 5274, Fresno, 93755. (559-229-6445) (Fax: 559-228-8881) Bus. Agt.: Gary Davis, 1233 E. Michigan, Fresno, 93704. (559-228-8830).

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/MARIN COUNTY-Don Johanson, P.O. Box 2166, Sebastopol, 95473-2166. (209-830-8609) (Fax: 209-830-8995) Bus. Agt.: Donald E. Johanson.

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Jason Mottley, P.O. Box 29284, Oakland, 94604-9284. (415-515-3387) Bus. Agt.: Jason Mottley.

M 215 BAKERSFIELD/VISALIA-Alisha Fadden, P.O. Box 555, Bakersfield, 9330. (661-862-0215) (Fax: 661-863-0569) Bus. Agt.: Lynn Gillette.

O 297 SAN DIEGO COUNTY-Jeffrey Bateman, 7944 Pasadena Avenue, La Mesa, 91941. (619-464-5449) Bus. Agt.: Jeffrey Bateman.

M 363 LAKE TAHOE and RENO, NV. (See Nev.)

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Paul Kaessinger, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) Bus. Agt.: Kevin O'Dea.

SM 495 SAN DIEGO-Jack Shepherd, 1717 Morena Blvd., San Diego, 92110-3635. (619-275-0125) (Fax: 619-275-2578).

M 504 ORANGE COUNTY/PARTS OF CORONA-Andrew Kinnon, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Leslie Blanchard.

O 521 LONG BEACH-Michael R. Petrich, 2084 Junipero Ave., Signal Hill, 90755. (562-494-4227) Bus. Agt.: Bobby J. Norred, 15416 Illora Drive, La Mirada, 90638. (714-521-5462).



M 564 MODESTO/STOCKTON/FRESNO-Ronald Koob, P.O. Box 202, Merced, 95341-0202. (209-603-2174) (Fax: 209-383-5034) Bus. Agt.: Ronald Koob.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also Florida, Illinois and New York) Paul V. Ferrazzi; National Executive Director, Bruce Doering; Western Region Director, Steve Flint, 7775 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-876-6383) Eastern Region Director, Chaim Kantor (New York: 212/647-7300); Central Region Director, Larry Gianneschi (Chicago/Orlando: 407/295-5577).

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/HOLLISTER/MONTEREY/PACIFIC GROVE/ SEASIDE-Steve Retsky, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) (Fax: 831-401-2379) Bus. Agt.: Ed Hills.

S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP-Carolyn Final, P.O. Box 883, San Bernardino, 92404. (909-888-1828) Bus. Agt.: Robert Szoke.

LF/VT/C 683 HOLLYWOOD-Leslie Geller, 9795 Cabrini Dr., #204, Burbank, 91504. (818-252-5628) (Fax: 818-252-4962) Bus. Agt.: Scott George.

PST,TE,VAT&SP 695 HOLLYWOOD-Elizabeth Alvarez, 5439 Cahuenga Boulevard, North Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Jim Osburn.

MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)-Diane Adler; Exec. Dir.:Ron Kutak; Asst. Exec. Dir.: Catherine Repola, 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Asst. Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091)

MPC 705 HOLLYWOOD-Paul DeLucca, 4731 Laurel Canyon Blvd., #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Buffy Snyder.

MAHSG 706 HOLLYWOOD-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Agt.: Tommy Cole.

M 707 PALM SPRINGS/PALM DESERT/HEMET/ BANNING/ELSI NORE/29 PALMS-Shay Funk, P.O. Box 2810, Rancho Mirage, 92270. (760-568-0033) (Fax: 760-346-0042) Bus. Agt.: Mark Forsyth.

MPSELT 728 HOLLYWOOD-Norman L. Glasser, 14629 Nordhoff Street, Panorama City, 91402. (818-891-0728) (Fax: 818-891-5288) Bus. Agt.: Norman L. Glasser

MPSP&S-W 729 HOLLYWOOD-George Palazzo, 1811 W. Burbank Blvd., Burbank, 91506-1314. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: George Palazzo

FAE 767 LOS ANGELES-Margaret Budd-Loa, P.O. Box 6309, Burbank, 91510-6309. (818-606-0005) (Fax: 818-982-3364). Bus. Agt.: Rana Jo Platz-Petersen (310-352-4485) (Fax: 310-352-4485).

TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS-Mary B. Seward, 13245 Riverside Dr., #300, Sherman Oaks, 91423. (818-789-8735) (Fax: 818-789-1928) Bus. Agt.: William N. Damron, Jr.

TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD-Andrea Pelous, 1182 Market Street, Suite 213, San Francisco, 94102. (415-861-8379) (Fax: 415-861-8384).

MPSAC 790 HOLLYWOOD-Camille Abbott, 13245 Riverside Dr., Suite 300-A, Sherman Oaks, 91423. (818-784-6555) (Fax: 818-784-2004) Bus. Agt.: Marjo Bernay.

TBSE 795 SAN DIEGO-John Boeddecker, 3755 Avocado Blvd., PMB 437, La Mesa, 91941. (619-335-0795). Bus. Agt.: Darin Haggard.

ADG&STGA 800 LOS ANGELES-Lisa Frazza, 11969 Ventura Boulevard, Suite 200, Studio City, 91604. (818-762-

9995) (Fax: 818-762-9997) Bus. Agt.: Scott Roth (Executive Director); Missy Humphrey (Assoc. Executive Director).

USA829 CALIFORNIA REGIONAL OFFICE (See Also New York)-5225 Wilshire Blvd., #506, Los Angeles, 90036. (323-965-0957) Bus. Agt.: Charles Berliner.

AG&AO&GA 839 HOLLYWOOD-Jeffrey N. Massie, 4729 Lankershim Boulevard, North Hollywood, 91602-1864. (818-766-7151) (Fax: 818-506-4805) Bus. Agt.: Steven Hulett.

SDMM 847 HOLLYWOOD-Suzanne Feller-Otto, 13245 Riverside Dr., #300-A, Sherman Oaks, 91423. (818-784-6555) (Fax: 818-784-2004) Bus. Agt.: Marjo Bernay.

T&T 857 LOS ANGELES/ORANGE COUNTIES-Sergio A. Medina, 13245 Riverside Dr., #300, Sherman Oaks, 91423. (818-990-7107) (Fax: 818-990-8287) Bus. Agt.: Deirdre Floyd.

SS,C&APSG 871 HOLLYWOOD-Margery Kimbrough, 11519 Chandler Blvd., N. Hollywood, 91601. (818-509-7871) (Fax: 818-506-1555) Bus. Agt.: Lainie Miller.

TWU 874 SACRAMENTO AND VICINITY-Nora Roberts, P.O. Box 188787, Sacramento, 95818-8787. (916-804-8871) (Fax: 916-991-7323) Bus. Agt.: Linda Whitten (916-832-3396).

MPST 884 HOLLYWOOD-Susan Reccius, P.O. Box 461467, Los Angeles, 90046. (310-652-5330) Bus. Agt.: Polly Businger.

CDG 892 HOLLYWOOD-Barbara Inglehart, 4730 Woodman Avenue, #430, Sherman Oaks, 91423. (818-905-1557) (Fax: 818-905-1560) Bus. Agt.: Cheryl Downey (Executive Director); Rachael Stanley (Asst. Executive Director).

TWU 905 SAN DIEGO-Linda Boone Hodges, P.O. Box 124741, San Diego, 92112-4741. (619-885-0095) (Fax: 619-293-0373) Bus. Agt.: Michael Regna.

AMPE 916 LOS ANGELES-Myrel Hodge, 7001 World Way West, Suite 109, Los Angeles, 90045-1745. (310-645-5568) (Fax: 310-645-1745).

S&FMT 923 ANAHEIM-Johnny Ferri, P.O. Box 9031, Anaheim, 92812. (949-380-1439) (Fax: 949-380-1439) Bus. Agt.: Michael Rao.

CANADA

S 056 MONTREAL, QC-Christophe Michaud, 3414 ave du Parc, Ste. 320, Montreal, QC, H2X 2H5. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Gordon Page.

S 058 TORONTO, ON-Joel Thoman, 5 Lower Sherbourne, Ste. #201, Toronto, ON, M5A 2P3. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: William Hamilton.

M 063 WINNIPEG, MB-Stuart Aikman, P.O. Box 394, Winnipeg, MB, R3C 2H6. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Jacqueline Easton.

M 105 LONDON/ST. THOMAS/SARNIA, ON-Mark O'Neal, P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-433-5742) (Fax: 519-433-5742) Bus. Agt.: Terry Barker.

S 118 VANCOUVER, BC-Rod Olafson, Suite #202 - 601 Cambie Street, Vancouver, BC, V6B 2P1. (604-685-9553) (Fax: 604-685-9554) Bus. Agt.: Martin Elfert.

S 129 HAMILTON/BRANTFORD, ON-Cindy Jennings, 10 McNab Street, South, Hamilton, ON, L8P 2Y3. (905-577-9193) (Fax: 905-5256657) Bus. Agt.: Gary Nolan.

