

THE OFFICIAL  
IATSE

[www.iatse.net](http://www.iatse.net)

NUMBER 665  
THIRD QUARTER, 2019



# Bulletin



## MONTREAL, QUÉBEC

HOME OF THE MID-SUMMER  
GENERAL EXECUTIVE BOARD MEETING

# Stand Up, Fight Back!

The Stand Up, Fight Back campaign is a way for the IATSE to stand up to attacks on our members from anti-worker politicians. The mission of the Stand Up, Fight Back campaign is to increase IATSE-PAC contributions so that the IATSE can support those politicians who fight for working people and stand behind the policies important to our membership, while fighting politicians and policies that do not benefit our members.

The IATSE, along with every other union and guild across the country, has come under attack. Everywhere from Wisconsin to Washington, DC, anti-worker politicians are trying to silence the voices of American workers by taking away their collective bargaining rights, stripping their healthcare coverage, and doing away with defined pension plans.

## Help Support Candidates Who Stand With Us!

For our collective voice to be heard, IATSE's members must become more involved in shaping the federal legislative and administrative agenda. Our concerns and interests must be heard and considered by federal lawmakers. But labor unions (like corporations) cannot contribute to the campaigns of candidates for federal office. Most prominent labor organizations have established PAC's which may make voluntary campaign contributions to federal candidates and seek contributions to the PAC from union members. To give you a voice in Washington, the IATSE has its own PAC, the IATSE Political Action Committee ("IATSE-PAC"), a federal political action committee designed to support candidates for federal office who promote the interests of working men and women.

*The IATSE-PAC is unable to accept monies from Canadian members of the IATSE.*



## Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee  
Voucher for Credit/Debit Card Deductions



I hereby authorize the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States Political Action Committee, hereinafter called the IATSE-PAC to initiate a deduction from my credit card.

This authorization is to remain in full force and effect until the IATSE-PAC has received written notification from me of its termination in such time and in such manner as to afford the parties a reasonable opportunity to act on it.

**Check one:** ☐ **President's Club (\$40.00/month)** ☐ **Leader's Club (\$20.00/month)** ☐ **Activist's Club (\$10.00/month)**

**Choose one:** ☐ **Or authorize a monthly contribution of \$ \_\_\_\_\_** ☐ **Mastercard** ☐ **Discover**  
☐ **Authorize a one-time contribution of \$ \_\_\_\_\_ (\$10.00 minimum)** ☐ **VISA** ☐ **American Express**

**Card #:** \_\_\_\_\_ **Expiration Date (MM/YY):** \_\_\_\_/\_\_\_\_ **Card Security Code:** \_\_\_\_\_

**Employee Signature** \_\_\_\_\_ **Date** \_\_\_\_\_ **Last 4 Digits of SSN** \_\_\_\_\_ **Local Number** \_\_\_\_\_

**Print Name** \_\_\_\_\_ **Email** \_\_\_\_\_ **Phone Number** \_\_\_\_\_

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This Authorization is voluntarily made based on my specific understanding that:

- The signing of this authorization card and the making of contributions to the IATSE-PAC are not conditions of membership in the union nor of employment with the Company and that I may refuse to do so without fear of reprisal.
- I am making a contribution to fund-raising efforts sponsored by IATSE-PAC and that the IATSE-PAC will use my contributions for political purposes, including but not limited to, the making of contributions to or expenditures on behalf of candidates for federal, and addressing political issues of public importance.
- Federal law requires the IATSE-PAC to use its best efforts to collect and report the name, mailing address, occupation and the name of employer of individuals whose contributions exceed \$200 in a calendar year.
- Contributions or gifts to the IATSE-PAC are not deductible as charitable contributions for federal income tax purposes.
- Any contribution guideline is merely a suggestion and I may contribute more, less or nothing at all without favor or disadvantage from IATSE.
- The IATSE-PAC is unable to accept monies from Canadian members of the IATSE.

**RETURN TO: IATSE PAC~ c/o 100 Centennial Street, #2186, LaPlata, MD 20646**



# THE OFFICIAL IATSE BULLETIN

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**James B. Wood**  
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**MaryAnn Kelly**  
Assistant to the Editor



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FAX: (212) 787-3607  
[www.iatsenbf.org](http://www.iatsenbf.org)

## IATSE TRAINING TRUST FUND

2210 W. Olive Avenue, Suite 300, Burbank, CA 91506  
Tele: (818) 738-1802 FAX: (818) 738-1803

## NEW LOCATION!

The IATSE West Coast Office and the Training Trust Fund has moved! The new address is 2210 W. Olive Avenue, Burbank, CA 91506.



## FIND US ONLINE



Visit us on the Web: [www.iatse.net](http://www.iatse.net)



IATSE: [www.facebook.com/iatse](http://www.facebook.com/iatse)

IATSE Canada: [www.facebook.com/iatsecanada](http://www.facebook.com/iatsecanada)

Young Workers: [www.facebook.com/groups/IATSEYWC](http://www.facebook.com/groups/IATSEYWC)



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IATSE: [www.instagram.com/iatse](http://www.instagram.com/iatse)



Our Flickr stream: [www.flickr.com/groups/iatse](http://www.flickr.com/groups/iatse)

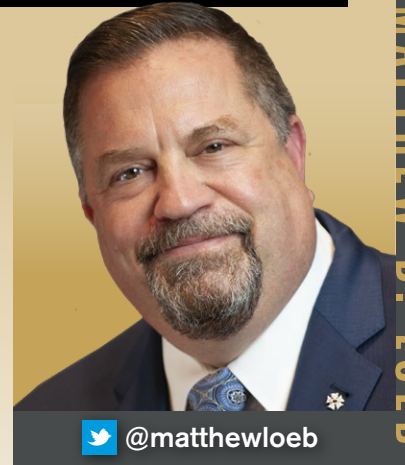


IATSE Training Trust Fund: [www.iatsetrainingtrust.org](http://www.iatsetrainingtrust.org)



## Giving Back

*One of our Four Pillars of Success is activism. Activism takes many shapes and, in turn, has many advantages for us. The basic notion is that we, as union members, and the organizations to which we belong (Local and International unions) have a moral responsibility to be part of the communities in which we work and live.*



And to do our part as citizens and union members to advance the social and economic conditions of workers, and give of ourselves to those who may be in need.

The list of charitable efforts is long and one need not look too hard to find worthy causes. Many of our members and Locals have engaged in charitable activism such as food drives, coat and clothing drives, support for veterans and wounded warriors, support for various organizations that benefit people who suffer from illness and diseases, supporting religious charities, working with schools to teach children about the future of work in our industry. Such efforts range from participation of an individual to small groups to large industry-wide efforts.

In addition, the community and our members see real advantages when we effectively engage in the political process. We must create and maintain a political environment in which

the IATSE and unions in general may succeed. This is done by supporting politicians and legislation that support workers. Furthermore, we have numerous employers that are controlled or influenced by government agencies. The advantages of our potent political presence cannot be underestimated. We must use all available leverage to better the lives of the membership and, rest assured, playing in the political arena is an effective tool toward this end.

Many of us are engaged, involved activists. More of us need to be. Whether it's showing up for a rally or march to support a cause, walking a picket line, serving food to the homeless or simply making a donation to a worthy cause, you can make a difference. I encourage you to become involved and work to ensure a community of compassion, fairness and progress.

## OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the Renaissance Dallas Hotel, 2222 North Stemmons Freeway Dallas, Texas 75207 at 10:00 a.m. on Monday, January 27, 2020, and will remain in session through and including Friday, January 31, 2020. 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 Renaissance Dallas Hotel by calling 1-800-468-3571. Guest room rate for the IATSE is \$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 affiliation with the IATSE.

Cut-off date: January 3, 2020



## ONLINE HOTEL RESERVATIONS

Hotel reservations for I.A.T.S.E. General Executive Board meetings can be made online through a link on the International's Website. Simply go to the "Upcoming Events" section for further details.

## 2020 SUPPLIES

The 2020 local union supplies and membership cards will be mailed out by the beginning of December to those local unions that have submitted their 3rd Quarter Report for 2019 and purchased all necessary per capita stamps for 2019.

**Downloadable versions of The Official Bulletin are posted on our website: [www.iatse.net](http://www.iatse.net). Permission must be granted by the IATSE before reprinting or distributing any portions.**

## BULLETIN AND PHOTO SUBMISSION GUIDELINES

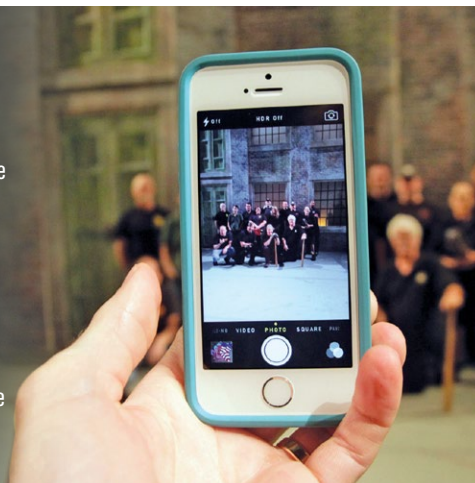
Please send your Bulletin submissions to [bulletin@iatse.net](mailto:bulletin@iatse.net).

All digital photos should be taken with a camera that is at least 3 megapixels or higher, and set on the highest quality/resolution setting.

JPEG or TIFF file formats only please.

Please do not crop or otherwise modify photos - the original version usually has the highest quality.

Using a smartphone? Please turn it sideways for group shots. Get as close as possible to the subject, but avoid using your phone's zoom function. When emailing photos from a smartphone, please be sure and send the original size or the largest available.





# Why Should I Bother?

*This unfortunately is the answer that is provided all too often when you ask somebody if they are planning to vote in an election. It doesn't even seem to matter what type of election it is, there has been a growing level of apathy occurring throughout the populations of both the United States and Canada when it comes to voter participation.*



During the 2016 Presidential Election, the voter turnout rate was approximately 58% of the U.S. population that was eligible to vote. The participation rate in Canadian federal elections has averaged in the area of 60% for the five elections prior to the 2015 election.

Not going to the polls and casting a vote is something I have never personally understood. Since the time I turned eighteen and first became eligible to vote, I have fulfilled what I felt was my democratic duty and cast a ballot in every election in which I have been entitled to vote. While I knew it was my right, I always viewed it more as a privilege.

The system is far from perfect. Those we elect often break their promises and appear to not represent the views of the majority. It is easy to become disillusioned. However, the one thing that is certain is that politicians want to keep their jobs and they know that every few years they need to “consult” with the electorate and they have to survive a “job evaluation” otherwise known as an election. If they thought that 100% of their constituency was going to vote then their policies would reflect the views of the majority of their constituency, if only because they want to be re-elected.

I have no problem living by the will of the majority, that's the foundation of democracy, but when all of us do not make our views known by voting then it is difficult to get changes made. Have you ever wondered why you read about a poll on an issue where an overwhelming majority of people believe something should change and yet the politicians do nothing?

The simple fact is that they are not worried about the views of the entire population they are only concerned about satisfying a simple majority of those that their polling models show as likely voters. If 100% of eligible voters were actually going to the polls then politicians would be in sync with the majority views of society.

At the beginning of this message I referred to the average of past Canadian federal elections. However, in the 2015 federal election, almost 70% of eligible Canadian voters went to the polls and cast their votes. Much of that increase was the result of a more activist attitude by labour and that included IATSE members and their local unions. The result was the removal from office of the long-standing party in power and their anti-labour agenda and a landslide victory for the Liberal party and their much more progressive views on labour issues. As a result of the higher participation by labour the Liberals have instituted a number of positive changes for workers since their election. When you vote, the politicians see the results and address your issues and concerns.

On October 21, 2019 Canadians will once again have the opportunity to make their voices heard at the ballot box. A little over a year later on Tuesday November 3, 2020 our membership in the United States will have their opportunity. In these upcoming elections and all levels of future ones, I encourage you to make a positive difference by ensuring that you and all eligible voters in your household participate and go to the polls to cast your votes. Make your opinion count!

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE  
TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA

# INDEPENDENT AUDITOR'S REPORT

Mr. Matthew D. Loeb, President

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists  
and Allied Crafts of the United States, Its Territories and Canada and Affiliates

## Report on the Financial Statements

We have audited the accompanying combined financial statements of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada and Affiliates (the "International") which comprise the combined statements of financial position as of April 30, 2019 and 2018, and the related combined statement of activities and combined statement of functional expenses for the year ended April 30, 2019 and combined statements of cash flows for the years ended April 30, 2019 and 2018, and the related notes to the combined financial statements.

## Management's Responsibility for the Combined Financial Statements

Management is responsible for the preparation and fair presentation of these combined financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of combined financial statements that are free from material misstatement, whether due to fraud or error

## Auditor's Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free of material misstatement.

An audit involves performing procedures to obtain evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the

reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the combined financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## Opinion

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the financial position of the International as of April 30, 2019 and 2018, and its changes in net assets for the year ended April 30, 2019 and its cash flows for the years ended April 30, 2019 and 2018 in accordance with accounting principles generally accepted in the United States of America.

## Report on Summarized Comparative Information

We have previously audited the International's April 30, 2018 combined financial statements, and we expressed an unmodified audit opinion on those combined audited financial statements in our report dated August 7, 2018. In our opinion, the summarized comparative information presented herein for the year ended April 30, 2018, is consistent, in all material respects, with the audited financial statements from which it has been derived.

## Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the combined financial statements as a whole. The supplemental information on pages 29 through 39 is presented for purposes of additional analysis and is not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audits of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

/s/ Schultheis & Panettieri, LLP

Hauppauge, New York

August 9, 2019

## COMBINED STATEMENT OF FINANCIAL POSITION APRIL 30, 2019 AND 2018

	2019	2018		2019	2018
<b>Assets</b>			<b>Liabilities and Net assets</b>		
Current assets			Current liabilities		
Cash	\$ 3,114,915	\$ 3,098,849	Accounts payable and accrued expenses	\$ 574,680	\$ 499,415
Investments - at fair value	50,382,547	44,700,776	Tenant deposit payable	27,765	42,612
Receivables			Other	71,648	62,813
Accrued interest and dividends	230,860	174,898	Total current liabilities	674,093	604,840
Related organizations	-	6,440	Deferred compensation plan	18,254,695	13,167,369
Promissory notes	13,000	22,050	Deferred income	10,276,000	9,747,000
Per capita taxes	31,000	23,000	Employers' bonds	1,881,801	1,544,009
Other	61,453	64,694	Total liabilities	31,086,589	25,063,218
Prepaid expenses	137,307 1	56,846			
Total current assets	53,971,082	48,247,553	<b>Net assets</b>		
Property and equipment -net	27,627,604 2	7,795,698	Without restrictions	49,824,709	50,460,578
Other assets	35,762	60,096	With restrictionst	723,150	579,551
Total assets	\$81,634,448	\$76,103,347	Total net assets	50,547,859	51,040,129
			Total liabilities and net assets	\$81,634,448	\$76,103,347



**COMBINED STATEMENT OF ACTIVITIES**  
**YEAR ENDED APRIL 30, 2019**  
**(WITH COMPARATIVE TOTALS FOR 2018)**

	2019			2018
	Without Restrictions	With Restrictions	Total	
<b>Revenue</b>				
Per capita taxes and assessments	\$29,679,081	\$ -	\$29,679,081	\$27,991,706
Political action contributions		515,349	515,349	467,962
Processing fees	2,207,560	-	2,207,560	2,114,603
Supplies and other	124,895	-	124,895	80,819
Rent	275,444	-	275,444	525,989
Royalty income	188,337	-	188,337	150,573
Other	266,775	-	266,775	338,243
Net assets released from restrictions:				
Satisfaction of program restrictions	371,750	(371,750)	-	-
Total revenue	<u>33,113,842</u>	<u>143,599</u>	<u>33,257,441</u>	<u>31,669,895</u>
<b>Expenses</b>				
Program services	22,096,915	-	22,096,915	24,224,587
Management and general	7,378,547	-	7,378,547	7,088,553
Total expenses	<u>29,475,462</u>	<u>-</u>	<u>29,475,462</u>	<u>31,313,140</u>
Change in net assets before other changes	3,638,380	143,599	3,781,979	356,755
Other changes				
Investment income	813,077	-	813,077	(243,030)
Pension related changes other than benefit costs	(5,087,326)	-	(5,087,326)	(1,215,280)
Change in net assets	(635,869)	143,599	(492,270)	(1,101,555)
<b>Net assets</b>				
Beginning of year	50,460,578	579,551	51,040,129	52,141,684
End of year	<u>\$49,824,709</u>	<u>\$723,150</u>	<u>\$50,547,859</u>	<u>\$51,040,129</u>

**COMBINED STATEMENT OF FUNCTIONAL EXPENSES**  
**YEAR ENDED APRIL 30, 2019**  
**(WITH COMPARATIVE TOTALS FOR 2018)**

	2019			2018
	Program Services	Management and General	Total	
Payroll and allowances	\$ 7,540,926	\$3,137,155	\$10,678,081	\$12,594,237
Payroll taxes	515,454	220,909	736,363	676,717
Employee benefits	4,342,352	1,832,577	6,174,929	6,063,707
Occupancy	204,750	87,751	292,501	246,442
Utilities	70,203	30,088	100,291	99,111
Real estate taxes	224,812	96,348	321,160	287,970
Maintenance and repairs	185,871	79,659	265,530	187,712
Telephone	77,307	33,131	110,438	114,470
Printing and postage	917,799	374,928	1,292,727	1,261,508
Office	352,252	121,284	473,536	503,574
Legal	1,377,706	53,051	1,430,757	859,587
Accounting	-	247,291	247,291	249,911
Consulting and outside services	141,689	60,724	202,413	220,984
Computer	218,661	93,712	312,373	278,713
Insurance	180,877	77,518	258,395	259,346
Meetings and conferences	2,860,568	-	2,860,568	3,812,767
Per capita taxes - affiliated organizations	999,696	-	999,696	961,543
Promotional and charitable	-	613,701	613,701	649,119
Political contributions	515,200	-	515,200	495,200
Education and training	626,563	-	626,563	522,674
Currency exchange	233,884	-	233,884	181,733
Depreciation	510,345	218,720	729,065	786,115
Total expenses	<u>\$22,096,915</u>	<u>\$7,378,547</u>	<u>\$29,475,462</u>	<u>\$31,313,140</u>

**COMBINED STATEMENT OF CASH FLOWS  
YEARS ENDED APRIL 30, 2019 AND 2018**

	2019	2018
Cash Flow from Operating Activities:		
Change in net assets	\$(492,270)	\$(1,101,555)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	729,065	786,115
Net (appreciation) depreciation in fair value of investments	(618,695)	1,493,074
Receivable - Accrued interest and dividends	(55,962)	(44,388)
Receivable - Related organizations	6,440	(6,440)
Receivable - Promissory notes	9,050	7,500
Receivable - Per capita taxes	(8,000)	9,000
Receivable - Other	3,241	98,805
Prepaid expenses	19,539	25,097
Other assets	24,334	228
Accounts payable and accrued expenses	75,265	79,524
Tenants' security deposits	(14,847)	14,847
Other current liabilities	8,835	(30,534)
Deferred compensation plan	5,087,326	1,215,280
Deferred income	529,000	1,237,000
Employers' bonds	337,792	133,629
Currency translation adjustment	545,852	(822,502)
Net cash provided by (used in) operating activities	<u>6,185,965</u>	<u>3,094,680</u>
Cash flows from Investing Activities:		
Purchase of investments	(58,430,230)	(62,907,998)
Sale of investments	52,821,302	69,324,062
Purchase of property and equipment	(560,971)	(8,886,627)
Net cash provided by (used in) investing activities	<u>(6,169,899)</u>	<u>(2,470,563)</u>
Net increase (decrease) in cash	<u>16,066</u>	<u>624,117</u>
Cash		
Beginning of year	<u>3,098,849</u>	<u>2,474,732</u>
End of year	<u>\$ 3,114,915</u>	<u>\$ 3,098,849</u>

**Supplemental cash flow information:**

There were no cash outlays for interest or income taxes during the years ended April 30, 2019 and 2018.

**NOTES TO COMBINED FINANCIAL STATEMENTS  
YEARS ENDED APRIL 30, 2019 AND 2018**

**Note 1 - Description of Organization and Significant Accounting Policies**

**General**

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, (the "International") is an international labor union and was established to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to ensure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The combined financial statements include the following funds and affiliated entities under the International's control:

The General Fund provides for the ongoing activities of the International not specifically carried out by any other fund.

The International's wholly-owned affiliates, the I.A.T.S.E. Realty Corporation (the "Realty Corp."), a title holding corporation, the I.A.T.S.E. International Building Corporation (the "International Building Corp."), an Ontario, Canada non-share Capital Corporation, and the I.A.T.S.E. General Office Building Corp. (the "General Building Corp."), a title holding corporation. These affiliates were established to hold title to and operate property.

The Convention Transportation and Per Diem Fund (the "Convention Fund") was established to defray the costs of delegates' transportation, accident insurance, per diem and printing expense at the Convention of the International.

The Defense Fund of the International Union was established to defray extraordinary legal and other expenses of the local unions as determined by the Defense Fund Committee.

The Security Department was established to receive and act as custodian for employer bonds that serve as collateral for wages and benefits for members working in accordance with applicable collective bargaining agreements.

The Political Action Committee of the I.A.T.S.E., the I.A.T.S.E. Federal Speech PAC and the State and Local PAC of the I.A.T.S.E. (known collectively as the "Political Action Committees") were established for political and legislative purposes.

Management has evaluated subsequent events through the date of the auditor's report, the date the financial statements were available to be issued.

**Basis of accounting**

The financial statements are presented on the accrual basis of accounting.

**Fund accounting**

The accounts of the International are maintained in accordance with the principles of fund accounting. Under fund accounting, resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purpose. Separate accounts are maintained for each fund; however, the funds have been combined for financial statement purposes.

**Canadian exchange**

The International maintains assets and liabilities in Canada and the United States. It is the intent of the International to receive and expend Canadian dollars in Canada and not, on a regular basis, convert them to U.S. dollars. For financial statement purposes all assets and liabilities are expressed in U.S. dollar equivalents.

Canadian dollars included in the combined statement of financial position are translated at the appropriate year-end exchange rates. Canadian dollars included in the combined statement of activities are translated at the average exchange rates for the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in investment income in the combined statement of activities.

**Use of estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from these estimates.

**Administrative expense allocation**

The International provides certain administrative services to the I.A.T.S.E. Training Trust Fund, for which reimbursements are received. The cost for these services include salaries, benefits and other related administrative expenses. The total amount reimbursed for the years ended April 30, 2019 and 2018 was \$335,190 and \$309,787, respectively.

The International also pays the administrative expenses on behalf of the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). These expenses include auditing, legal and actuarial services. The total amount of administrative expenses reimbursed to the Pension Fund for the years ended April 30, 2019 and 2018 was \$356,871 and \$329,255, respectively. This amount is included in employee benefits in the combined schedule of expenses.

**Functional allocation of expenses**

The financial statements report certain categories of expenses that are attributable to more than one function. Expenditures classified as program services relate primarily to the tax purpose of the organization. Expenditures classified as management and general relate primarily to administrative functions. All expenses are allocated in a manner that best reflects the actual costs associated with each function, primarily based on estimates of time and effort.

**Inventory**

The International maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of the items held.

**Valuation of investments**

The International's investments are stated at fair value. See "Fair value measurements" footnote for additional information.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/(depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.



## Recent accounting pronouncements

In August 2016, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update 2016-14, Not-for-Profit Entities (Topic 958) – Presentation of Financial Statements of Not-for-Profit Entities (“ASU 2016-14”). Effective for financial statements with fiscal years beginning after December 15, 2017, ASU 2016-14 addresses the understandability of net asset classification, information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return. The International has adjusted the presentation of the financial statements accordingly. ASU 2016-14 has been applied retrospectively to all periods presented.

## Note 2 – Cash

	2019	2018
Interest bearing	\$2,358,234	\$1,962,543
Non-interest bearing	756,681	1,136,306
Total	<u>\$ 3,114,915</u>	<u>\$3,098,849</u>

At times throughout the years the International may have, on deposit in banks, amounts in excess of FDIC insurance limits. The International has not experienced any losses in such accounts and the Officers believe it is not exposed to any significant credit risks.

## Note 3 – Investments

Investments consist of the following:

	2019	2018
Certificates of deposit	\$ 4,627,997	\$ 3,671,473
Government securities	25,821,054	24,796,173
Corporate debt instruments	9,480,048	8,376,547
Registered investment companies	10,334,894	7,753,142
Non-publicly traded stock	118,554	103,441
Total	<u>\$50,382,547</u>	<u>\$44,700,776</u>

Investment income (loss) consists of the following:

	2019	2018
Interest and dividends	\$943,451	\$ 610,813
Net appreciation (depreciation) in fair value	618,695	(1,493,074)
Currency translation gain (loss)	(545,852)	822,502
Less: investment expenses	( 203,217)	( 183,271)
Total	<u>\$813,077</u>	<u>\$ (243,030)</u>

## Note 4 – Board designated investments

In July 2001, the General Executive Board authorized the allocation of funds from the General Fund to a building reserve. The building reserve is used to offset costs associated with purchasing new buildings or maintaining the International's existing buildings. The total amount transferred into the building reserve for the years ended April 30, 2019 and 2018 was \$1,244,655 and \$1,140,135, respectively. The fair value of the International's investment in the building reserve as of April 30, 2019 and 2018 was \$3,701,512 and \$2,428,117, respectively. This amount is included in the investments at fair value in the combined statements of financial position. On May 2, 2017, \$3,000,000 was withdrawn from the building reserve and transferred to the Realty Corp. for the purchase of a new building.

## Note 5 – Fair value measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 inputs to the valuation methodology are unadjusted quoted prices, in active markets, for identical assets that the International has the ability to access.

Level 2 inputs to the valuation methodology include: quoted prices for similar assets in active markets, quoted prices for identical or similar assets in inactive markets, inputs other than quoted prices that are observable for the asset, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset.