S 168 VANCOUVER ISLAND, BC-Brendan Keith, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Agt.: Anton Skinner.

MPP,O&VT 173 PROVINCE OF ONTARIO-Gordon McLeod, 13 Carr Drive, Ajax, ON, L1T 3E1 (416-697-0330) Bus. Agt.: Rob McPherson.

S 210 EDMONTON, AB-Heather Wood, 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Malcolm Kerr.

S 212 CALGARY, AB-Vince Bevans, 201-208 57th Avenue, S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Agts.: (Prod.) Tom MacRae; (Stage) Ellen Leavitt.

O 262 MONTREAL, QC-Isabelle Lachance, 3177 St. Jacques, Suite 201, Montreal, QC, H4C 1G7. (514-937-6855) (Fax: 514-846-0165) Bus. Agts.: (Proj.): Nabil Hanna; (FOH) Steve Moulois.

M 295 REGINA/MOOSE JAW, SK-Skye Rolick, 201-1808 Smith Street, Regina, SK, S4P 2N4. (306-545-6733) (Fax: 306-545-8440) Bus. Agts.: Rob Parrell; (Stage) Ken Grad.

M 300 SASKATOON, SK-Greg McKinnon, P.O. Box 1361, SK, S7K 3N9. (306-343-8900) (Fax: 306-343-8423) Bus. Agt.: Greg McKinnon.

M 357 KITCHENER/STRATFORD/CAMBRIDGE/ GUELPH/WATERLOO, ON-Les MacLean, P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) Bus. Agt.: Larry Miller.

PC, CP&HO 411 PROVINCE OF ONTARIO-Timothy M. Storey, 629 Eastern Avenue, Bldg. C, #300, Toronto, ON, M4M 1E4 (416-645-8025) (Fax: 416-645-8026) Bus. Agt.: Timothy M. Storey.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-Joseph Paonessa, P.O. Box 1594, Niagara On Lake, ON, L0S 1J0. (905-468-0513) Bus. Agt.: George Galanis.

S 467 THUNDER BAY, ON-James Austin, P.O. Box 28018, Thunder Bay, ON, P7E 6R5. (807-627-1460). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-623-7927).

M 471 OTTAWA/KINGSTON/BELLEVILLE, ON-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-947-7000 x450) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

M 523 QUEBEC, QC-Richard Gouge, 2700, Jean Perrin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage) Simon Lacroix; (Proj.) Richard Gouge; (Wardrobe) Rina Campion.

M 580 WINDSOR/CHATHAM, ON-Danielle MacKinnon, 538-430 Pelissier Street, Windsor, ON, N9A 4K9. (519-977-1801) (Fax: 519-977-1756) Bus. Agt.: Blake Bear

M 634 SUDBURY/NORTH BAY, ON-Keith Clausen, P.O. Box 341, Sudbury, ON, P3E 4P2. Bus. Agt.: Jamie Adamson (705-788-2447) (Fax: 705-788-2448).

ICG 667 EASTERN CANADA-David Rumley, 9 Gloucester St., Toronto, ON, M4Y 1L8. (416-368-0072) (Fax: 416-368-6932) Bus. Agt.: Richard J. Perotto.

C 669 WESTERN CANADA-Stephen McKnight, 6/210 555 Brooksbank Avenue, N. Vancouver, BC, V7J 3S5. (604-983-5580) (Fax: 604-983-5579) Bus. Agt.: Gerry Rutherford.

M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/ MONCTON/FREDERICTON, NB-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson.

TW,MA&HS 822 TORONTO, ON-Kim Cunik, 1-13 Gertrude Place, Toronto, ON, M4J 1R1. (416-461-1393) (Fax: 416-461-1393) Bus. Agt.: Cheryl Batulis, 54 Baycroft Lane, Aurora, L4G 4R2. (905-726-8668) (Fax: 905-713-1496).

SA&P 828 PROVINCE OF ONTARIO-C. Field, Box 69503 - 109 Thomas Street, Oakville, ON, L6J 7R4. (905-845-2913) (Fax: 905-845-2980) Bus. Agt.: Sondra Richter

M 848 SYDNEY/GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A3M5. (902-849-4957) Bus. Agt.: David Bailey.

MPSPT 849 ATLANTIC CANADA-Robert Grani, 15 McQuade Lake Crescent, 2nd fl., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Charlotte Shurko

MPSPT 856 PROVINCE OF MANITOBA-Maryam Decter, 275 Broadway Avenue, Suite 303, Winnipeg, MB, R3C 4M6. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Joe Laurin.



TWU 863 MONTREAL, QC-Andre Bombardier, 3677A, rue Jeanne Mance, Montreal, QC, H2X 2K4. (514-944-2673) (Fax: 450-572-0024) Bus. Agt.: Silvana Fernandez.

MPSPT 873 TORONTO, ON-Marilyn Terry, 1315 Lawrence Ave., East, Toronto, ON, M3A 3R3. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Mimi Wolch.

TWU 890 OTTAWA, ON-Ann Bourassa, P.O. Box 798, Station B, Ottawa, ON, K1P 5P8. Bus. Agt.: Linda Dufresne (613-797-3521) (Fax: 613-834-6321).

MPSPT 891 VANCOUVER, BC/YUKON TERR-Kelly Moon, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Agt.: Teresa (Dusty) Kelly.

M 898 ST. JOHN'S, NL-Jim Rideout, P.O. Box 947, Mount Pearl, NL, A1N 2X3. (709-781-0100) (Fax: 709-368-5965) Bus. Agt.: Jim Rideout, P.O. Box 984, Paradise, NL, A1L 1E3. (709-781-0100).

M 906 CHARLOTTETOWN, PE-Kathleen Ross, P.O. Box 2406, Charlottetown, C1A 8C1. (902-892-3298) (Fax: 902-368-7180) Bus. Agt.: Damon Compton.

TWU 924 STRATFORD, ON-Sharon Parker, P.O. Box 21151, Stratford, ON, N5A 7V4. Bus. Agt.: Mary-Lou Robertson (519-949-4040).

COLORADO

S 007 DENVER/BOULDER-James Taylor, 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: James E. Taylor.

S 047 PUEBLO-Bob Krasovec, P.O. Box 1488, Pueblo, 81003. (719-584-0860) (Fax: 719-584-0820) Bus. Agt.: Saul Trujillo, 27850 Hwy. 50 East, Pueblo, 81006. (719-544-2285).

M 062 COLORADO SPRINGS-Greg Johnson, 121 E. Pikes Peak, #345, Colorado Springs, 80903. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: John R. Young.

S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY.-Dan Schoonover, P.O. Box 677, Fort Collins, 80522. (970-416-9082). Bus. Agt.: Jykla Gundy (970-225-2290) (Fax: 970-225-2290).

TWU 719 DENVER-Elisa Spadi, 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-948-3414) Bus. Agt.: Steve Davies.

CONNECTICUT

SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE./GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Robert Stocklin.

S 074 NEW HAVEN/WATERBURY-Donna B. Maher, P.O. Box 9075, New Haven, 06532. (203-773-9139). Bus. Agt.: Anthony DeFrancesco (203-412-5782) (Fax: 203-294-4527).

S 084 HARTFORD/NORTHERN CONN.-Joseph Davis, 1145 "D" New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827) Bus. Agt.: Charles Buckland, IV.

S 109 BRIDGEPORT/STRATFORD/FAIRFIELD-Fred Phelan, P.O. Box 1294, Stratford, 06615. (203-260-6756) (Fax: 203-333-3077). Bus. Agt.: Gardner Friscia.

M 133 GREENWICH/DANBURY/NORWALK/STAMFORD/WESTPORT/BRIDGEPORT-Daniel Kirsch, P.O. Box 6699, Stamford, 06904. (203-975-0133) (Fax: 203-975-0133) Bus. Agt.: Randall Thomas.

SS,PC,CC&PA 161 NEW YORK/NEW JERSEY/CONNECTICUT-Wendy Mooradian, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Lynne Twentyman.

M 538 NEW LONDON,CT./WESTERLY,R.I.-Sheila Harrington-Hughes, P.O. Box 124, Danielson, CT 06239. (860-774-8767) (Fax: 860-774-8767) Bus. Agt.: Robert Francis.

DELAWARE

SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE./GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Robert Stocklin.

S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 1503, Wilmington, 19899-1503. (302-652-4626) Bus. Agt.: Michael Harrington.

DISTRICT OF COLUMBIA

S 022 WASHINGTON-John Page, 11247-B Lockwood Drive, Silver Spring, MD, 20901-4556. (301-593-4650) (Fax: 301-681-7141) Bus. Agt.: Robb Ward.

MPP,0&VT 224 WASHINGTON METRO. AREA-Clarence Crews, 1718 M Street, NW, PMB 311, Washington, 20036-4504. (202-526-1944) Bus. Agt.: Keith Madden.

TWU 772 WASHINGTON-Robert De Grazia, 540 Hogan Drive, Martinsburg, WV 25401. (866-979-1232) (Fax: 304-267-4030). Bus. Agt.: Margaret Angus.