Level 3 inputs to the valuation methodology are unobservable and significant to the fair value measurement. Level 3 inputs are generally based on the best information available

which may include the reporting entity's own assumptions and data.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Certificates of deposit, government securities, corporate debt instruments and registered investment companies: Valued at the closing price reported in the active market in which the securities are traded.

Non-publicly traded stock: Valued at the closing net asset value of shares as reported by independent third party valuation.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the International believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2019, with fair value measurements on a recurring basis:

Description	2019	Level 1	Level 2	Level 3
<b>Investments at fair value as determined by quoted market price</b>				
Certificates of deposit	\$ 4,627,997	\$ 4,627,997	\$ -	\$ -
Government securities				
U.S. treasury securities	24,041,172	24,041,172	-	-
Mortgage backed securities	1,231,817	-	1,231,817	-
Foreign government securities	548,065	-	548,065	-
Corporate debt instruments				
Domestic corporate bonds	9,282,498	-	9,282,498	-
Foreign corporate bonds	197,550	-	197,550	-
Registered investment companies				
Money market mutual funds	8,584,090	8,584,090	-	-
Fixed income mutual funds	1,750,804	1,750,804	-	-
<b>Investments at estimated fair value</b>				
Other investments				
Non-publicly traded stock	118,554	-	-	118,554
Total	<u>\$50,382,547</u>	<u>\$39,004,063</u>	<u>\$11,259,930</u>	<u>\$118,554</u>

The following table sets forth, by level within the fair value hierarchy, the International's investments, as of April 30, 2018, with fair value measurements on a recurring basis:

Description	2018	Level 1	Level 2	Level 3
<b>Investments at fair value as determined by quoted market price</b>				
Certificates of deposit	\$ 3,671,473	\$ 3,671,473	\$ -	\$ -
Government securities				
U.S. treasury securities	22,298,962	22,298,962	-	-
Mortgage backed securities	1,231,146	-	1,231,146	-
Foreign government securities	1,266,065	-	1,266,065	-
Corporate debt instruments				
Domestic corporate bonds	8,183,717	-	8,183,717	-
Foreign corporate bonds	192,830	-	192,830	-
Registered investment companies				
Money market mutual funds	6,070,942	6,070,942	-	-
Fixed income mutual funds	1,682,200	1,682,200	-	-
<b>Investments at estimated fair value</b>				
Other investments				
Non-publicly traded stock	103,441	-	-	103,441
Total	<u>\$44,700,776</u>	<u>\$33,723,577</u>	<u>\$10,873,758</u>	<u>\$103,441</u>

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2019:

Description	Total	Non publicly traded stock
Opening balance	\$103,441	\$103,441
Total investment income included in changes in net assets	15,113	15,113
Closing balance	<u>\$ 118,554</u>	<u>\$ 118,554</u>
Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period	<u>\$ 15,113</u>	<u>\$ 15,113</u>

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2018:

Description	Total	Non publicly traded stock
Opening balance	\$ 95,736	\$ 95,736
Total investment income included in changes in net assets	7,705	7,705
Closing balance	<u>\$ 103,441</u>	<u>\$ 103,441</u>
Change in unrealized gains or losses for the period included in earnings (or changes in net assets) for assets held at the end of the reporting period	<u>\$ 7,705</u>	<u>\$ 7,705</u>

Total gains or losses for the period attributable to the change in unrealized gains or losses relating to assets still held at the reporting date are included in the "Investment income" category in the Combined Statement of Activities.

#### Note 6 - Risks and uncertainties

The International invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Contributions to and the actuarial present values of the Pension Fund are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term could be material to the financial statements.

#### Note 7 - Availability of financial assets

The International's financial assets available within one year of the Combined Statements of Financial Position date for general expenditures are as follows:

	2019	2018
Financial assets at year end		
Cash	\$ 3,114,915	\$ 3,098,849
Investments - at fair value	50,382,547	44,700,776
Accrued interest and dividends	230,860	174,898
Related organizations	-	6,440
Promissory notes	13,000	22,050
Per capita taxes	31,000	23,000
Other	61,453	64,694
Total financial assets available within one year	<u>\$ 53,833,775</u>	<u>\$ 48,090,707</u>

None of the financial assets are subject to other contractual restrictions that make them unavailable for general expenditure within one year of the Combined Statements of Financial Position date. As part of the International's liquidity management, financial assets are structured to be available for its general expenditures, liabilities, and other obligations as they come due.

The International invests excess cash in marketable securities which can be drawn upon in the event of an unanticipated liquidity need.

#### Note 8 - Promissory notes

The International provides loans to affiliated locals for financial assistance. These loans are valued at their outstanding principal balance and were deemed collectable as of April 30, 2019 and 2018.

Following is a summary of outstanding promissory notes as of April 30th:

Local No.	2019	2018
369	\$ -	\$ 2,550
822	13,000	19,500
Total	<u>\$ 13,000</u>	<u>\$ 22,050</u>

#### Note 9 - Property and equipment

	2019	2018
Land	\$ 6,138,290	\$ 6,138,290
Building and improvements	25,322,220	24,761,249
Furniture and equipment	2,785,036	2,785,036
	34,245,546	33,684,575
Less accumulated depreciation	6,617,942	5,888,877
Property and equipment - net	<u>\$ 27,627,604</u>	<u>\$ 27,795,698</u>

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2019 and 2018 was \$729,065 and \$786,115, respectively, computed using the straight-line method over the estimated useful lives of the respective assets.

Expenditures for maintenance, repairs and minor renewals are charged to expenses as incurred; major renewals and betterments are capitalized.

In March 2017, the International, through its wholly-owned subsidiary, the Realty Corp., entered into a purchase agreement with an unrelated third-party seller to purchase a building located at 2210 West Olive Avenue, Burbank, California. Under the terms of the agreement, the International made a \$275,000 deposit. In connection with the closing of the purchase of the building on May 4, 2017, the International paid the seller the remaining balance of approximately \$8,800,000.

In February 2019, the International, through its wholly-owned subsidiary, the Realty Corp., entered into a contract to sell the building located at 10045 Riverside Drive, Toluca Lake, California, for approximately \$7,300,000. The transaction is anticipated to be closed by the end of 2019.

#### Note 10 - Per capita tax

Pursuant to the International's Constitution and Bylaws, each affiliated local union shall purchase from the General Secretary-Treasurer of the International, one Quarterly Receipt Stamp for each member of the local union whose name appears upon the membership of the current quarter.

The cost and allocation of each quarterly stamp is as follows:

Period	Quarterly Stamps Allocation				Alfred W. DiTolla/Harold Spivak Foundation
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund	
Jan. 1, 2019 - April 30, 2019	\$56.00	\$49.75	\$4.00	\$2.00	\$0.25
Jan. 1, 2018 - Dec. 31, 2018	55.00	48.75	4.00	2.00	0.25
Jan. 1, 2017 - Dec. 31, 2017	54.00	47.75	4.00	2.00	0.25

#### Note 11 - Rent income

The Realty Corp., the International Building Corp. and the General Building Corp. are lessors under six commercial leases, which expire on various dates ranging from fiscal 2018 through 2022.

Future annual rental income under noncancelable leases are as follows:

2020	40,953
2021	38,222
2022	3,192
Total	<u>\$ 82,367</u>

Total rent income received for the years ended April 30, 2019 and 2018 was \$275,444 and \$525,989, respectively.



#### Note 12 - Royalty income

The International has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International, including the rights to use the name, logo, trademarks and membership lists of the International, in exchange for specified royalty payments to be paid to the International by the AFL-CIO. The annual royalties received by the International for the years ended April 30, 2019 and 2018 were \$188,337 and \$150,573, respectively. The term of the existing agreement expires on December 31, 2022.

#### Note 13 - Employee 401(k) Savings Plan

The International maintains a 401(k) defined contribution savings plan through Merrill Lynch. All employees of the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 25% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. The International does not make contributions to this plan. The assets and liabilities of this plan are not reflected in these financial statements.

#### Note 14 - Multiemployer plan that provides postretirement benefits other than pension

The International contributes to a multiemployer health plan on behalf of eligible employees. This plan provides postretirement health benefits for active and retired participants.

Total employer contributions made to this multiemployer health plan for the years ended April 30, 2019 and 2018 were \$2,470,677 and \$2,445,156, respectively.

#### Note 15 - Staff pension plan

Employees of the International are covered by the I.A.T.S.E. Staff Retirement Fund (the "Pension Fund"). The Pension Fund is funded by employer contributions and provides normal pension benefits to participants at age 65, who have terminated employment and accrued at least five years of service. Disability pension benefits are payable at any age to a participant whose covered employment with the International terminates with at least ten years of credited service. The normal benefit is 3% of the monthly average salary, based on the highest 60 consecutive months of salary out of the last 120 months of employment. The Pension Fund is valued on April 30th of each year.

Employers are required to recognize the overfunded or underfunded status of a defined benefit postretirement plan as an asset or liability in its statement of financial position, recognize changes in that funded status in the year in which the changes occur through changes in net assets and measure a plan's assets and its obligations that determine its funded status as of the end of the employer's fiscal year.

The following is a summary of the funded status of the Pension Fund as provided by the consulting actuaries:

*Obligations and funded status as of April 30, 2019 and 2018 were as follows:*

	2019	2018
Accumulated benefit obligation	\$ 55,483,487	\$ 47,490,100
Projected benefit obligations	62,443,599	53,334,711
Fair value of plan assets	44,188,904	40,167,342
Funded status - unfunded	(18,254,695)	(13,167,369)

*Contributions and benefit payments made during the year ended April 30, 2019 and 2018 were as follows:*

	2019	2018
Employer contributions	\$ 3,411,360	\$ 3,345,120
Benefits paid	2,089,116	1,681,691

#### *Future contributions:*

Contributions to the plan are expected to be \$3,411,360 for the year ended April 30, 2020.

#### *Future benefit payments:*

The following benefit payments which reflect expected future service, as appropriate, are expected to be paid as follows:

2020	\$ 2,342,002
2021	2,312,021
2022	2,420,966
2023	2,601,432
2024 through 2028	19,530,110
Total	\$ 29,206,531

#### *Net periodic benefit cost:*

Components of net periodic cost for the year ended April 30, 2019 and 2018 were as follows:

	2019	2018
Service cost	\$1,865,609	\$1,586,139
Interest cost	2,382,545	2,124,804
Expected return on plan assets	(3,070,798)	(2,752,289)
Amortization of transition (asset)/obligation	-	-
Amortization of prior service cost/(credit)	269,964	15,485
Recognized amortization of net actuarial loss	1,047,195	1,065,094
Net periodic benefit cost	\$ 2,494,515	\$2,039,233

#### *Unrecognized net periodic benefit cost:*

The Plan Sponsor is required to recognize any unrecognized prior actuarial loss (gain), unrecognized prior service cost (credit) and unrecognized transition asset (liability). As a result, the net pension liability reflected in the Combined Statements of Financial Position is the excess of the projected benefit obligation over the fair value of plan assets, or the "funded status" of the Pension Fund at April 30.

Components of unrecognized net periodic benefit cost were as follows:

	2019	2018
Service cost	\$2,351,704	\$2,621,668
Net (gain)/loss	20,994,581	14,720,446
Transition (asset)/obligation	-	-
Unrecognized net periodic benefit cost	\$23,346,285	\$17,342,114

The weighted average assumptions used to determine benefit obligations and net periodic benefit cost were as follows:

	2019	2018
Benefit obligation:		
Discount rate	3.75%	4.50%
Rate of compensation increases	3.25%	3.25%
Measurement date	4/30/2019	4/30/2018
Net periodic benefit cost:		
Discount rate	4.50%	4.50%
Rate of compensation increases	3.25%	3.25%
Expected return on plan assets	7.50%	7.50%
Measurement date	4/30/2018	4/30/2017

Plan Assets - The Pension Fund assets were invested in the following categories:

	Target allocation range	2019	2018
Equity securities	30% - 65%	57%	56%
Fixed income	20% - 55%	28%	28%
Alternative investments	5% - 30%	9%	9%
Cash & equivalents	0% - 12%	6%	7%
Total assets		100%	100%

The Pension Fund has investment guidelines for plan assets that seek capital preservation and long term growth. The investment goals are to attain a total return performance equal to or in excess of the applicable benchmarks and in excess of the actuarial assumption, while adequately supporting the ongoing operating cash flow requirements of the Pension Fund. All assets selected for the portfolio must be marketable and must be selected with care, skill and diligence.

To develop the expected long-term rate of return on assets assumption, management of the Pension Fund considered the historical returns and future expectations for returns for each asset class, as well as the target asset allocation of the pension portfolio. This resulted in the selection of the 7.50% long-term rate on assets assumption for the years ended April 30, 2019 and 2018.