E,S&CST 815 WASHINGTON-Robert E. McFadden, 2512 Cliffbourne Pl., N.W., #2a, Washington, 20009-1512. (202-265-9067) Bus. Agt.: Samuel J. Mc Fadden.

TBSE 819 WASHINGTON-David A. Lee, P.O. Box 5645 Friendship Sta., Washington, 20016. (202-966-4110) Bus. Agt.: Daryl Curry.

T&T 868 WASHINGTON-Guy Jordin Heard, P.O. Box 58129, Washington, 20037. (202-271-3275) (Fax: 301-322-3547) Bus. Agt.: Deborah Glover.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN-Stephen J. Pfeiffer, P.O. Box 1084, Pensacola, 32591. (850-484-9050) (Fax: 850-458-9050) Bus. Agt.: Steve Hitchcock.

M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE-Nick Ciccarello, P.O. Box 462, Jacksonville, 32201. (904-443-0060) (Fax: 904-443-6177) Bus. Agt.: K. Keith Klemmt.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Howard Stein, 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda.

M 412 BRADENTON/SARASOTA-Matthew Parker, P.O. Box 1307, Tallevast, 34270. (941-378-5656) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen (941-359-1254).

SM 477 STATE OF FLORIDA-George Cerchiai, 10705 N.W. 33rd Street, #110, Miami, 33172. (305-594-8585) (Fax: 305-597-9279) Bus. Agt.: Jack Nealy.

M 500 SOUTH FLORIDA-Thomas Coll, 4520 N.E. 18th Avenue, 3rd floor, Fort Lauderdale, 33334. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Thomas Coll.

M 558 DAYTONA BEACH-Vikki Lynn Hill, P.O. Box 534, Daytona Beach, 32115. (386-767-2022) (Fax: 386-767-2022) Bus. Agt.: Don Steadman.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Illinois and New York) Paul V. Ferrazzi; National Executive Director, Bruce Doering; Central Region Director, Larry Gianneschi, 7463 Conroy-Windermere

Rd., Suite A, Orlando, 32836. (407-295-5577) (Fax: 407-295-5335). Illinois Office: 1411 Peterson Avenue, Suite 102, Park Ridge, IL 60068. (847-692-9900) (Fax: 847-692-5607).

M 631 ORLANDO/CAPE CANAVERAL/COCOA/ MELBOURNE/LAKE BUENA VISTA-Kimberly A. Bowles, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: William Allen, Jr.

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Chris Grenier, P.O. Box 700, Estero, 33928. (239-498-9090) (Fax: 239-498-0788) Bus. Agt.: Jim Kattner, 26272 Bridgeport Lane, Bonita Springs, 34135.

MP&VT/LT/AC&GE 780 (Fla. Address - Also See IL)-Andrew J. Younger, 125 N. Brevard Ave., Cocoa Beach, FL 32931. (321-784-0231) (Fax: 321-783-2351) Bus. Agt.: Andrew J. Younger.

EE 835 ORLANDO-Kathryn Moon, 4403 Vineland Road, Quorum Ctr. B4, Orlando, 32812. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Peter Merrifield.

AG&AOE&GA 843 ORLANDO-Peter J. Deluca, 5385 Conroy Road, Suite 201, Orlando, 32811. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Brian J. Lawlor.

GEORGIA

M 320 SAVANNAH-Jordan Fiore, 1513 Paulsen St., Savannah, 31401. (912-232-2203) (Fax: 208-979-8533) Bus. Agt.: Wayne Roelle.

SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)-Suzanne L. Carter, 1000 Iris Drive, Suite G-2, Conyers, 30094. (404-885-9134) (Fax: 770-483-0999) Bus. Agt.: Michael Akins.

SM 491 SAVANNAH, GA/STATES OF NORTH AND SOUTH CAROLINA-Leslie Arcaro, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Ben Adams.

S 629 AUGUSTA-Rebecca Skedsvold, 2314 Washington Road, Augusta, 30904. (706-733-4139) (Fax: 706-855-8495). Bus. Agt.: Bruce Balk.

M 824 ATHENS-Margi Flood, P.O. Box 422, Athens, 30603. (706-549-8244) (Fax: 706-549-0828) Bus. Agt.: William Jackson.

EE 834 ATLANTA-C. Faye Harper, 1245 Fowler Street, NW, Atlanta, 30318. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: C. Faye Harper.

TWU 859 ATLANTA-Sue Cochran, 3993 Reynolds Rd., Douglasville, 30135. (678-838-3164) (Fax: 678-838-1456) Bus. Agt.: Sue Cochran.

S 927 ATLANTA-Neil Gluckman, 659 Auburn Ave., NE, #262, Atlanta, 30312. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

HAWAII

M 665 HONOLULU-Eric Minton, 949 Kapiolani Street, #100, Honolulu, 96814. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Donovan Ahuna

IDAHO

M 093 WALLACE/KELLOGG, ID/SPokane, WA-Carlos Landa, P.O. Box 1266, Spokane, 99201. (509-999-5073) Bus. Agt.: Jacel Evans.

S 099 BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/STATE OF UTAH-Carl Anderson, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Paul Mooney.



ILLINOIS

S 002 CHICAGO-Thomas J. Cleary, 20 N. Wacker Drive, Suite 1032, Chicago, 60606. (312-236-3457) (Fax: 312-236-0701) Bus. Agt.: Craig P. Carlson.

S 085 ROCK ISLAND/MOLINE, IL/DAVENPORT, IA-Brad Frazee, P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: James Jekel.

MPP, AVE&CT 110 CHICAGO-Joseph Cohen, 230 West Monroe St., Suite 2511, Chicago, 60631. (312-443-1011) (Fax: 312-443-1012) Bus. Agt.: Steve Altman.

S 124 JOLIET-Robert S. Kelly, 707 Western Avenue, Joliet, 60435. (815-722-7022) (Fax: 815-727-7042) Bus. Agt.: Lorin Lynch, 4149 Central Ave., Western Springs, 60558. (708-246-2808).

S 138 SPRINGFIELD/JACKSONVILLE-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-438-3059) (Fax: 217-438-9006) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

M 193 BLOOMINGTON/NORMAL/SPRINGFIELD/JACKSONVILLE/MACOMB/ PEORIA-Shawn Malott, P.O. Box 172, Bloomington, 61702-0172. (309-378-4654) Bus. Agts.: Kevin Paxton; (Peoria) Eric Yarbrough.

M 217 ROCKFORD-Kim Whitmore, P.O. Box 472, Rockford, 61105. Bus. Agt.: Rick Abrams (815-637-2171) (Fax: 815-484-1085).

O 374 JOLIET/KANKAKEE-Mark Alfeo, 1518 Bates Road, Joliet, 60433. (815-478-7545) Bus. Agt.: Mark Alfeo.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Steven Dyer, P.O. Box 47, Metropolis, 62960. (618-524-5990) Bus. Agt.: Michael Schmidt.

SM 476 CHICAGO-J. Paul Oddo, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: J. Paul Oddo.

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Monica J. Cox, P.O. Box 3272, Urbana, 61803-3272. (217-367-6824) Bus. Agt.: Kevin G. McGuire (217-621-2630).

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and New York) Paul Ferrazzi; National Executive Director, Bruce Doering; Central Region Director, Larry Gianneschi, 1411 Peterson Avenue, Suite 102, Park Ridge, IL 60068. (847-692-9900) (Fax: 847-692-5607). Florida Office: 7463 Conroy-Windermere Rd., Suite A, Orlando, FL 32836. (407-295-5577) (Fax: 407-295-5335).

T&T 750 CHICAGO-Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313) Bus. Agt.: Ira S. Alper (847-509-8714) (Fax: 847-509-0587).

TWU 769 CHICAGO-Cheryl Ryba, 182 W. Bryant, Palatine, 60067. (847-732-6326) (Fax: 847-608-6884) Bus. Agt.: Carolyn Schraut-Barczak.

MP&VT/LI/AC&GE 780 CHICAGO (see also Florida)-Andrew J. Younger, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Agt.: Andrew J. Younger.

USA829 ILLINOIS REGIONAL OFFICE (See Also New York)-203 North Wabash Avenue, #1210, Chicago, 60601. (312-857-0829) Bus. Agt.: J. Christopher Phillips.

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE/LOGANSPORT/PERU/CONNORSVILLE /ANDERSON/MUNCIE/PORTLAND-John Baldwin, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: John Baldwin.

S 049 TERRE HAUTE-David D. Del Colletti, 210 Terre Vista

Drive, Terre Haute, 47803. (812-877-4024) (Fax: 812-237-3954) Bus. Agt.: David Target, 452 South 19th Street, Terre Haute, 47803 (812-235-7486).

S 102 EVANSVILLE-Mark Fehr, 13 Dreier Blvd., Evansville, 47712. (812-491-0263). Bus. Agt.: Steve Vanmeter (812-467-0287).

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE-Robert E. Bakalar, 5930E. 1028N., Demotte, 46310. (219-345-3352) (Fax: 219-345-3362) Bus. Agt.: Robert E. Bakalar.