The following table sets forth, by level within the fair value hierarchy, the Pension Fund's investments, as of April 30, 2019, with fair value measurements on a recurring basis:

	2019	Level 1	Level 2	Level 3
Interest bearing cash	\$ 2,435,525	\$ 2,435,525	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	1,703,067	1,703,067	-	-
Mortgage backed securities	3,021,526	-	3,021,526	-
Corporate debt instruments				
A or above credit rating	191,256	-	191,256	-
Below A credit rating	796,908	-	796,908	-
Corporate stock				
Large cap sector rotator	2,994,351	2,994,351	-	-
Large cap value	4,992,800	4,992,800	-	-
Large cap growth	5,987,526	5,987,526	-	-
International value	4,630,201	4,630,201	-	-
All cap core	3,718,380	3,718,380	-	-
Large cap core	2,022,882	2,022,882	-	-
Registered investment companies				
Fixed income & mortgage backed securities	6,910,695	6,910,695	-	-
Alternative	1,930,900	1,930,900	-	-
Emerging markets	342,994	342,994	-	-
Small cap value	938,119	938,119	-	-
Domestic realty	823,095	823,095	-	-
International realty	336,360	336,360	-	-
Investments at estimated fair value				
Partnership/joint venture interests	412,319	-	-	412,319
Total	<u>\$44,188,904</u>	<u>\$39,766,895</u>	<u>\$4,009,690</u>	<u>\$ 412,319</u>

The following table sets forth, by level within the fair value hierarchy, the Pension Fund's investments, as of April 30, 2018, with fair value measurements on a recurring basis:

	2018	Level 1	Level 2	Level 3
Interest bearing cash	\$ 2,593,284	\$ 2,593,284	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	1,331,066	1,331,066	-	-
Mortgage backed securities	2,944,830	-	2,944,830	-
Corporate debt instruments				
A or above credit rating	247,611	-	247,611	-
Below A credit rating	629,105	-	629,105	-
Corporate stock				
Large cap sector rotator	3,162,047	3,162,047	-	-
Large cap value	4,531,883	4,531,883	-	-
Large cap growth	4,493,693	4,493,693	-	-
International value	4,522,655	4,522,655	-	-
All cap core	3,336,505	3,336,505	-	-
Large cap core	1,724,550	1,724,550	-	-
Registered investment companies				
Fixed income & mortgage backed securities	6,213,300	6,213,300	-	-
Alternative	1,662,509	1,662,509	-	-
Emerging markets	426,615	426,615	-	-
Small cap value	805,954	805,954	-	-
Domestic realty	691,280	691,280	-	-
International realty	322,384	322,384	-	-
Investments at estimated fair value				
Partnership/joint venture interests	528,071	-	-	528,071
Total	<u>\$40,167,342</u>	<u>\$35,817,725</u>	<u>\$3,821,546</u>	<u>\$528,071</u>

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2019:

Description	Total	Partnership/joint venture interests
Opening balance	\$ 528,071	\$ 528,071
Total investment income	(22,023)	(22,023)
Sales	(93,729)	(93,729)
Closing balance	<u>\$ 412,319</u>	<u>\$ 412,319</u>

The following table provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2018:

Description	Total	Partnership/joint venture interests
Opening balance	\$604,893	\$604,893
Total investment income	14,010	14,010
Sales	(90,832)	(90,832)
Closing balance	<u>\$528,071</u>	<u>\$528,071</u>

#### Note 16 - Net assets

The net assets of the International, Realty Corp., International Building Corp. and General Building Corp. are classified as without restrictions and are available for any purpose or obligation of the International.

The net assets of the Political Action Committees are classified as with restrictions as they arise from contributions made for the restrictive purpose of this fund.

#### Note 17 - Contingencies

The International is a party to various legal actions and administrative proceedings and subject to various other claims arising in the ordinary course of business. Management of the International believes that the disposition of these actions and proceedings will not have a material adverse effect on the financial position of the International.

#### Note 18 - Prior year summarized information

The financial statements include certain prior year summarized comparative information in total but not by net asset class and functional expense category. Such information does not include sufficient detail to constitute a presentation in conformity with the basis of accounting on which these financial statements were prepared. Accordingly, such information should be read in conjunction with the organization's financial statements for the year ended April 30, 2018, from which the summarized information was derived.

#### Note 19 - Tax status

The International is exempt from federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

The General Building Corp. and the Realty Corp. are exempt from federal income taxes under Section 501(c)(2) of the Internal Revenue Code.

The International Building Corp. is a Canadian tax exempt not-for-profit Corporation.

The Political Action Committees are exempt from federal income taxes under Section 527 of the Internal Revenue Code.

**COMBINING SCHEDULES OF INVESTMENT INCOME  
YEARS ENDED APRIL 30, 2019 AND 2018**

	2019			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$551,025	\$106,374	\$286,052	\$943,451
Net appreciation (depreciation) in fair value of investments	429,988	35,662	153,045	618,695
Currency translation gain (loss)	(465,165)	(52,953)	(27,734)	(545,852)
Less: Investment expenses	(116,885)	(4,916)	(81,416)	(203,217)
Total	<u>\$398,963</u>	<u>\$ 84,167</u>	<u>\$329,947</u>	<u>\$813,077</u>

	2018			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$ 353,586	\$ 51,73	\$ 205,489	\$ 610,813
Net appreciation (depreciation) in fair value of investments	(1,146,793)	(77,843)	(268,438)	(1,493,074)
Currency translation gain (loss)	607,649	151,935	62,918	822,502
Less: Investment expenses	(100,021)	(4,820)	(78,430)	(183,271)
Total	<u>\$(285,579)</u>	<u>\$121,010</u>	<u>\$(78,461)</u>	<u>\$(243,030)</u>

**SCHEDULES OF DEFENSE FUND EXPENDITURES  
YEAR ENDED APRIL 30, 2019**

Local No. 2, Chicago, IL, Article Fourteen, Section 8(d) - Legal	\$16,252	Local No. 540, Baton Rouge, LA, Article Fourteen, Section 8(d) - Legal	5,030
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) - Legal	203	Local No. 611, Santa Cruz, CA, Article Fourteen, Section 8(d) - Legal	5,019
Local No. 12, Columbus, OH, Article Fourteen, Section 8(d) - Legal	13,239	Local No. 634, Sudbury, ON, Article Fourteen, Section 8(d) - Legal	7,368
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	33,868	Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) - Legal	11,703
Local No. 22, Washington D.C., Article Fourteen, Section 8(d) - Legal	121,395	Local No. 731, Rapid City, SD, Article Fourteen, Section 8(d) - Legal	1,336
Local No. 38, Detroit, MI, Article Fourteen, Section 8(d) - Legal	25,690	Local No. 757, Detroit, MI, Article Fourteen, Section 8(d) - Legal	6,905
Local No. 51, Houston, TX, Article Fourteen, Section 8(d) - Legal	4,463	Subtotal	<u>715,112</u>
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) - Legal	618	<b>INTERNATIONAL</b>	
Local No. 58, Toronto, ON, Article Fourteen, Sections 8(a), (b) and (d) - Legal/lockout	129,912	IATSE - Article Fourteen, Sections 8(c) and (d) - Legal - Employment Issues, Intrepid Theatre, Life Briefly, Rhino Northwest Campaign, Coalition Huntsville, Netflix, Nasco, Project X	139,367
Local No. 69, Memphis, TN, Article Fourteen, Section 8(d) - Legal	11,168	IATSE - Article Fourteen, Section 8(c) - Legal - AICP	1,056
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	27,533	IATSE - Article Fourteen, Section 8(d) - Legal - AQTIS	12,850
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	16,559	IATSE - Article Fourteen, Section 8(c) - Legal/ Collective Bargaining - Basic Agreement	249,385
Local No. 129, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	1,130	IATSE - Article Fourteen, Section 8(d) - Black Walnut, Misc.	16,150
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	6,044	Subtotal	<u>418,808</u>
Local No. 158, Fresno, CA, Article Fourteen, Section 8(d) - Legal	60,165	<b>LOBBYING AND CONSULTING</b>	
Local No. 168, Victoria, BC, Article Fourteen, Section 8(d) - Legal	10,142	Article Fourteen, Section 8(c) - Thorsen French Advocacy	120,000
Local No. 262, Montreal, QC, Article Fourteen, Section 8(d) - Legal	63,611	Subtotal	<u>120,000</u>
Local No. 274, Lansing, MI, Article Fourteen, Section 8(d) - Legal	16,742	<b>EDUCATION</b>	
Local No. 311, New Hampton, NY, Article Fourteen, Section 8(d) - Legal	12,226	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/ Officers	26,364
Local No. 363, Reno, NV, Article Fourteen, Section 8(d) - Legal	9,206	Article Fourteen, Section 8(f) - Misc. Training/InfoComm/ Instructors	506,905
Local No. 415, Tucson, AZ, Article Fourteen, Sections 8(a) and (b) - Legal/lockout	10,752	Article Fourteen, Section 8(f) - Young Workers	42,707
Local No. 417, Raleigh, NC, Article Fourteen, Section 8(d) - Legal	500	Subtotal	<u>575,976</u>
Local No. 471, Ottawa, ON, Article Fourteen, Section 8(d) - Legal	14,153	Total	<u>\$1,829,896</u>
Local No. 480, Santa Fe, NM, Article Fourteen, Section 8(c) - Legal	47,306		
Local No. 491, Wilmington, NC, Article Fourteen, Section 8(d) - Legal	4,463		
Local No. 504, Orange County, CA, Article Fourteen, Section 8(d) - Legal	20,411		



**SCHEDULES OF DEFENSE FUND EXPENDITURES  
YEAR ENDED APRIL 30, 2018**

Local No. 7, Denver, CO, Article Fourteen, Section 8(d) - Legal	\$20,871	Local No. 891, Burnaby, BC, Article Fourteen, Section 8(d) - Legal	5,852
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	23,068	Local No. B-173, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	10,961
Local No. 22, Washington D.C., Article Fourteen, Section 8(d) - Legal	21,525	Subtotal	<u>298,393</u>
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) - Legal	3,604	<b>INTERNATIONAL</b>	
Local No. 58, Toronto, ON, Article Fourteen, Sections 8(a), (b) and (d) - Legal/lockout	17,321	IATSE - Article Fourteen, Sections 8(c) and (d) - Legal - Amador & Tenney, Intrepid Theatre, The Coalition Group, National Harbor, NLRB Hearings, Palace Sports & Entertainment, Civic Theatres Toronto	30,947
Local No. 69, Memphis, TN, Article Fourteen, Section 8(d) - Legal	12,636	IATSE - Article Fourteen, Section 8(d) - Legal - AQTIS	13,370
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	1,275	IATSE - Article Fourteen, Section 8(c) - Legal/Collective Bargaining - Basic Agreement	138,463
Local No. 153, El Paso, TX, Article Fourteen, Section 8(d) - Legal	15,751	IATSE - Article Fourteen, Section 8(d) - Golf Channel, Black Walnut, Misc.	1,988
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	6,357	IATSE - Article Fourteen, Section 8(d) - Legal - National Certification Research	1,162
Local No. 158, Fresno, CA, Article Fourteen, Section 8(d) - Legal	14,304	IATSE - Article Fourteen, Section 8(d) - Legal - Media Relations	8,500
Local No. 168, Victoria, BC, Article Fourteen, Section 8(d) - Legal	2,161	IATSE - Article Fourteen, Section 8(d) - Legal - Nasco Certification	6,723
Local No. 205, Austin, TX, Article Fourteen, Section 8(d) - Legal	10,193	Subtotal	<u>201,153</u>
Local No. 262, Montreal, QC, Article Fourteen, Section 8(d) - Legal	25,692	<b>LOBBYING AND CONSULTING</b>	
Local No. 295, Regina, SK, Article Fourteen, Section 8(d) - Legal	4,621	Article Fourteen, Section 8(c) - Thorsen French Advocacy	120,000
Local No. 415, Tucson, AZ, Article Fourteen, Sections 8(a) and (b) - Legal/lockout	11,773	Subtotal	<u>120,000</u>
Local No. 471, Ottawa, ON, Article Fourteen, Section 8(d) - Legal	35,013	<b>EDUCATION</b>	
Local No. 500, Ft. Lauderdale, FL, Article Fourteen, Section 8(d) - Legal	97	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers	26,790
Local No. 523, Quebec, QC, Article Fourteen, Section 8(d) - Legal	18,920	Article Fourteen, Section 8(f) - Misc. Training/InfoComm/Instructors	454,012
Local No. 680, Halifax, NS, Article Fourteen, Section 8(d) - Legal	5,264	Article Fourteen, Section 8(f) - Young Workers	20,000
Local No. 709, St. John's, NL, Article Fourteen, Section 8(d) - Legal	1,907	Subtotal	<u>500,802</u>
Local No. 731, Rapid City, SD, Article Fourteen, Section 8(d) - Legal	13,679	Total	<u>\$ 1,120,348</u>
Local No. 745, Minneapolis, MN, Article Fourteen, Section 8(d) - Legal	5,248		
Local No. 757, Detroit, MI, Article Fourteen, Section 8(d) - Legal	2,140		
Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	7,733		
Local No. 863, Montreal, QC, Article Fourteen, Section 8(d) - Legal	427		

**COMBINING STATEMENTS OF FINANCIAL POSITION  
APRIL 30, 2019**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Assets</b>										
<b>Current assets</b>										
Cash	\$ 292,943	\$ 26,641	\$ 34,733	\$ 2,686	\$ 44,404	\$ 107,529	\$1,882,829	\$723,150	\$ -	\$ 3,114,915
Investments - at fair value	30,539,703	-	-	-	5,578,896	14,263,948	-	-	-	50,382,547
<b>Receivables</b>										
Accrued interest and dividends	9122,602	-	-	-	29,534	78,724	-	-	-	230,860
Related organizations	31,456,831	-	-	122,954	376,200	206,393	-	-	(32,162,378)	-
Promissory notes	13,000	-	-	-	-	-	-	-	-	13,000
Per capita taxes	27,000	-	-	-	-	4,000	-	-	-	31,000
Other	61,453	-	-	-	-	-	-	-	-	61,453
Prepaid expenses	107,684	28,545	-	1,078	-	-	-	-	-	137,307
Total current assets	62,621,216	55,186	34,733	126,718	6,029,034	14,660,594	1,882,829	723,150	(32,162,378)	53,971,082
Property and equipment - net	30,059	15,515,986	11,195,306	886,253	-	-	-	-	-	27,627,604
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	30,781	4,981	-	-	-	-	-	-	-	35,762
Total assets	<u>\$63,642,209</u>	<u>\$15,576,153</u>	<u>\$11,230,039</u>	<u>\$1,012,971</u>	<u>\$6,029,034</u>	<u>\$14,660,594</u>	<u>\$1,882,829</u>	<u>\$723,150</u>	<u>\$(33,122,531)</u>	<u>\$81,634,448</u>

**COMBINING STATEMENTS OF FINANCIAL POSITION**  
**APRIL 30, 2019**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Liabilities and Net Assets</b>										
<b>Current liabilities</b>										
Accounts payable and accrued expenses	\$ 402,206	\$ -	\$ -	\$ 6,066	\$ -	\$ 166,408	\$ -	\$ -	\$ -	\$ 574,680
Related organizations	-	19,162,138	12,993,240	-	-	-	7,000	-	(32,162,378)	-
Tenant deposit payable	-	24,649	-	3,116	-	-	-	-	-	27,765
Other	71,648	-	-	-	-	-	-	-	-	71,648
Total current liabilities	473,854	19,186,787	12,993,240	9,182	-	166,408	7,000	-	(32,162,378)	674,093
Deferred compensation plan	18,254,695	-	-	-	-	-	-	-	-	18,254,695
Deferred income	9,168,000	-	-	-	365,000	743,000	-	-	-	10,276,000
Employers' bonds	-	-	-	-	-	-	1,881,801	-	-	1,881,801
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	27,896,549	19,186,787	12,993,240	969,335	365,000	909,408	1,888,801	-	(33,122,531)	31,086,589
<b>Net assets</b>										
Without restrictions	35,745,660	(3,610,634)	(1,763,201)	43,636	5,664,034	13,751,186	(5,972)	-	-	49,824,709
With restrictions	-	-	-	-	-	-	-	723,150	-	723,150
Total net assets	35,745,660	(3,610,634)	(1,763,201)	43,636	5,664,034	13,751,186	(5,972)	723,150	-	50,547,859
Total liabilities and net assets	\$63,642,209	\$15,576,153	\$11,230,039	\$1,012,971	\$6,029,034	\$14,660,594	\$1,882,829	\$723,150	\$(33,122,531)	\$81,634,448

**COMBINING STATEMENTS OF FINANCIAL POSITION**  
**APRIL 30, 2018**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Assets</b>										
<b>Current assets</b>										
Cash	\$ 343,895	\$ 36,542	\$ 361,983	\$ 8,734	\$ 25,869	\$ 196,711	\$1,545,564	\$579,551	\$ -	\$ 3,098,849
Investments - at fair value	26,517,432	-	-	-	4,459,098	13,724,246	-	-	-	44,700,776
Receivables										
Accrued interest and dividends	96,255	-	-	-	20,165	58,478	-	-	-	174,898
Related organizations	31,252,928	-	-	106,536	381,864	256,100	-	-	(31,990,988)	6,440
Promissory notes	22,050	-	-	-	-	-	-	-	-	22,050
Per capita taxes	20,000	-	-	-	1,000	2,000	-	-	-	23,000
Other	64,694	-	-	-	-	-	-	-	-	64,694
Prepaid expenses	113,026	27,154	15,588	1,078	-	-	-	-	-	156,846
Total current assets	58,430,280	63,696	377,571	116,348	4,887,996	14,237,535	1,545,564	579,551	(31,990,988)	48,247,553
Property and equipment - net	58,434	15,951,001	10,880,261	906,002	-	-	-	-	-	27,795,698
Mortgage receivable	960,153	-	-	-	-	-	-	-	(960,153)	-
Other assets	55,116	4,980	-	-	-	-	-	-	-	60,096
Total assets	\$59,503,983	\$16,019,677	\$11,257,832	\$1,022,350	\$4,887,996	\$14,237,535	\$1,545,564	\$579,551	\$(32,951,141)	\$76,103,347

**COMBINING STATEMENTS OF FINANCIAL POSITION**  
**APRIL 30, 2018**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Liabilities and Net Assets</b>										
<b>Current liabilities</b>										
Accounts payable and accrued expenses	\$ 357,118	\$ -	\$ -	\$ 7,502	\$ -	\$ 134,795	\$ -	\$ -	\$ -	\$ 499,415
Related organizations	-	19,310,870	12,673,118	-	-	-	7,000	-	(31,990,988)	-
Tenant deposit payable	-	24,649	14,847	3,116	-	-	-	-	-	42,612
Other	62,813	-	-	-	-	-	-	-	-	62,813
Total current liabilities	419,931	19,335,519	12,687,965	10,618	-	134,795	7,000	-	(31,990,988)	604,840
Deferred compensation plan	13,167,369	-	-	-	-	-	-	-	-	13,167,369
Deferred income	8,675,000	-	-	-	353,000	719,000	-	-	-	9,747,000
Employers' bonds	-	-	-	-	-	-	1,544,009	-	-	1,544,009
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	22,262,300	19,335,519	12,687,965	970,771	353,000	853,795	1,551,009	-	(32,951,141)	25,063,218
<b>Net assets</b>										
Without restrictions	37,241,683	(3,315,842)	(1,430,133)	51,579	4,534,996	13,383,740	(5,445)	-	-	50,460,578
With restrictions	-	-	-	-	-	-	-	579,551	-	579,551
Total net assets	37,241,683	(3,315,842)	(1,430,133)	51,579	4,534,996	13,383,740	(5,445)	579,551	-	51,040,129
Total liabilities and net assets	\$59,503,983	\$16,019,677	\$11,257,832	\$1,022,350	\$4,887,996	\$14,237,535	\$1,545,564	\$579,551	\$(32,951,141)	\$76,103,347

**COMBINING STATEMENTS OF ACTIVITIES**  
**YEAR ENDED APRIL 30, 2019**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Revenue</b>										
Per capita taxes and assessments	\$26,441,930	\$ -	\$ -	\$ -	\$1,046,387	\$ 2,190,764	\$ -	\$ -	\$ -	\$29,679,081
Political action contributions	-	-	-	-	-	-	-	515,349	-	515,349
Processing fees	2,207,560	-	-	-	-	-	-	-	-	2,207,560
Supplies and other	24,895	-	-	-	-	-	-	-	-	124,895
Rent	-	619,713	304,123	95,784	-	-	-	-	(744,176)	275,444
Royalty income	188,337	-	-	-	-	-	-	-	-	188,337
Other	258,652	93	-	533	-	7,402 95	-	-	266,775	-
Total revenue	29,221,374	619,806	304,123	96,317	1,046,387	2,198,166	95	515,349	(744,176)	33,257,441
<b>Expenses</b>										
Program services	18,928,700	640,217	446,033	68,334	1,516	2,160,667	622	371,750	(520,924)	22,096,915
Management and general	7,100,334	274,381	191,158	35,926	-	-	-	-	(223,252)	7,378,547
Total expenses	26,029,034	914,598	637,191	104,260	1,516	2,160,667	622	371,750	(744,176)	29,475,462
Change in net assets before pension liabilities	3,192,340	(294,792)	(333,068)	(7,943)	1,044,871	37,499	(527)	143,599	-	3,781,979
<b>Other changes</b>										
Investment income of amounts designated for current operations	398,963	-	-	-	84,167	329,947	-	-	-	813,077
Pension related changes other than benefit costs	(5,087,326)	-	-	-	-	-	-	-	-	(5,087,326)
Change in net assets	(1,496,023)	(294,792)	(333,068)	(7,943)	1,129,038	367,446	(527)	143,599	-	(492,270)
<b>Net assets</b>										
Beginning of year	37,241,683	(3,315,842)	(1,430,133)	51,579	4,534,996	13,383,740	(5,445)	579,551	-	51,040,129
End of year	\$35,745,660	\$(3,610,634)	\$(1,763,201)	\$43,636	\$5,664,034	\$13,751,186	\$(5,972)	\$723,150	\$-	\$50,547,859



**COMBINING STATEMENTS OF ACTIVITIES  
YEAR ENDED APRIL 30, 2018**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Revenue</b>										
Per capita taxes and assessments	\$24,870,963	\$ -	\$ -	\$ -	\$1,010,889	\$ 2,109,854	\$ -	\$ -	\$ -	\$27,991,706
Political action contributions	-	-	-	-	-	-	-	467,962	-	467,962
Processing fees	-	-	-	-	-	-	-	467,962	-	467,962
Supplies and other	80,819	-	-	-	-	-	-	-	-	80,819
Rent	-	535,944	510,949	92,382	-	-	-	-	(613,286)	525,989
Royalty income	150,573	-	-	-	-	-	-	-	-	150,573
Other	94,570	31	-	1,826	223,999	17,767	50	-	-	338,243
<b>Total revenue</b>	<b>27,311,528</b>	<b>535,975</b>	<b>510,949</b>	<b>94,208</b>	<b>1,234,888</b>	<b>2,127,621</b>	<b>50</b>	<b>467,962</b>	<b>(613,286)</b>	<b>31,669,895</b>
<b>Expenses</b>										
Program services	18,688,110	660,505	359,517	67,708	3,200,224	1,385,231	535	292,057	(429,300)	24,224,587
Management and general	6,801,369	283,075	154,077	34,018	-	-	-	-	(183,986)	7,088,553
<b>Total expenses</b>	<b>25,489,479</b>	<b>943,580</b>	<b>513,594</b>	<b>101,726</b>	<b>3,200,224</b>	<b>1,385,231</b>	<b>535</b>	<b>292,057</b>	<b>(613,286)</b>	<b>31,313,140</b>
Change in net assets before pension liabilities	1,822,049	(407,605)	(2,645)	(7,518)	(1,965,336)	742,390	(485)	175,905	-	356,755
<b>Other changes</b>										
Investment return in excess of amounts designated for current operations	(285,579)	-	-	-	121,010	(78,461)	-	-	-	(243,030)
Pension related changes other than benefit costs	(1,215,280)	-	-	-	-	-	-	-	-	(1,215,280)
<b>Change in net assets</b>	<b>321,190</b>	<b>(407,605)</b>	<b>(2,645)</b>	<b>(7,518)</b>	<b>(1,844,326)</b>	<b>663,929</b>	<b>(485)</b>	<b>175,905</b>	<b>-</b>	<b>(1,101,555)</b>
<b>Net assets</b>										
Beginning of year	36,920,493	(2,908,237)	(1,427,488)	59,097	6,379,322	12,719,811	(4,960)	403,646	-	52,141,684
<b>End of year</b>	<b>\$37,241,683</b>	<b>\$(3,315,842)</b>	<b>\$(1,430,133)</b>	<b>\$51,579</b>	<b>\$ 4,534,996</b>	<b>\$13,383,740</b>	<b>\$(5,445)</b>	<b>\$579,551</b>	<b>\$ -</b>	<b>\$51,040,129</b>

**COMBINING SCHEDULES OF EXPENSES  
YEAR ENDED APRIL 30, 2019**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
<b>Payroll and allowances</b>	<b>\$ 10,457,183</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 220,898</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$10,678,081</b>
Payroll taxes	736,363	-	-	-	-	-	-	-	-	736,363
Employee benefits	6,108,591	-	-	-	-	66,338	-	-	-	6,174,929
Occupancy	794,258	242,419	-	-	-	-	-	-	(744,176)	292,501
Utilities	-	52,817	38,855	8,619	-	-	-	-	-	100,291
Real estate taxes	-	169,876	115,100	36,184	-	-	-	-	-	321,160
Maintenance and repairs	56,481	13,755	194,930	364	-	-	-	-	-	265,530
Telephone	110,438	-	-	-	-	-	-	-	-	110,438
Printing and postage	1,249,761	-	-	-	-	42,966	-	-	-	1,292,727
Office	367,172	715	9,981	26,411	1,516	569	622	66,550	-	473,536
Legal	176,837	-	-	-	-	1,253,920	-	-	-	1,430,757
Accounting	240,652	-	-	6,639	-	-	-	-	-	247,291
Consulting and outside services	168,263	-	32,400	1,750	-	-	-	-	-	202,413
Computer	312,373	-	-	-	-	-	-	-	-	312,373
Insurance	253,851	-	-	4,544	-	-	-	-	-	258,395
Meetings and conferences	2,860,568	-	-	-	-	-	-	-	-	2,860,568
Per capita taxes - affiliated organizations	999,696	-	-	-	-	-	-	-	-	999,696
Promotional and charitable	613,701	-	-	-	-	-	-	-	-	613,701
Political contributions	210,000	-	-	-	-	-	-	305,200	-	515,200
Education and training	50,587	-	-	-	-	575,976	-	-	-	626,563
Currency exchange	233,884	-	-	-	-	-	-	-	-	233,884
Depreciation	28,375	435,016	245,925	19,749	-	-	-	-	-	729,065
<b>Total expenses</b>	<b>\$26,029,034</b>	<b>\$914,598</b>	<b>\$637,191</b>	<b>\$104,260</b>	<b>\$1,516</b>	<b>\$2,160,667</b>	<b>\$622</b>	<b>\$371,750</b>	<b>\$(744,176)</b>	<b>\$29,475,462</b>