S 146 FORT WAYNE-James Seely, P.O. Box 13354, Fort Wayne, 46868. Bus. Agt.: John H. Hinen, Jr.

O 163 CLARKSVILLE, IN/LOUISVILLE, KY-Kent L. Green, 125 West Carter Avenue, Clarksville, IN, 47129. (502-458-0395) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN, 47119. (812-923-1295).

M 174 LAFAYETTE/FRANKFORT/CRAWFORDSVILLE-Scott Wheeler, 1963 Bayley Drive, Apt. 9, Lafayette, 47905. (765-714-2365). Bus. Agt.: Richard A. Emery, 1009 Burberry Dr., East, #B, Lafayette, 47905. (765-491-4795).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Catherine Smith, P.O. Box 474, South Bend, IN 46624. (574-292-2003) Bus. Agt.: Laura Sears.

O 194 INDIANAPOLIS/KOKOMO/LOGANSPORT/PERU/WABASH/RICHMOND/MUNCIE/PORTLAND-Stephen A. Beeler, P.O. Box 7055, Greenwood, 46142. (317-507-0701) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

O 373 TERRE HAUTE-Richard Munn, P.O. Box 373, Terre Haute, 47808. Bus. Agt.: Richard T. Munn, 8774 N. Kennedy Cir. Dr., Brazil, 47834. (812-446-2722)

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK-Mark R. Sarris, 1600 N. Willis Dr., #192, Bloomington, 47404. (812-331-7472) (Fax: 812-331-8949) Bus. Agt.: Mark R. Sarris.

EE 836 INDIANAPOLIS-Jean Winegard, 1407 E. Riverside Drive, Indianapolis, 46202. (317-638-3226) (Fax: 317-638-6126) Bus. Agt.: Jean Winegard.

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

IOWA

S 042 SIOUX CITY, IA/OMAHA/FREMONT, NE-Bill Lee, P.O. Box 351, Omaha, NE 68005. (402-733-7442) (Fax: 402-733-1420). Bus. Agt.: Robert Willis

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-MaryJo Williams, 4200 50th Street, Des Moines, 50310. (515-669-1233) (Fax: 515-669-1233) Bus. Agt.: Ryan Anderson.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Brad Frazee, P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: James Jekel.

M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/DUBUQUE-Thomas E. Poggenpohl, P.O. Box 42, Iowa City, 52244-0042. (319-643-3446) (Fax: 319-643-3446) Bus. Agt.: David Caplan.

TWU 831 COUNCIL BLUFFS, IA/OMAHA, NE-JoAnn O'Keefe, 22108 Trailridge Blvd., Elkhorn, NE 68022. (402-289-1914) (Fax: 402-289-1914) Bus. Agt.: Betty Haffner.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfizner, 304 W. 10th Street, Ste. 102, Kansas City, MO 64105. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

M 190 WICHITA/HUTCHINSON/EL DORADO-Trucia Quistarc, P.O. Box 3052, Wichita, 67201. (316-267-5927) (Fax: 316-267-5959) Bus. Agt.: Curtis Davis, 225 W. Douglas, Wichita, 67202.

M 464 SALINA-Susan Tuzicka, P.O. Box 617, Salina, 67401-0617. (785-667-2995). Bus. Agt.: Bill Tuzicka.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-James Tomes, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison.

O 163 LOUISVILLE, KY/CLARKSVILLE, IN-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (502-458-0395) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyd Knobs, IN 47119. (812-923-1295).

M 346 LEXINGTON-Merrill Richardson, P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton.

M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH-Judy M. Chapman, P.O. Box 192,

Huntington, WV, 25707. Bus. Agt.: Junior Ross, 5094 Doss Hill Road, Barboursville, WV, 25504. (304-736-2204).

TWU 897 LOUISVILLE-Rita Gagliardi, 9330 Geneva Way, Louisville, 40291. (502-893-7591) (Fax: 502-893-7591) Bus. Agt.: Ginger McGurk.

LOUISIANA

S 039 NEW ORLEANS-Michael Ray, 432 N. Anthony Street, New Orleans, 70119. (504-486-5769) (Fax: 504-488-8478) Bus. Agt.: Henry Guzman.

M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK-George J. Hollier, 654 E. Telephone Rd., Lake Charles, 70611. (337-855-2482) Bus. Agt.: Todd J. Johnson.

S 298 SHREVEPORT-Brett Murray, 715 McNeil, Shreveport, 71101. (318-227-2914) (Fax: 318-424-5266) Bus. Agt.: Albert Stevens.

SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI-Sara J. Fanelli, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Bill Hickey

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-275-1891) (Fax: 225-578-4135) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819. (225-275-1891).

M 668 MONROE-Dan Saterfield, 400 Lee Joyner Expwy., Monroe, 71201. (318-329-2343).

TWU 840 NEW ORLEANS-Belinda Monistere, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Joseph A. Boucher, P.O. Box 993, Portland, 04104. (207-657-7100) Bus. Agt.: Dave Herrman.

TBSE 926 AUBURN-Lisa Gardner, 99 Danville Corner Rd, Auburn, 04210. (207-782-1800) Bus. Agt.: Steve Jacobs.

MARYLAND

S 019 BALTIMORE-Steve Wallace, 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman.

MPP, O&V 181 BALTIMORE-L. Dave Foreman, 2701 W. Patapsco Ave., #110, Baltimore, 21230. (410-668-9545) Acting Bus. Agt.: Karl O. Gilbert (410-788-2856) (Fax: 410-788-0640).

M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Agt.: John Nichols.

TBSE 833 BALTIMORE-William E. Todd, Jr., P.O. Box 4834, Baltimore, 21211. Bus. Agt.: Clifton H. Newman, 500 Shamrock Lane, Baltimore, MD, 21208, (410-486-7324).

TWU 913 BALTIMORE-Suzanne Herbert-Forton, 301 Stonewall Rd., Catonsville, 21228. Bus. Agt.: Marybeth Chase, 7427 Watersville Rd., Mt. Airey, 21771. (410-795-1590).

MASSACHUSETTS

S 011 BOSTON/WALTHAM-James E. Flanders, 90 Tyler St., 1st floor, Boston, 02111. (617-426-5595) (Fax: 617-426-6252) Bus. Agt.: James E. Flanders.

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larese, P.O. Box 234, Springfield, 01101. (413-739-1145) (Fax: 413-739-1145) Bus. Agt.: Kenneth Mattoon, Jr.

M 083 NORTH ADAMS-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) (Fax: 413-663-9864) Bus. Agt.: David Blair.

M 096 WORCESTER-Donald R. Apholt, Sr., P.O. Box 501, Hubbardston, 01452. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: (Stage) Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339); (Proj.) Thomas McGauley, 53 Townsend St., Worcester, 01609. (508-756-7202)

O 182 BOSTON/LYNN/SALEM/WALTHAM-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

O 186 SPRINGFIELD/HOLYOKE/PITTSFIELD-Kenneth A. Hanley, 194 Kendall Street, Ludlow, 01056. (413-589-9467) Bus. Agt.: Kenneth A. Hanley.

M 195 LOWELL, MA./NEW HAMPSHIRE-Elizabeth Cleveland, P.O. Box 56, Milford, NH 03055. Bus. Agt.: Joyce Cardoza (603-654-4097).

M 232 NORTHAMPTON/AMHERST-Gerald Stockman, P.O. Box 2501, Amherst, 01004. Bus. Agt.: Ted Hodgen (413-367-9406) (Fax: 413-545-2018).

O 424 FALL RIVER/NEW BEDFORD-Robert Ironfield, 1168 Hope Street, Bristol, R.I. 02809. (401-253-6182) Bus. Agt.: Robert Ironfield.

O 437 BROCKTON-Richard Gould, Sr., P.O. Box 2325, Brockton, 02305-2325. (781-337-4688) Bus. Agt.: John Grebauskis, 669 N. Cary Street, Brockton, 02402. (508-587-8019).

T&T 753 BOSTON-Diane M. Blaskovich, 8 Admirals Lane, Salem, 01970. (978-744-7976) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn.

TWU 775 BOSTON-Carol F. Colantuoni, 9 Randolph Road, Stoneham, MA 02180. (781-438-6338) Bus. Agt.: Carol F. Colantuoni.

M 792 PLYMOUTH/CAPE COD-Robert Woodward Jr, 18 West Pond Road, Plymouth, 02360. (508-747-0248) Bus. Agt.: Maureen Crockett, Box 180 Newton Jct., New Hampshire, VT 03859. (603-382-7348).

MICHIGAN

M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH-Matthew Taylor, 131 Caledonia, N.E., Grand Rapids, 49505. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Michael D. David.

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Joseph Miller, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: Timothy Magee.

M 187 NILES, MI/SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN-Catherine

Smith, P.O. Box 474, South Bend, IN 46624. (574-292-2003) Bus. Agt.: Laura Sears.

MPP,O&VT 199 DETROIT-Robert Troutman, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: Donald M. Lewis.

S 201 FLINT/OWOSSO-Edward Hinderer Jr., 967 Mann Avenue, Flint, 48503. (810-767-1580) Bus. Agt.: Daniel Collick, 7273 W. Coldwater Road, Flushing, 48433. (810-487-1087) (Fax: 810-487-1287).