**COMBINING SCHEDULES OF EXPENSES  
YEAR ENDED APRIL 30, 2018**

	General Fund	I.A.T.S.E. General Office Building Corp.	I.A.T.S.E. Realty Corporation	I.A.T.S.E. International Building Corporation	Convention Fund	Defense Fund	Security Department	Political Action Committees	Elimination	Total
Payroll and allowances	\$ 9,742,625	\$ -	\$ -	\$ -	\$2,652,442	\$ 199,170	\$ -	\$ -	\$ -	\$12,594,237
Payroll taxes	676,717	-	-	-	-	-	-	-	-	676,717
Employee benefits	5,997,994	-	-	-	-	65,713	-	-	-	6,063,707
Occupancy	643,956	215,772	-	-	-	-	-	-	(613,286)	246,442
Utilities	-	57,539	34,248	7,324	-	-	-	-	-	99,111
Real estate taxes	-	162,482	92,465	33,023	-	-	-	-	-	287,970
Maintenance and repairs	43,998	16,449	109,192	18,073	-	-	-	-	-	187,712
Telephone	114,470	-	-	-	-	-	-	-	-	114,470
Printing and postage	999,709	-	-	-	261,799	-	-	-	-	1,261,508
Office	465,880	800	13,387	13,735	2,380	-	535	6,857	-	503,574
Legal	240,041	-	-	-	-	1,120,348	-	-	-	1,360,389
Accounting	244,911	-	-	5,000	-	-	-	-	-	249,911
Consulting and outside services	175,854	12,369	32,761	-	-	-	-	-	-	220,984
Computer	278,713	-	-	-	-	-	-	-	-	278,713
Insurance	254,524	-	-	4,822	-	-	-	-	-	259,346
Meetings and conferences	3,622,253	-	-	-	190,514	-	-	-	-	3,812,767
Per capita taxes - affiliated organizations	961,543	-	-	-	-	-	-	-	-	961,543
Promotional and charitable	649,119	-	-	-	-	-	-	-	-	649,119
Political contributions	210,000	-	-	-	-	-	-	285,200	-	495,200
Training	21,872	-	-	-	-	-	-	-	-	21,872
Currency exchange	88,644	-	-	-	93,089	-	-	-	-	181,733
Depreciation	56,656	478,169	231,541	19,749	-	-	-	-	-	786,115
Total expenses	<u>\$25,489,479</u>	<u>\$943,580</u>	<u>\$513,594</u>	<u>\$101,726</u>	<u>\$3,200,224</u>	<u>\$1,385,231</u>	<u>\$535</u>	<u>\$292,057</u>	<u>\$(613,286)</u>	<u>\$31,313,140</u>



# IATSE FAMILY MEMBER AWARDED 2019 UNION PLUS SCHOLARSHIP

Union Plus recently awarded \$170,000 in scholarships to 108 students representing thirty-four unions, including one winner representing the IATSE. This year's group of scholarship recipients includes university, college, and trade or technical school students from thirty-one states plus the District of Columbia. The IATSE winner is Alyxandria Curran-Lewis of Plattsmouth, Nebraska. Curran-Lewis, whose father, Joseph Vinduska, is a member of IATSE Local 42, has been awarded a \$1,000 scholarship.



**Alyxandria Curran-Lewis**

Alyx is a 2019 graduate of Plattsmouth High School in Nebraska. She will major in nursing at Morningside College in Sioux City, Iowa, where she will be a scholarship member of the softball team. Alyx plans to attend graduate school with the goal of becoming a midwife. She has worked as a lifeguard and is certified in CPR and first aid. Alyx comes from a union strong family, with two grandfathers and two uncles who are also union members. William Lee, business agent for IATSE Local 42, said Alyx is bright, outgoing, and respectful of others. "Alyx has shown excellent leadership skills at school, in sports, and in her community service," Lee said. "All of us at IATSE Local 42 are proud of Alyx and want to make sure she has the tools to make her dream a reality."

The Union Plus Scholarship Program, now in its 28th year, awards scholarships based on outstanding academic achievement, personal character, financial need, and commitment to the values of organized labor. The program is offered through the Union Plus Education Foundation.

**Visit [unionplus.org/scholarship](https://unionplus.org/scholarship) for applications and benefit eligibility.**



# UNIONPLUS



# Canadian Organizing

**T**he Great White North has been busy trying to bring IATSE representation to workers from coast to coast! Since hiring an International Representative dedicated solely to organizing – Jeremy Salter – the Canadian Department has been able to expand its efforts. Here are a few things the Department and Locals have been involved with:

**IATSE / ABAS Strategic Alliance** – We’ve signed a strategic alliance with the Art Babbitt Appreciation Society (ABAS) in efforts to unionize animation workers in Canada. ABAS is a grassroots group of Canadian animation workers that has been working for several years to empower workers in their industry. Through this alliance, both groups will continue to jointly develop collaborative strategies to improve working conditions for animation workers across the country. The collaboration ensures a diverse range of experience dealing with animation sector issues and as we strive to improve working conditions

in the sector. As word has spread within the animation industry, the IATSE has also begun working with a group of animators in Toronto called Car Tune, to improve working conditions for animation workers in Ontario.

**IATSE Reps FOH** – A multi-Local organizing committee has been created in the GTA (Greater Toronto Area) to organize front-of-house workers. The committee, which includes Locals 58, 822, 828, and B-173, had its first success at the Young Centre for the Performing Arts, which houses the Souleppper Theatre Company. Committee members are now reaching out to their members who work at other venues where FOH is unrepresented. Promotional materials to inform workers about the campaign have been created, as has a campaign website, which can be found at [www.iatse-reps-foh.ca](http://www.iatse-reps-foh.ca).

**Fairness in Factual TV** – In another collaborative effort, the IATSE has partnered with CWA-Canada/CMG (Communications Workers of America

– Canada / Canadian Media Guild) to form the Factual Television Joint Council. Our goal in this campaign is to provide representation to workers in the Canadian factual/reality TV sector. To date, we’ve hosted a multi-school symposium for film students, hosted social events, held focus groups for workers, and created distribution materials to inform workers of the campaign. Like many other industries, workers in this sector are often discouraged from discussing their wages with other workers. To address this, the campaign has developed an online wage share document for workers to share their wages, which has proven to be extremely helpful. The campaign website was recently launched, and can be found at [www.fairnessinfactualtv.ca](http://www.fairnessinfactualtv.ca).

These campaigns are just a few of the highlights of the Canadian Department’s commitment to growth, but there are other irons in the fire. Stay tuned for more developments!

## IATSE-PAC DONATED TO NEW YORK CONGRESSMAN

International Vice President John Ford (left) and Recording/Corresponding Secretary of Local One Robert Score (right) presented a IATSE-PAC contribution to Congressman Hakeem Jeffries. Jeffries is an American politician serving as the U.S. Representative for New York’s 8th Congressional District since 2013.



## CITT RENDEZ-VOUS HITS THE YUKON

Each year in mid-August, the Canadian Institute for Theatre Technology (CITT) hosts Rendez-Vous, a three-day conference consisting of education sessions, panel discussions, workshops, backstage tours, trade show, social events, and networking opportunities. The location varies from year to year to allow members from different regions of Canada to more easily attend. For the first time ever, Rendez-Vous was held this year in Whitehorse, Yukon Territories. The main conference took place from August 14-16, though there were also pre- and post-conference events scheduled. The IATSE was there in force, with International Vice President John Lewis, International Representatives Jim Brett and Jason Vergnano, and representatives from IATSE local unions all across Canada – some of whom were there as panelists or trainers. With sessions covering *Scenic Lighting*, *Preservation of Costumes: Do Museum Professionals Have Useful Advice for the Theatre?*, and *Boomers, Gen X, and Millennials - Workplace Generational Conflict Demystified*, there was something for everyone.

**International Representatives Jim Brett and Jason Vergnano working the IATSE booth at CITT Rendez-Vous.**



## IATSE-PAC DONATED TO ILLINOIS CONGRESSMAN

On July 8, International Vice President/Business Agent of Local 2 Craig Carlson (right) presented Congressman Sean Casten with a IATSE-PAC contribution at Local 2's office in Chicago. Casten is the U.S. Representative for Illinois' 6th Congressional District.



## STAND UP AND BE COUNTED!

The labour movement is made up of many pieces that all work together to make a better world for working families. Your Local or regional labour council is one of these pieces. Further to the International Constitution, Article Nineteen, Section 22, all local unions should be supporting their local councils through affiliation. Not only will this strengthen the council's political reach and strength, it will also give your Local access to the council's resources in times of need. The basis of unionism is strength in numbers, so let's make sure our numbers count. If your Local is not already affiliated with your provincial/state and local councils, reach out and sign on!

# Commercial Agreement Renegotiated – Commercial Work is Union Work!

In May of this year, International President Matthew Loeb and International Vice President Michael E. Miller Jr., joined by representatives of the IATSE and Locals from across the country, met with the AICP (Association of Independent Commercial Producers) to negotiate a successor agreement for commercial production in the U.S.

After several contentious days of negotiations, an agreement was reached and our core priorities were achieved. Wages will increase 3% annually, and the benefit contribution increases consistent with the appropriate Majors Agreement.

Several quality of life and safety provisions were strengthened to protect our members. Rest periods are now 10 hours in both the studio zone and on overnight locations. Employer-provided mandatory courtesy Housing or Transportation is now triggered after 14 hours of work, from the previous 16 hours. This provision applies in all situations and locations.

Meal penalties were increased so that the first ½ hour delay is now \$10, and the second ½ hour delay is \$12.50.

Hiring protections in the Art Department were negotiated, as was hazardous work language for all crew, including minimum insurance coverage of \$250,000 for employees

performing such work. Guidelines concerning Hazardous work were expanded to apply anywhere in the country.

Improvements were also made in overtime; for work beyond 15 hours, crew will be paid 2.5 times their hourly rate.

Based on California's laws, stronger non-discrimination language was negotiated which provides additional protections for employees nationwide.

The reference to the Television Commercial Roster was removed and the Industry Experience Roster shall be the applicable list of eligible employees.

In addition to the regular wage increases outlined earlier, traditionally-female represented department heads that were paid below other department heads received outsized wage increases. The Costume Designer classification recognized a 15% increase in year one of the agreement and the Script Supervisor hourly scale rate in Los

Angeles increased by 19.75% in the first year of the agreement!

A resolution to the arbitration regarding the application of Production Office Coordinator and Assistant Production Office Coordinator was resolved as an overall settlement and specifically included an increase to the Art Department Coordinator rate from \$215 to \$425 per day, the aforementioned increase to the Script Supervisor Rate and inclusion of the Location Department.

Script Supervisor will also be paid an additional \$25.00 for each additional camera on any day when two or more cameras are utilized, up to a maximum of \$75.00. Script Supervisors will also be provided a daily call that provides no less than 30 minutes to break down the script and prepare for the shoot day.

Job categories were renamed, including the application of the title "Production Designer" for the first time as well as Lighting Programmer



and Lighting Technician classifications.

Low budget commercials' budgets were adjusted to reflect inflation and are defined as those with single day production costs of \$120,000 or less and an aggregate of no more than \$600,000.

At the summer General Executive Board meeting in Montreal, the Board voted unanimously to ratify the agreement. The new commercial agreement went into effect on October 1st.

The gains underscore the need to report non-union commercials to

your Local as soon as you are booked for the job. To maintain control of this industry, and thus be able to negotiate strong agreements such as this, we must stamp out non-union commercial production. Commercial work is union work!

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## CASTING THE NET CATCHES AN ANTI-UNION COMPANY

This past July, the IA became aware of a non-union low-budget web series shooting in Los Angeles called "Casting the Net". As is standard procedure, the Locals began collecting authorization card signatures and a visit to the set was planned for a Monday.

Sunday night, the Unit Production Manager called the crew together at the end of the day. She angrily told them that they were all fired for attempting to organize. She'd spoken with the owner of CineFocus Productions and he proclaimed that he would never sign an agreement with the IATSE. Shockingly, everyone was asked to raise their hands if they supported the union; the majority of hands went up. Department heads were called into tense private meetings with the producers and director. The crew was shocked and angry. "Could they do this?", they asked each other as they left.