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/TRaverse CITY/ALPENA-William Minihan, 419 S. Washington, Suite 308, Lansing, 48933. (517-374-5570) (Fax: 517-374-5589) Bus. Agt.: Carl Gratkowski.

M 395 ANN ARBOR/MONROE-Derek Dubyak, P.O. Box 8271, Ann Arbor, 48107. (734-944-7443) (Fax: 734-944-7443). Bus. Agt.: Cal Hazelbaker.

MPP,O& VT 472 FLINT/OWOSSO-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-743-9475) (Fax: 810-743-2826) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Jean Lakies, 27605 Ursuline, St. Clair Shores, 48081. (586-776-4655) (Fax: 313-471-2244) Bus. Agt.: Frederick Schefsky.

TWU 786 DETROIT-Diane McDaniel, 27830 Jefferson, St. Clair Shores, 48081. (586-771-3870) (Fax: 586-771-3870) Bus. Agt.: Beverly Lombart.

SM 812 DETROIT-John DeMonaco, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: John DeMonaco.

MID-ATLANTIC AREA

SM 487 MID-ATLANTIC AREA-David O'Ferrall, 114 W. Mulberry St., Baltimore, MD 21201. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/BRainerd/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL-Royce Jackson, 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Dirk Ostertag.

S 032 DULUTH-James Rigstad, 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) (Fax: 715-392-8922) Bus. Agt.: Pat Morrissey, 5219 N. Shore Dr., Duluth, 55804. (218-525-0519).

MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRainerd/ST. JOHN'S UNIVERSITY-Davin C. Anderson, 6066 Shingle Creek Pkwy., Suite 1161, Minneapolis, 55430-2316. (612-706-1450) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Edward D. Searles, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund, 12 Kurths Bay Ct., N.E., Zumbro Falls, 55991. (507-753-3262).

SM 490 STATE OF MINNESOTA-Wendy J. Carr, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) (Fax: 612-627-9734) Bus. Agt.: William Devins.

M 510 MOOREHEAD, MN/FARGO, ND-James Torok, P.O. Box 574, Fargo, ND 58102. Bus. Agt.: James Torok.

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA-Sara J. Fanelli, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Charles French, 4712 Lakewood Dr., Metairie, LA 70002.

SM 492 NORTHERN MISSISSIPPI/STATE OF TENNESSEE-Theresa Morrow, P.O. Box 90174, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Beka Gregory.

M 589 JACKSON/VICKSBURG/NATCHEZ-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) (Fax: 601-856-2197) Bus. Agt.: Jill Lucas.

M 616 MERIDIAN-Jerry Tucker, Jr., 2534 36th Street, Meridian, 39305. (601-934-1034) (Fax: 601-693-9544) Bus. Agt.: Ken Rainey, Jr. (601-485-3019).

M 674 BILOXI/GULFPORT-Martin Elchos, P.O. Box 921, Kiln, 39556. (228-586-2332) Bus. Agt.: Martin Elchos.

MISSOURI

S 006 ST. LOUIS-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: John T. Beckman, Jr.

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfitzner, 304 W. 10th Street, Ste. 102, Kansas City, 64105. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

MPP&VT 143 ST. LOUIS-Miron Vulakh, 6500 Chippewa, Suite 206, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: William Watkins.

M 421 CAPE GIRARDEAU, MO/HERRIN/CENTRALIA, IL-Steven Dyer, P.O. Box 47, Metropolis, 62960. (618-524-5990) Bus. Agt.: Michael Schmidt.

SM 493 ST. LOUIS-Cat Cacciatore, P.O. Box 410151, St. Louis, 63141. (314-614-0591) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen.

T&T 774 ST. LOUIS-Mary Althage, P.O. Box 20572, St. Louis, 63139. Bus. Agt.: Angie Walsh, 1032 Fairmount, St. Louis, 63139. (314-647-9424).

TWU 805 ST. LOUIS-Georgine Zlatic, 4846 Allemania Street, St. Louis, 63116. (314-353-7403) (Fax: 636-717-0022). Bus. Agt.: Jane Enloe, 105 Della Drive, Fenton, 63026 (636-717-0011).

TWU 810 KANSAS CITY-Earlene Junkins, 11105 East 50th Terr., Kansas City, 64014. (816-353-4707) Bus. Agt.: Desiree Baird-Storey.

MONTANA

M 240 BILLINGS-Linda Murphy, P.O. Box 545, Billings, 59103. (406-633-2778) (Fax: 406-633-2778) Bus. Agt.: Dave Bakker (406-855-1664).

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA-Michael Kronovich, 2022 Smelter Avenue, Black Eagle, 59414. (406-452-0307) Bus. Agt.: Neil Sheldon.

NEBRASKA

S 042 OMAHA/FREMONT, NE/SIOUX CITY, IA-Bill Lee, P.O. Box 351, Omaha, NE 68101. (402-733-7442) (Fax: 402-733-1420). Bus. Agt.: Robert Willis.

M 151 LINCOLN-Eugene Trausch, P.O. Box 30201, Lincoln, 68503-0201. (402-465-5045) (Fax: 402-464-8100) Bus. Agt.: Tony Polanka.

O 343 OMAHA-Donald G. Kerlin, P.O. Box 24121, Omaha, 68124. (402-596-9830) Bus. Agt.: Jeffrey K. Jenkins.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-JoAnn O'Keefe, 22108 Trailridge Blvd., Elkhorn, 68022 (402-289-1914) (Fax: 402-289-1914) Bus. Agt.: Betty Haffner.

NEVADA

M 363 RENO/LAKE TAHOE-Charlotte Picerno, 30 Mary St., #14, Reno, 89509. (775-786-2286) (Fax: 775-786-7150) Bus. Agt.: John Bock.

M 720 LAS VEGAS-Deidra Prestridge, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-4703). Bus. Agt.: Jeff Colman.

NEW ENGLAND AREA

SM 481 NEW ENGLAND AREA-James McDonald, 100 Tower Office Park, Suite E, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell.

NEW HAMPSHIRE

M 195 NEW HAMPSHIRE/LOWELL, MA-Elizabeth Cleveland, P.O. Box 56, Milford, NH 03055. Bus. Agt.: Joyce Cardoza (603-654-4097).

S 919 HANOVER/LEBANON, NH/BURLINGTON, VT-Eric Durett, P.O. Box 951, Burlington, 05402-0951 (802-859-9098) (Fax: 802-264-2999). Bus. Agt.: Brad Ingalls.

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Andrew Nolan, 1320 Race Street, Philadelphia, PA 19107. (215-557-9982/3) (Fax: 215-557-9984) Bus. Agt.: Michael Barnes.

S 021 NEWARK-Jacky Riotto, 2933 Vauxhall Rd., Millburn Mall, Vauxhall, 07088. (973-379-9265) (Fax: 908-964-0243) Bus. Agt.: William Lynch.

SM 052 STATES OF NEW JERSEY/NEW YORK/CONNECTICUT/NORTHERN DE./GREATER PA-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Robert Stocklin.

S 059 JERSEY CITY-Richard Drum, P.O. Box 3122, Secaucus, 07096. (201-583-1798) (Fax: 201-330-7998). Bus. Agt.: Richard Drum.

M 077 ATLANTIC CITY/VINELAND-Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-909-1727) (Fax: 609-909-9591) Bus. Agt.: Eric Berry.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Wendy Mooradian, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Lynne Twentyman.

M 534 MIDDLESEX/MERCER/UNION COUNTIES/OCEAN COUNTY/ASBURY PARK/LONG BRANCH-Carl Spataro, P.O. Box 722, New Brunswick, 07703. (732-565-9200) (Fax: 732-565-9300) Bus. Agts.: Craig Werner (732-539-4560); (Proj.) Jay Lynn (732-616-6337).

M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox.

M 632 NORTHEAST NEW JERSEY-Judy Feltus, 36 Bergen Street, Hackensack, 07601. (201-457-1632) (Fax: 201-457-3362) Bus. Agts.: (Stage) Joe Villani; (Proj.) Miguel Rodriguez.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA-Beverly S. Nolan, 200 Plymouth Place, Mercantville, NJ 08109. (856-662-8242) Bus. Agt.: Elisa Murphy (215-643-1282) (Fax: 215-643-6705).

CHE 917 ATLANTIC CITY-Brian Corbo, 4119 Atlantic Avenue, Atlantic City, 08401. (609-345-0550) (Fax: 609-345-4554) Bus. Agt.: Marc Zarych.

NEW MEXICO

M 153 LAS CRUCES, NM/EL PASO, TX-Ignacio Flores, 609 Robinson, El Paso, TX 79902. (915-544-6818) (Fax: 915-544-8323) Bus. Agt.: Paul H. Enger.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Marguerite Covington, P.O. Box 81376, Albuquerque, 87198. (505-883-6055) (Fax: 505-883-6055) Bus. Agt.: Brian Shaffer.

SM 480 STATE OF NEW MEXICO-Laurie Hudson, P.O. Box 5351, Santa Fe, 87502. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

TWU 869 ALBUQUERQUE-Susan Jones, 1111 Algodones Street, N.E., Albuquerque, 87112. (505-298-7116) Bus. Agt.: Ann Schreiber, 911 14th St., NW, Albuquerque, 87104. (505-247-8474).

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Kevin McGarty and Michael Wekselblatt; (TV) Robert C. Nimmo and Edward J. McMahon, III.

S 004 BROOKLYN and QUEENS-Terence K. Ryan, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Pete Fitzpatrick.

S 009 SYRACUSE/ROME/ONEIDA/UTICA-Penny Gilbert, P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Robert R. Merola (315-469-0057) (Fax: 315-469-0217).

S 010 BUFFALO-Charles Gill, 82 Southcrest Avenue, Cheektowaga, NY 14225 (716-634-5529) (Fax: 716-634-5529). Bus. Agt.: Vincent J. Poloncarz, 255 Ashwood Lane, Orchard Park, NY 14127 (716-822-2770) (Fax: 716-662-5152).

S 014 ALBANY/SCHENECTADY/AMSTERDAM-Gail E. Farley, P.O. Box 11074, Albany, 12211. (518-427-1580) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

S 025 ROCHESTER-Michael J. Ventrella, 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) (Fax: 585-427-8988) Bus. Agt.: Thomas F. Mason.

M 029 TROY-Shirley R. Regnier, Rd#5-363 Currybush Road, Schenectady, 12306. (518-377-9080) Bus. Agt.: Richard M. Regnier, Sr.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE./GREATER PA-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Robert Stocklin.

S 054 BINGHAMTON-Mark A. Hoskins, 9 Lindbergh Street, Johnson City, 13790. (607-729-5057) (Fax: 607-729-6869) Bus. Agt.: William Carroll, 16 Columbia Ave., Binghamton, 13903. (607-427-6336).

TBSE 100 NEW YORK-Int'l Representative-in-Charge: Daniel DiTolla, 1430 Broadway, 20th floor, New York, NY 10018 (212-730-1770) (Fax: 212-730-7809).

M 121 NIAGARA FALLS/BUFFALO-John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) Bus. Agt.: John Scardino Jr..

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Wendy Mooradian, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Lynne Twentyman.

O 253 ROCHESTER-James Reilly, P.O. Box 10422, Rochester, 14610-0422. (716-352-5174) (Fax: 716-235-7262) Bus. Agt.: John Cooley, 295 Buckman Road, Rochester, 14626. (716-621-4192)

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, 80 McDaniel Avenue, Jamestown,

NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh, P.O. Box 513, Sherman, NY 14781. (716-761-6944).

M 272 CORTLAND/BINGHAMTON-Gerald Evans, P.O. Box 394, Dryden, 13053. (607-844-8383) Bus. Agt.: John Wellings, 75 Pomeroy Street, Cortland, 13045. (607-753-6222).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING-Florence Lovell, P.O. Box 1147, Elmira, 14902-1147. (607-733-1290) Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159).

MPP,O,VT, & AC 306 NEW YORK-Hugo F. Capra, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Miriam Pollock.

M 311 MIDDLETOWN/NEWBURGH/KINGSTON-Franklin DenDanto, P.O. Box 192, Washingtonville, 10992. (845-374-3313) (Fax: 845-692-0020) Bus. Agt.: Michael R. Brennan, 6 Virginia Street, Middletown, NY 10941 (845-692-4358).

O 324 ALBANY-Stanley Blakeman, 171 East Side Drive, Ballston Lake, 12019. Bus. Agt.: John K. Hill (518-399-2085).

S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Robert Gottschalk, P.O. Box 160, Jericho, 11753. (516-781-0594) Bus. Agt.: Brian J. Frankel.

M 353 PORT JERVIS/SULLIVAN COUNTY-John B. Senter, III, P.O. Box 1432, Monticello, 12701. (212-677-5711) Bus. Agt.: John B. Senter, III.

M 499 Poughkeepsie-Michael Finamore, P.O. Box 499, Narrowsburg, 12764. (914-489-2439) (Fax: 509-753-4956) Bus. Agt.: Sandi Bohle, 180 Downs Street, Kingston, NY 12401 (914-489-2439).

M 524 GLENS FALLS/SARATOGA-Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) Bus. Agt.: Edward Smith

M 592 SARATOGA SPRINGS-Michael J. Cavotta, 194 Country Rd. 67, Stillwater, 12170. (518-587-9160) (Fax: 518-587-3980). Bus. Agt.: Paul C. Koval, 196 County Road 67, Stillwater, 12170.

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MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Michael P. Smith, 103 Cooper Street, Babylon, 11702. (631-422-8663) (Fax: 631-587-4722) Bus. Agt.: Robert B. Gottschalk, Jr

M 645 ROCKLAND COUNTY-James (Hyun) Cho, 126-4 North Route 303, Congers, 10920. (845-268-7706) Bus. Agt.: Glenn Stroud.

MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)-Diane Adler; Exec. Dir.: Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

LF/VT 702 NEW YORK-William Andrews, 145 Hudson St., Suite 201, New York, 10013. (212-869-5540) (Fax: 212-302-1091) Bus. Agt.: Joseph Truglio, 542 Eastbrook, Ridgewood, NJ, 07450. (201-447-0753).

M 749 MALONE-Michael S. Brashaw, 408 Elizabeth Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-394-8449) Bus. Agt.: Robert G. Brashaw, Jr., 407 Elizabeth Street, Ogdensburg, 13669. (315-393-4969).

T&T 751 NEW YORK-Gene McElwain, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Gene McElwain.

TWU 764 NEW YORK AND VICINITY-Jenna Krempel, 545 West 45th Street, 2nd fl., New York, 10036. (212-957-



3500) (Fax: 212-957-3232) Bus. Agts.: (Legit) Francis Gallagher; (Film) James P. Hurley.

TWU 783 BUFFALO-Patricia J. Marchewka, 124 Brentwood Drive, So. Cheektowaga, 14227-3271. (716-812-0783) Bus. Agt.: Mary Jo Witherell, 27 Warburton Pl., Buffalo 14223 (716-812-0783).

T&T 788 ROCHESTER-Floyd R. Schilstra, 1142 Bay Road, Webster, 14580. (585-787-2934) Bus. Agt.: Jack E. Klingenberg.

TBSE 794 NEW YORK-Rosemary Schimmenti, P.O. Box 154 Lenox Hill Station, New York, 10021-0012. (718-381-4183) (Fax: 718-381-4183) Bus. Agt.: David A. Hodges.

MAHS 798 NEW YORK-Co-Trustees: John C. Hall and Michael W. Proscia, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664).

TBSE 821 ELMIRA-David Rockwell, 101 E. Water Street, Elmira, 14901. (607-733-5518) Bus. Agt.: Norman T. Stull, 229 Meadow Drive, Horseheads, 14845.

EE/BPBD 829 NEW YORK-John V. McNamee Jr, 386 Park Avenue South, 13th floor, New York, 10016. (212-679-1164) (Fax: 212-679-1421).

M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON-William Pierce, 142 Southside Drive, Oneonta, 13820. (607-434-9075) Bus. Agt.: William Pierce.

TWU 858 ROCHESTER-Martha Schermerhorn, 21 Wimbledon Rd., Rochester, 14617. (585-338-7915) (Fax: 585-244-2539) Bus. Agt.: Anne Bowes.

ATPAM 18032 NEW YORK-Gordon G. Forbes, 1560 Broadway, Ste. 700, New York, 10036. (212-719-3666) (Fax: 212-302-1585) Bus. Agt.: Thomas Walsh.

USA 829 NEW YORK REGIONAL OFFICE-Carl Baldasso, 29 West 38th Street, 15th fl., New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Michael McBride.

NORTH CAROLINA

M 278 ASHEVILLE-J.S. Sudderth, P.O. Box 2071, Asheville, 28802. (704-274-4007) (Fax: 828-277-8691) Bus. Agt.: W.P. Sudderth.

M 322 CHARLOTTE/GREENVILLE-Randy Raynard, 4037 E. Independence Blvd., #601, Charlotte, 28205. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Bruce T. Grier (704-367-9435).

M 417 DURHAM/CHAPEL HILL/RALEIGH-Karen McClanahan, P.O. Box 28152, Raleigh, 27611. (919-422-0866) (Fax: 919-477-5833) Bus. Agt.: Rob McIntire.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Leslie Arcaro, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Ben Adams.

M 574 GREENSBORO/BURLINGTON/HIGH POINT-Neil Welch, Jr., P.O. Box 8575, Greensboro, 27419. (336-451-0390) (Fax: 336-638-3625) Bus. Agt.: Bill Daves, 4025 Lamond Drive, Winston-Salem, 27101. (336-852-0660).

M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE-Anne Bruskewitz, P.O. Box 15338, Winston-Salem, 27113-0338. (336-399-7382) (Fax: 336-770-1448) Bus. Agt.: Patrick O'Kelly.