The answer is no, they can't. And if they do, there are repercussions.

As David Portnoy, Barstool Sport's anti-union owner has recently learned, seeking union representation is a protected activity under the law. And publicly announcing the reason you're firing someone because of their union activity is cut-and-dried illegal and punishable by law.

While the IATSE was preparing to file an unfair labor practice charge against CineFocus Productions, HLK Visions, Inc. and Casting the Net, LLC, we heard the company had recrewed and planned to finish shooting.

On August 8th, a picket line went up and quickly, a large portion of the newly-hired crew walked; of course the company had not told them that they were replacing fired workers. Those people, both members and non-members alike, joined the

original crew, IATSE Representatives and West Coast Locals on the picket line. The producers crowed that they would not pay those who had walked. Piling illegal action upon illegal action, the Locals helped these workers file wage claims with the state. Unfortunately for the company, California has some of the strongest late wage penalties in the country.

The energy only grew from there. For the next six days we met them with "UNFAIR" written large on dozens and dozens of picket signs. More crew quit. More members from the IATSE and other industry unions joined the line. The production shrunk to an inexperienced skeleton crew who had to keep pushing locations because they couldn't stay on schedule. The police kept the peace as the producers threatened us. They failed to drive us away. We were loud and disrupted them at every opportunity. Their tempers flared repeatedly and we just chanted back at them, "SHUT THEM DOWN! SHUT THEM DOWN! LA IS A UNION TOWN!".

The crew members who had been fired or quit joined their union brothers and sisters and kin walking the line day in and day out. They showed everyone what standing up for what you believe in is a fight worth taking on, every time. Their strength in the face of these anti-union bullies was inspiring and fueled the marchers.

The fight now turns to the Labor Board and the California Labor Commissioner's Office. Crew members have stepped forward to provide their testimony of the illegal acts committed by this disreputable company. Justice won't be as swift as any of us would like, but the IATSE will never stop pursuing this company or its principals to make the crew of "Casting the Net" financially whole.

# Protecting The Right To Organize Act



**O**n August 9, 2019 the NLRB released A Notice of Proposed Rulemaking under the under the headline “NLRB Proposes Rulemaking to Protect Employee Free Choice.” The free choice referenced is the free choice to not be represented by a union. The Board is proposing to make it easier for employers to challenge voluntary recognition, to proceed immediately to elections despite pending unfair labor practices, and to undermine recognition in the construction industry.

This was followed shortly afterwards by a ruling that allows employers to withdraw recognition based upon “evidence” that the union lacks a majority among the workers. The ruling dismisses any union rebuttal evidence as immaterial and forces the union to file for a new election. These are just two of the most recent egregious assaults on established NLRB precedent specifically intended to undermine unions and spearheaded by the Republican majority on the Board.

The Protecting the Right to Organize Act has been introduced to accomplish a legislative overhaul to rectify the NLRB’s recent administrative changes. It does so in ways that address specific impediments that our union has encountered during organizing efforts.

In 2016 after winning an election to represent stagehands employed by Crew One in Atlanta by a 2-1 margin, the Eleventh Circuit Court of Appeals overturned the NLRB decision directing the election and declared the workers to be independent contractors. The willful misclassification of workers is one of the greatest organizing impediments unions face. The PRO Act will revise the definition of independent contractor to make it more difficult to deny workers

representational rights. The Act also narrows the definition of a supervisor to eliminate assigning and directing workers as factor in denying those workers representation rights.

Having limited restrictions on those eligible to exercise their representational rights the PRO Act seeks to streamline the organizing process. In a recent representation election, stagehands in Columbus, Ohio were subjected to an onslaught of employer propaganda through mandatory anti-union meetings and misleading mailings. The campaign was sufficient to narrowly defeat the union. To overcome employer’s campaign advantages the PRO Act bans captive audience meetings. It also eliminates the employer as a party in representation cases, properly recognizing that the decision to be represented is the workers and that it should not be subject to employers’ obstructionist tactics. Employers can also be issued a bargaining order where they interfered with a fair election and cannot demonstrate that their interference was unlikely to have affected the outcome of the election.

In the Pacific Northwest we have been in negotiations for a first contract with Rhino Staging for over two years since winning an election to represent

their riggers. The PRO Act authorizes first contract arbitration. Taking into consideration the employer’s financial status, size, type of business, cost of living, and comparable conditions among workers employed in similar businesses the arbitration panel issues a decision binding on the parties for two years. This eliminates employers’ incentive to protract negotiations in the hopes disheartening and frustrating the workers into abandoning their union.

The PRO Act strengthens the rights of workers to engage in protest and strike activity. The PRO Act prohibits employers from permanently replacing striking workers. Recently the Trump NLRB has signaled its intention to ban inflatable rats as a protest tactic. We have used bannerings as a successful organizing tool for many years. The PRO Act significantly expands workers’ right to engage in concerted activity in the face of employer opposition. The prohibition against secondary activity enshrined in the Taft Hartley Act is eliminated. No longer will we be prevented from targeting those employers whose complicit behavior is essential to success of the primary employer’s anti-union conduct. The proposed legislation also eliminates restrictions on recognition picketing.

Nothing is more frustrating than proving an employer has engaged in unlawful behavior only have them ordered to post a notice promising they won't do it again. The PRO Act provides enhanced remedies for unlawful conduct by employers. First, the Board is authorized to seek preliminary injunctive relief for violations of worker rights. It provides for backpay awards equal to two times the amount of damages. The Act also provides for civil penalties for failure to post notices (including the mandatory posting of worker rights) or unlawfully discharging workers. There are also fines for each separate violation of a Board order. The Act also provides workers with a private right of action that could result in the collection of attorney's fees and punitive damages.

The IATSE pays tens of thousands of dollars per year to lawyers, accountants, and actuaries to comply with the financial disclosure requirements

of the LMRDA. Every Republican majority Board has sought to expand those requirements for the purposes of smothering unions with regulations and providing misleading evidence to anti-union consultants to deploy in their campaigns against us. The PRO Act levels the playing field by requiring the disclosure of compensation paid to consultants who run employers' anti-union campaigns. Imagine the response of workers who have been bombarded with information on union representative's salaries when they find out how much their employer is paying consultants to compile that information.

Finally, in what may be the most consequential element of the proposed law, the PRO Act prohibits states from passing right to work legislation and affirmatively sanctions union security/fair share contract provisions. Cloaked in euphemistic language, right to work is the most pernicious assault on labor.

It seeks to divide workers into the dupes and the freeloaders. It strikes at the very core of solidarity. Requiring workers to share in the support of their union promotes self-perpetuating activism.

In the Senate the Protecting the Right to Organize Act is sponsored by Patty Murray (D-W) and in the House by Bobby Scott (D-VA). No one expects this to pass under the current Congress, but we can take solace in that it has put the Chamber of Commerce into hysterics. What this legislation does is put the interests of IATSE members in the next election in stark relief. The current state of labor law and administration has adversely affected our Locals and their members. Ask your representatives if they support the PRO Act and, if not, why not. So, when you go to vote in 2020 you can do so confident that you are voting for someone who understands that growth equals strength.

## CONTINUING ORGANIZING MEMBERSHIP EDUCATION TRAINING

Following the last Convention's theme that Growth=Strength, many Locals were inspired to organize the unrepresented workers in their various jurisdictions. Sadly, sometimes the biggest impediment to organizing comes from the misconceptions and fears we have as union members.

COMET Training is a 2.5-hour course explaining why every member of the IATSE benefits from organizing. It is interactive and fun and tailored to each individual Local. The class clears up those misconceptions and fears so Locals can strengthen and grow.

If interested in more information please email [STAGECRAFT@IATSE.NET](mailto:STAGECRAFT@IATSE.NET)

## LOCAL ORGANIZING ACTIVITY

### WON ELECTION

LOCAL	EMPLOYER	UNIT
LOCAL 200	ZOELLNER ARTS CENTER	STAGEHANDS/WARDROBE

### FIRST CONTRACT

LOCAL	EMPLOYER	UNIT
LOCAL 333	HIGH WATER MUSIC FESTIVAL	STAGEHANDS
LOCAL 56	ECHAFAUDS PLUS	STAGEHANDS
LOCAL 2/769	TEATRO ZINZANNI	STAGEHANDS/WARDROBE

## New Customizable Format for Leadership Training



In May, the Education and Training Department launched a new format for leadership training: Leadership Development Week. Held at the Maritime Conference Center in Linthicum Heights, Maryland, the week was designed to enable local union leaders to customize their learning by choosing anywhere from one to three classes over the course of the week. The classes offered were: Contract Negotiations/Collective Bargaining; Local Union Trustee Training; Internal Organizing; Public Speaking and Telling Our Union Story; Respectful Local Unions/Respectful Workplaces; Labor Law; and Communications for Union Action. Ten instructors, some of them new to IATSE presented content tailored specifically for IATSE leaders. Ninety-seven students from fifty-one local unions attended. “Learning by doing” was a theme for the week, and participants engaged in mock bargaining in the Negotiations/Collective Bargaining class, refined and shared their union stories in Public Speaking, and performed mock audits in the Local Union Trustee Training, to name a few. Local leaders graduated with an expanded ability to represent their members and grow and strengthen their Locals. The next IATSE Leadership Week will be held from May 3 – 9, 2020.

Visit <http://www.iatse.net/member-resources/member-education> for class descriptions, dates and locations, and applications.

### ALL CLASS PARTICIPANTS

Patric Abaravich, 728	Chris Green, 7	Charles Parker III, 800
Douglas Acton, 480	Kerry Grisham, 354	Liz Pecos, 480
David Alvarez, 333	Pascal Guillemard, 728	Alan Perry, 22
Kevin Amick, 479	Benjamin Hague, Int'l	Virginia Phillips, 489
Darrell Aranda, 33	Joe Hartnett, Int'l	Kathie Pierson, 284
Wilson Armstrong, 126	Jeffrey Higgins, 868	Ellen Popiel, 487
Gay Ashley, 772	Kathleen Hinman, 868	Robert Porter, 347
Edward Avila, 600	Thomas Hoffman, 784	Wilton Preston, 7
Shawn Baron, 487	Edward Hohman, 487	Kenneth Purdy, 4
Anthony Barracca, 476	Robert Hooker, 283	Sondra Richter, 828
Christian Bergeron, 514	Bo Howard, 322	Kate Rittenhouse, 118
Bethany Jane Bohatila, 705	Chris Hudecek, 476	Barbara Roman, 798
Doug Boney, 871	Lynn Jackson, 22	Brigitta Romanov, 892
John Brasseux, 22	Angela Johnson, 798	Alan Rowe, 728
Amanda Bronswyk, 891	Natalia Jordan, 772	Dee Schuka, 871
Jason Caccavo, 4	Chaim Kantor, 600	John Seubert, 21
Paul Clear, 354	Alex Kavanagh, 873	Wanda Shaffer, 772
Nikki Combs, 205	Matthew Kimball, 720	Wayne Simpson, 481
John "Jack" Curtin, 798	Michael Kinder, 2	Allison Smartt, Int'l
Jolene Dames, 489	Phil Klapwyk, 891	Martha Smith, 764
Chip Dance, 99	Terry Lavada, 764	Paula Spence, 839
Marilyn Davis, 126	Sydney Lunn, 492	Richard Tatum, 205
Robert Denne, 729	Kathryn Maleva, 7	Brian Udoff, 600
Richard Dolan, 52	Mark May, 4	Anne Vantine, 868
dooner, 800	Bill McCord, IATSE TTF	Nicholas Veliotis, 828
Teresa Duncan, 824	James McEvoy, 478	Katherine Walding, 927
Rachel Eaves, 122	Darla McGlamery, 491	Steven Wilcox, 26
Karen Falkner, 729	Rachel McLendon, Int'l	Robert Wilcox, 26
Maxwel Fisher, 487	Katie Murphy, 871	Anita Wilkinson, 868
Todd Gacioch, 38	Eric Neufeld, 856	John Woodey, 322
Frank Gallagher, 764	Richard Oakes, 476	Keith Woods, 891
Dana Gaudet, 891	David O'Ferrall, 487	
Kate Glendenning, 25	Leah Okin, 764	





**Graduating class from Labor Law and Communications for Union Action sessions.**



**Graduating class from Public Speaking and Respectful Workplaces sessions.**



**Graduating class from Internal Organizing, Collective Bargaining and Trustee Training sessions.**



# Connecting Conflict Resolution Skills to Solidarity for Strong Local Unions

**C**ollaboration, mutual support and agreement are cornerstones of solidarity. But, from time to time this perfect vision of solidarity is marred by conflict in our union.

Whether we don't see eye to eye with a fellow member, or our role requires us to mediate between members, Conflict Resolution is an important leadership skill and is one of the most requested class topics the Education and Training Department receives from Local leaders. "Resolving Conflict Within Your Local Union", which was the education session at this year's thirteen District Conventions held from May to September, strengthened participants' ability to communicate effectively in challenging situations.