M 870 FAYETTEVILLE-Michael J. Brown, Sr., P.O. Box 2792, Fayetteville, 28302-2792. (910-425-5650) (Fax: 910-425-5650) Bus. Agt.: Alex Chance, Jr.

NORTH DAKOTA

M 510 FARGO, ND/MOOREHEAD, MN-James Torok, P.O. Box 574, Fargo, ND 58107. Bus. Agt.: James Torok.

OHIO

S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD-Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE-Chris Lind, 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, 2581 East Fifth Avenue, Columbus, OH 43219.

S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY-Manny Littin, 435 S. Hawley Street, Toledo, 43609. (419-244-6320) (Fax: 419-244-6325) Bus. Agt.: Patrick Thayer.

S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-Michael Lehane, 1468 West 9th St., Suite 200, Cleveland, 44113. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Dale W. Short.

S 048 AKRON/CANTON-Helen Louie, 678 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Helen Louie.

M 064 STEUBENVILLE, OH/WHEELING, WV-Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. (304-242-6134) (Fax: 304-242-6134) Bus. Agt.: Frank Scarnecheia.

S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-279-3129) (Fax: 937-279-6185) Bus. Agt.: Kenneth G. Rice.

S 101 NILES/WARREN/YOUNGSTOWN-John Steven Bloom, P.O. Box 362, Youngstown, 44501. (330-747-9305) (Fax: 330-547-4255) Bus. Agt.: Robert Hacker.

MPP,O&VT 160 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-John Galinac, 2900 Euclid Avenue, Cleveland, 44115. (216-621-7854) (Fax: 216-621-9123) Bus. Agt.: John Galinac.

SM 209 STATE OF OHIO-Gil Gerity, Jr., 1468 West 9th St., Suite 200, Cleveland, 44113. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Kenneth McCahan.

MPP,O&VT 364 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD-Linda Galehouse, 678 N. Main Street, Akron, 44310. (330-376-2721) Bus. Agt.: John Hetsch, 14639 Hametown Road, Doylestown, 44230. (330-658-3341).

M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY-Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Junior Ross, 5094 Doss Hill Road, Barboursville, WV 25504. (304-736-2204).

TWU 747 COLUMBUS-Sandy Higginbotham, 723 Waybaugh, Gahanna, 43230. (614-337-2529) Bus. Agt.: C. Wayne Cossin, 1954 Indianola Ave., Columbus, 43201 (614-298-8071).

T&T 756 CLEVELAND-Glenn Barry, 7157 Rabbit Run Dr., Strongsville, 44136. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Erin Patton.

TWU 864 CINCINNATI-Peter Diamond, 2643 Highland Avenue, Cincinnati, 45219. (513-861-5300) (Fax: 513-861-5301) Bus. Agt.: Peter A. Diamond.

TWU 883 CLEVELAND-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

TWU 886 DAYTON-Sharleen Rafferty, P.O. Box 124, Dayton, 45401-0124. (937-277-7499) (Fax: 937-223-8299) Bus. Agt.: Cynthia Closser.

OKLAHOMA

S 112 OKLAHOMA CITY-Scott Hartzog, P.O. Box 112, Oklahoma City, 73101-0112. (405-232-4793) (Fax: 405-231-2778) Bus. Agt.: Rick Carpenter.

S 354 TULSA/PONCA CITY-Kerry Grisham, P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown.

M 387 LAWTON/OKLAHOMA CITY-Homer L. Hawkins, 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday.

TWU 904 TULSA-Barbara Cosper, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

OREGON

M 028 PORTLAND/SALEM-Robin Hoffmeister, 4949 S.E. 26th Ave., Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Chris Bateman.

SM 488 PACIFIC NORTHWEST-Nancy Yeo, 4949 S.E. 26th Ave., Portland, OR 97202. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen; (Washington) David Ray Robinson, 2800 1st Ave., #228, Seattle, WA 98121. (206-448-0668) (Fax: 206-448-0257).

M 675 EUGENE/CORVALLIS/BEND-Erica Miller, P.O. Box 12217, Eugene, 97440-4417. (541-344-6306) (Fax: 541-344-6306) Bus. Agt.: Mike Carpenter.

TBR&SE 793 PACIFIC NORTHWEST-Lee Collett, 2800 First Ave., #225, Seattle, WA, 98121. (206-443-1750) (Fax: 206-448-0257). Bus. Agt.: Gary Kolano.

PACIFIC NORTHWEST

SM 488 PACIFIC NORTHWEST-Nancy Yeo, 4949 S.E. 26th Ave., Portland, OR 97202. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen; (Washington) David Ray Robinson, 2800 1st Ave., #228, Seattle, WA 98121. (206-448-0668) (Fax: 206-448-0257).

TBR&SE 793 PACIFIC NORTHWEST-Gary Kolano, P.O. Box 94282, Seattle, WA 98124-6582. (206-245-6305). Bus. Agt.: Gary Kolano.

PENNSYLVANIA

S 003 PITTSBURGH-Shawn W. Foyle, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: Robert J. Brown.

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Andrew Nolan, 1320 Race Street, Philadelphia, PA 19107. (215-557-9982/3) (Fax: 215-557-9984) Bus. Agt.: Michael Barnes.

SM 052 STATES OF NEW YORK/NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Robert Stocklin.

S 082 WILKES BARRE-Michael Marancik, P.O. Box 545, Wilke-Barre, 18703 (570-824-1665) (Fax: 570-824-6060). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

S 097 READING-David Neel, P.O. Box 7511, Reading, 19603-7511. (610-685-9797) (Fax: 610-374-7284) Bus. Agt.: Timothy Breitenstein.

S 098 HARRISBURG/HERSHEY/CARLISLE-Bob McGraw, P.O. Box 266, Hershey, 17033-0266. (717-991-4411)(Fax: 717-657-1151) Bus. Agt.: Tom Chickey.

S 113 ERIE-Mark Marchant, 3918 Wood Street, Erie, 16509. (814-866-2126) Bus. Agt.: Kenneth Marchant.

M 152 HAZELTON-Nicholas St. Mary, P.O. Box 24, Hazleton, 18201. (570-459-1602) Bus. Agt.: Nicholas J. St. Mary.

S 200 ALLENTOWN/EASTON/STROUDSBURG/BETHLEHEM-Matthew Calleri, P.O. Box 391, Allentown, 18015. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Don Swallow.



M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Alex Paskey, 215 W. Columbus, Shenandoah, 17976. (570-462-3578) Bus. Agt.: Robert Spiess, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

M 266 WARREN COUNTY, PA/JAMESTOWN/CHAUTAUQUA, NY-Eric Bolling, 80 McDaniel Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh, P.O. Box 513, Sherman, NY 14781. (716-761-6944).

M 283 HANOVER/YORK COUNTY/GETTYSBURG/LANCASTER COUNTY-Judi S. Miller, P.O. Box 7531, York, 17404. (717-846-4314).

M 329 SCRANTON/PITTSTON-Patricia Martin, RR3, Box 25 Locust Dr., Dalton, 18414. (570-563-1041) (Fax: 570-563-1019) Bus. Agt.: Frank Martin.

M 451 NEW CASTLE-John A. Suchonic, P.O. Box 583, New Castle, 16103. (724-652-4560) Bus. Agt.: Charles M. Chirozzi, 147 Hickory View Dr., New Castle, 16102. (724-652-4560).

SM 489 GREATER PITTSBURGH AREA-Cassie Ross Eccles, P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: Chip Eccles.

M 591 WAYNESBORO, PA/HAGERSTOWN, MD/FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (301-774-5389). Bus. Agt.: John Nichols.

M 627 WASHINGTON/PITTSBURGH/BEAVER FALLS/CHARLESTON/GREENSBURG/MCKEESPORT/MONESSEN/ BUTLER CITY-Joe Laabs, P.O. Box 224, Strabane, 15363. (724-873-9192) (Fax: 724-873-9192) Bus. Agt.: Patrick A. Gianella.

M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/SUNBURY/LEWISBURG/BLOOMSBURG/SELINS-GROVE-John T. Guss, P.O. Box 394, State College, 16804. (814-883-0769) (Fax: 814-235-9386) Bus. Agt.: Fred Park, Jr.

T&T 752 PHILADELPHIA-Jerry Kelly, P.O. Box 9907, Philadelphia, 19118. (215-431-5184) Bus. Agt.: Daniel Ahearn (610-449-5922).

TWU 787 PITTSBURGH-Deborah Termini, 9 Beltzhoover Ave., Pittsburgh, 15210-1009. (412-401-3045) (Fax: 412-471-7787) Bus. Agt.: Judith A. Cupps, 5581 Edwards Rd., Murrysville, 15668.

TWU 799 PHILADELPHIA/CAMDEN, NJ-Beverly S. Nolan, 200 Plymouth Place, Mercantville, NJ 08109. (856-662-8242) Bus. Agt.: Elisa Murphy (215-643-1282) (Fax: 215-643-6705).

TBSE 804 PHILADELPHIA-Donald Sharp, Sr., 6242 Wissahickon Ave, Philadelphia, 19144. (215-849-5387) .Bus. Agt.: Michael Reehm.

TBSE 820 PITTSBURGH-James Bruwelheide, P.O. Box 110035, Pittsburgh, 15232. (412-622-1422) Bus. Agt.: Marji Murphy.

T&T 862 PITTSBURGH-Lori Cunningham, P.O. Box 22121, Pittsburgh, 15222. (412-456-2608) (Fax: 412-391-7219) Bus. Agt.: Ron Salera.

TBSE 902 JOHNSTOWN/ALTOONA-John Foster, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Chris Knapik.

PUERTO RICO/VIRGIN ISLANDS

M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Angel Lopez, Chile Street, #259, Hato Rey, PR 00918 (787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Eladio Feliciano.

RHODE ISLAND

M 023 PROVIDENCE/NEWPORT/WOONSOCKET-John Brennan, 58 Sampson Avenue, N. Providence, 02911. (401-231-6414) Bus. Agt.: Patrick Ryan.

M 538 WESTERLY, RI/NEW LONDON, CT-Sheila Harrington-Hughes, P.O. Box 124, Danielson, CT 06239. (860-774-8767) (Fax: 860-774-8767) Bus. Agt.: Robert Francis.

TWU 830 PROVIDENCE-Deborah Voccio, P.O. Box 8, Coventry, 02816. (401-826-2974) (Fax: 401-826-2974) Bus. Agt.: Frances Howe, 40 Vermont Ave, Rumford, 02916. (401-438-6014).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH-Joseph Roberts, P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: Greg Eddins.

M 347 COLUMBIA-Valerie Wooten, P.O. Box 8876, Columbia, 29202. (803-240-0111) (Fax: 803-787-4027) Bus. Agt.: Laura Pettit Criswell.

SM 491 STATES OF SOUTH AND NORTH CAROLINA/SAVANNAH, GA-Leslie Arcaro, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Ben Adams.

SOUTH DAKOTA

S 220 SIOUX FALLS-Sue Mott, P.O. Box 2040, Sioux Falls, 57101. (605-359-3977) (Fax: 605-297-4228). Bus. Agt.: Jeff Gortmaker.

M 503 MITCHELL/HURON-Wade R. Strand, 25798 409th Street, Mitchell, 57301. (605-996-7533) Bus. Agt.: Tony Palli (605-996-1591).

M 731 RAPID CITY/BLACK HILLS AREA-Keith Koball, P.O. Box 2358, Rapid City, 57709. Bus. Agt.: Jim Bickett.

TENNESSEE

S 046 NASHVILLE-Deborah McCarley, 211 Donelson Pike, #202, Bldg A, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: James Robertson.

S 069 MEMPHIS-Kenneth Cole, 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994) (Fax: 901-327-8626). Bus. Agt.: Alan Resneck.

S 140 CHATTANOOGA-R.E. Hobgood, P.O. Box 132, Chattanooga, 37401. (423-645-9251) (Fax: 423-876-7985) Bus. Agt.: Chris Keene.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-Charles J. Flenniken, P.O. Box 946, Knoxville, 37909. (865-924-9872) (Fax: 865-609-0750) Bus. Agt.: Chuck Ward.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Robert Hill.

M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL, VA-Darrell Pendergrass, 15246 Lee Highway, Bristol, VA 24202. (540-669-6816) (Fax: 540-669-9447) Bus. Agt.: Shelby Gene Coffey.

TWU 825 MEMPHIS-Dorothy L. Clark, 1472 Kinilwood, Memphis, 38134. (901-386-3429) (Fax: 901-382-7832) Bus. Agt.: Dorothy Clark.

TWU 894 KNOXVILLE-Leslie Percelly, P.O. Box 14653, Knoxville, 37914. (865-659-9701) Bus. Agt.: Roland Harkness.

TWU 915 NASHVILLE-Jodie Clark, P.O. Box 383, Hermitage, 37076. Bus. Agt.: Judy Resha (615-851-6055).

TEXAS

S 051 HOUSTON/GALVESTON-Scott Firth, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Butch Lange.

S 076 SAN ANTONIO-Carl Lenhart, 206 San Pedro, #306, San Antonio, 78228 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell.

S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE-Derryl Wiggins, 7650 Pebble Drive, Fort Worth, 76101. (817-284-8596) (Fax: 817-284-0968) Bus. Agt.: Brian Branigan.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Vicki Jones, 2805 Canton Street, Dallas, 75226. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: Bill C. White.

M 153 EL PASO, TX/LAS CRUCES, NM-Ignacio Flores, 609 Robinson, El Paso, 79902. (915-544-6818) (Fax: 915-544-8323) Bus. Agt.: Paul H. Enger.

M 183 BEAUMONT/PORT ARTHUR/ORANGE-Marie Pinner, 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: Larry Allen.

M 205 AUSTIN-Bon V. Davis, P.O. Box 142, Austin, 78767. (512-371-1217) (Fax: 512-458-1507) Bus. Agt.: John A. Przyborski.

O 249 DALLAS/MCKINNEY-Raymond L. Patterson, 2805 Canton Street, Dallas 75226-1602. (214-698-0249) (Fax: 214-747-4792) Bus. Agt.: Raymond L. Patterson.

O 330 FORT WORTH/DENTON/GAINESVILLE-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-598-1517) Bus. Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Brandy Sylvester, P.O. Box 424, Killeen, 76540. (254-699-7128). Bus. Agt.: William Sproul.

M 378 WICHITA FALLS-Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman.

SM 484 STATE OF TEXAS-Kurt Kornemann, 1514 Ed Bluestein Blvd., #106, Austin, 78721. (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Ken Rector.

M 604 CORPUS CHRISTI/HARLINGEN/MCALLEEN/BROWNSVILLE-Jesse G. Gonzales, P.O. Box 969, Corpus Christi, 78403. (361-853-2276) (Fax: 361-853-7269) Acting Bus. Agt.: Henry Reyes.

TBSE 796 STATE OF TEXAS-Bradley Mitten, 15403 Pebble Band Dr., Houston, 77068. (281-799-0707) (Fax: 281-880-6625). Bus. Agt.: Kevin Allen.

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AFE Arena Facility Employees

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B Back Room, Film Exchange Employees

BPTS Ball Park Ticket Sellers

F Front Office, Film Exchange Employees

MT Mail Telephone Order Clerks

T Theatre Employees - Special Departments

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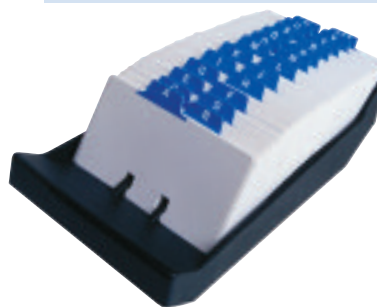
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SourceCorp: Document scanning, storage, microfiche. 300 Prince Georges Blvd, Upper Marlboro, MD 20774 (800) 969-2556/ <http://www.srcpma.com> - OPEIU

The Taylor Companies: 75 Taylor St, Bedford, OH 44146 (888) 758-2956/ <http://thetaylorcompanies.com> - USWA

Unions-America: PO Box 823150, Vancouver, WA 98682/ (866) 260-9563 <http://www.unions-america.com> - GCIU

Union Built PC: 716A Bradley Rd, Ocean City, MD 21842/ (248) 910-3955/ <http://www.unionbuiltpc.com> - CWA

Union Office Solutions: 210 Airport Rd, Viroqua WI 54665/ (888) 773-1598/ <http://www.unionofficesolutions.com> - IAM

USA Coffee Co., 520 East Decker St., Viroqua, WI 54639/ (888) 202-3075/ <http://www.usacoffeecompany.com> - UFCW

Van Elgort Information Systems: 8921 DeSoto #202, Canoga Park, CA 91304/ (818) 718-9900 - CWA

Web Connectivity LLC: 1828 N. Meridian St. Suite 115, Indianapolis, IN 46202 (317) 920-0234 <http://www.webconnectivityllc.com> - IBEW

Xerox-Continental Business Systems: 1358-B Elm St, Manchester, NH 03101/ www.continental.org - UNITE HERE

*While it may be called the Directors Guild,
there is no question that it takes a team to make
a film. And at the core of that team are the members
of the IATSE and the DGA, the men and women who
make the best audio-visual productions in the world.*

**JAY ROTH,
NATIONAL EXECUTIVE DIRECTOR,
DIRECTORS GUILD OF AMERICA**

*I hope over the next four years between this
convention and the next one that we can use the
strength we're building between ourselves to take
those values out in a way that doesn't just benefit
our own members, but in a way that links into
that growing community of people out there who
just think it doesn't change, because
we can change things.*

**TONY LENNON,
PRESIDENT,
BECTU**

*We have a task in front of us. If we're to deliver those goods
for working families, we must take back our democracy and
return it to its proper owners - the honest and industrious
working families that we have the honor to represent and
who build these great nations of ours in Canada and the
United States and other democracies around the world.
But we will only do that by being loud and clear about our
values as citizens, as workers, and as trade unionists*

**KEN GEORGETTI,
PRESIDENT,
CANADIAN LABOUR CONGRESS**