Awareness of self is key to dealing with conflict, and trainers from The Actors Fund led attendees of this skill-building workshop in self-assessment exercises designed to encourage reflection, identify behaviors that "push their buttons", and recognize their "personal communication style". Differing reactions to conflict such as "Fight, Flight, Face, and Freeze" are not necessarily good or bad, and attendees came away with a greater understanding of both their own reactions to conflict, and the reactions of those around them. These insights prepare leaders to connect that awareness to concrete strategies and techniques for resolving conflict. Stu-

dents were encouraged to keep recent conflicts in mind during the session, and one Local leader shared, "It helped me understand the opposing side of a recent conflict in our Local". Some noted that they would use new insights "to organize meetings and structure responses in a way that helped to de-escalate issues" and avoid "communication pitfalls".

Leadership and Communication are critical to the professional growth of both union members and leaders alike and are a vital component of healthy local unions. As we work together during membership meetings, in committees, and on activism, an

atmosphere that promotes our union values of equality, inclusion, collaboration, mutual support and agreement promises to strengthen the IATSE.

Conflict isn't necessarily bad. Healthy conflict, when it's respectful and not personal, and out in the open, has the potential to empower people and can lead to a culture that encourages giving and receiving feedback. It can also foster a sense of belonging and community and help to maintain a physically and psychologically safe and healthy union. Materials from this training will be available on the IATSE website in October.



# I. A.T.S.E. OFFICER INSTITUTE APPLICATION 2020

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course.

**PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO GRADUATE AND TO RECEIVE THEIR DIPLOMA.**

**PLEASE PRINT LEGIBLY**

1. APPLICANT			
LAST NAME		FIRST NAME	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		JACKET SIZE Women's S M L XL Men's M L XL 2XL ___XL	
STREET ADDRESS		HOME PHONE _____-_____-_____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: _____-_____-_____
EMAIL ADDRESS (please print)			CELL PHONE _____-_____-_____
SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE: FACEBOOK TWITTER INSTAGRAM			
2. IATSE OFFICER INSTITUTE			
<input type="checkbox"/> PHOENIX, AZ FEBRUARY 10 – 14, 2020 FOR U.S. LOCAL UNIONS ONLY		<input type="checkbox"/> CLEVELAND, OH OCTOBER 5-9, 2020 FOR U.S. AND CANADIAN LOCALS	
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

**Return Completed Application via Email or Mail to:**

**I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001**

**Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)**

## APPLICATION FOR OFFICER INSTITUTE 1.0 2020 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) \_\_\_\_\_

Applying To (Circle one): **Phoenix, AZ** **Cleveland, OH**

### LOCAL UNION INFORMATION

Local Union \_\_\_\_\_

Mailing Address of Local Union \_\_\_\_\_

Financial or Executive Contact at Local Union (please print): \_\_\_\_\_

Contact's phone and email: \_\_\_\_\_

Local Contact Signature \_\_\_\_\_

### CERTIFICATION

I certify that Local \_\_\_\_\_ meets one of the following requirements (please check one):

- ☐ My Local Union files the Form LM-3 or LM-4 with the US Department of Labor and has gross annual receipts that are less than \$250,000
- ☐ My Local from Canada has less than \$250,000 in gross annual receipts

Applicant's Signature \_\_\_\_\_

### FOR OFFICE USE ONLY:

Rec'd by \_\_\_\_\_ Approved **Y** **N**

Notified \_\_\_\_\_

Notes: \_\_\_\_\_

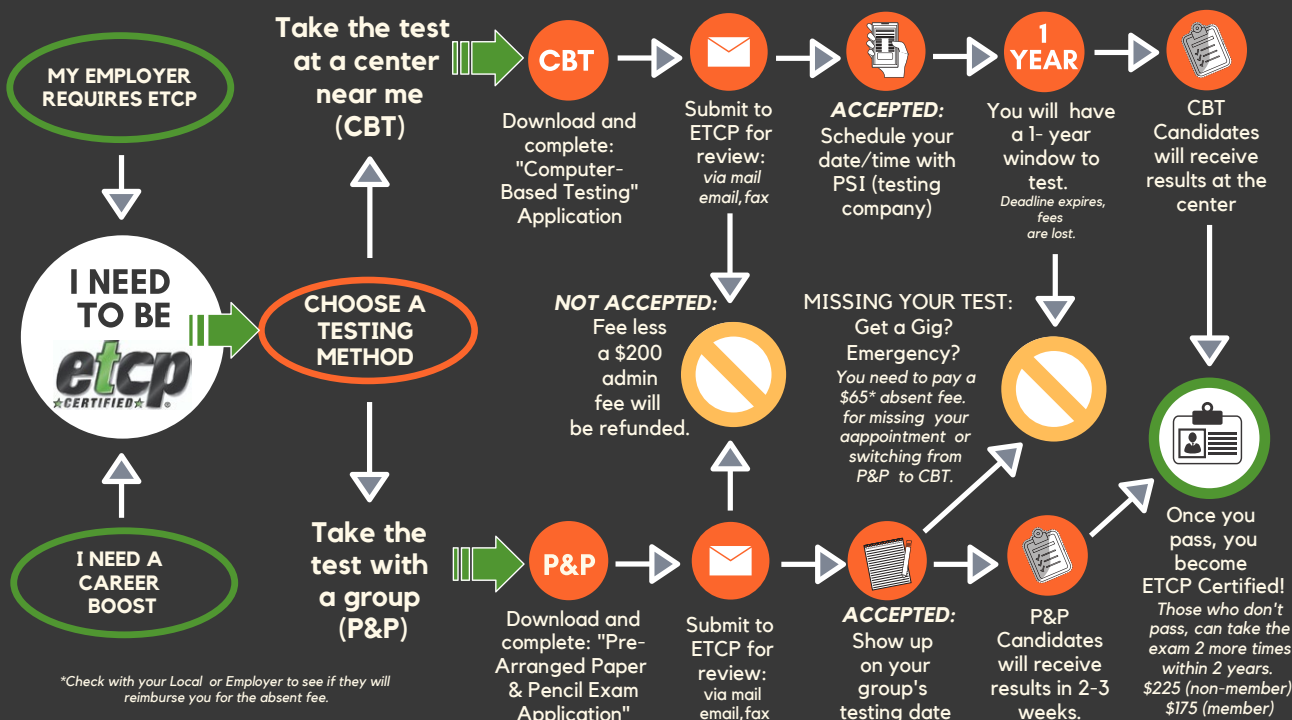
THIS FORM MUST BE ACCOMPANIED BY AN APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN A 2020 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN PHOENIX, AZ (FEB. 10-14, 2020); OR CLEVELAND, OH (OCT. 5-9, 2020). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).



# Application Process

[etcp.esta.org](http://etcp.esta.org)

Technicians interested in becoming certified MUST submit an application AND meet the eligibility requirements outlined in the ETCP Handbooks. "Get Certified" section of the website.





# 2019-2020 I.A.T.S.E. ADVANCED OFFICER INSTITUTE 2.0

ORGANIZING 2.0 AND SECRETARY-TREASURER 2.0 | HOUSTON | DECEMBER 10-13, 2019

SECRETARY-TREASURER 2.0 | CLEVELAND | OCTOBER 5-7, 2020

(ALL CLASSES FOR U.S. AND CANADIAN LOCALS)

ORGANIZING 2.0 - *Local Unions are encouraged to send candidates who have the power to move an action forward in their Local which fosters growth and strength.*

PRE-REQUISITE SECRETARY-TREASURER 2.0 – *You must currently hold office in your local union as Secretary or Treasurer or (regardless of office) be a graduate of a prior IATSE Officer Institute.*

**APPLICATIONS MUST BE SUBMITTED TO THE I.A.T.S.E. EDUCATION DEPARTMENT AT LEAST 4 WEEKS PRIOR TO THE BEGINNING OF COURSE.**

**PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO RECEIVE THEIR CERTIFICATE.**

**PLEASE PRINT LEGIBLY**

<b>1. APPLICANT</b>			
LAST NAME		FIRST NAME	
		MIDDLE INITIAL	
NAME AS YOU WISH IT TO APPEAR ON CERTIFICATE, if different from above:			
STREET ADDRESS			HOME PHONE
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE
EMAIL ADDRESS (please print)			CELL PHONE
SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:			
FACEBOOK		TWITTER	INSTAGRAM
<b>2. SESSION (ALL CLASSES FOR U.S. AND CANADIAN LOCALS)</b>			
<input type="checkbox"/> <b>ORGANIZING 2.0 – HOUSTON, TX</b> <b>4-DAY COURSE: DECEMBER 10 - 13, 2019</b>		<input type="checkbox"/> <b>SECRETARY-TREASURER 2.0 – CLEVELAND, OH</b> <b>3-DAY COURSE: OCTOBER 5 – 7, 2020</b> (MUST BE AN IATSE O.I. GRADUATE OR CURRENTLY HOLD OFFICE AS A SECRETARY OR TREASURER)	
<input type="checkbox"/> <b>SECRETARY-TREASURER 2.0 – HOUSTON, TX</b> <b>3-DAY COURSE: DECEMBER 11 - 13, 2019</b> (MUST BE AN IATSE O.I. GRADUATE OR CURRENTLY HOLD OFFICE AS A SECRETARY OR TREASURER)			
<b>3. LOCAL UNION INFORMATION</b>			
LOCAL NUMBER	LOCAL UNION CITY/STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
<b>4. APPLICANT SIGNATURE</b>			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
<b>5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD</b>			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute 2.0.			
SIGNED			DATE
TITLE			
<b>FOR IATSE EDUCATION DEPARTMENT USE</b>			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

**Return Completed Application via Email or Mail to:**

**I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001**

**Email: officerinstitute@iatse.net**

# EDUCATION AND TRAINING

## IATSE LEADERSHIP TRAINING: ESTABLISHING A UNIFIED BASE OF KNOWLEDGE AND STRENGTHENING THE WHOLE IATSE

### IATSE OFFICER INSTITUTE “1.0”

The IATSE Officer Institute is our core five-day, intensive certification program with courses ranging from Labor Law and Collective Bargaining to Union Finance, to managing day to day challenges and dealing with conflict and is recommended for all union officers and officials.

February 10-14, 2020 .....Phoenix, AZ  
*Open to U.S. Locals Only*

October 5-9, 2020 .....Cleveland, OH  
*Open to both U.S. and Canadian Locals*

### ADVANCED OFFICER INSTITUTE “2.0”

#### ORGANIZING 2.0.....

There is no pre-requisite for this class; Participants should have the power to move an action forward in their Local which fosters growth and strength. This four-day course teaches skills needed by local union organizers including Labor law and the mechanics of a campaign; Best Practices and Tactics; Targeting and Strategy; messaging to the Public, Unrepresented Workers and the Membership; Developing a Blueprint, and more.

*All sessions open to both U.S. and Canadian Locals*  
December 10-13, 2019.....Houston, TX

#### SECRETARY-TREASURER 2.0

This training offers advanced work in issues of Financial Record Keeping, IATSE procedures, Fiduciary Responsibility, Fraud Prevention, Taking Minutes, and more. Content will be tailored for both Canadian and U.S. Local leaders. Pre-requisite: Candidates must have graduated from the IATSE Officer Institute and/or currently hold office as Secretaries and Treasurers in their local unions.

*All sessions open to both U.S. and Canadian Locals*  
December 11-13, 2019.....Houston, TX  
October 5-7, 2020 .....Cleveland, OH

### LOCAL UNION TRUSTEE TRAINING

Only IATSE Local Union Trustees may attend this two-day course designed specifically for IATSE local unions. After sessions on Fraud Prevention, the Role of the Trustee, and Planning an Audit, the class will conduct a mock audit. This training is NOT applicable for Benefit Fund or Training Fund Trustees.

November 14-15, 2019 .....New York, NY

### ENCORE PRESENTATIONS OF TWO SOLD-OUT SESSIONS PRESENTED AT MAY’S LEADERSHIP WEEK!

Choose one class or the other:

January 31-February 1, 2020 .....Dallas, TX

### COLLECTIVE BARGAINING

This course teaches tools and techniques for effective local union contract negotiations. The class is interactive and participatory and will include a mock bargaining session in which all students will participate. This course is appropriate for local union officers who negotiate directly with employers on behalf of their workers, and union members who are scheduled to serve on or lead negotiations on behalf of their Locals and is offered for both Canadian and U.S. Locals.

### PUBLIC SPEAKING AND TELLING OUR UNION STORY

Union leaders need the ability to clearly express ideas in ways that strengthen solidarity, inspire teamwork, and move people to action. Whether you are running a meeting, organizing, making a presentation, negotiating a contract, or giving a speech, your ability to effectively and persuasively speak is directly tied to effective leadership. Through storytelling exercises and group activities, students learn to communicate authentically, inspire others, engage with clarity and humor, and improve their confidence and ability to get in front of people and be heard.

**Check out all our Education & Training Opportunities and download applications at  
<http://www.iatse.net/member-resources/member-education>**

## I. A.T.S.E. Local Union Trustee Training

### New York, NY | November 14 - 15, 2019

*You **MUST CURRENTLY HOLD OFFICE AS A TRUSTEE** in your local union to attend this training. One application may be submitted for up to three trustees per Local. You may also submit a separate application for each trustee if that is more practical. Prior attendance at IATSE Officer Institute is **NOT** required for this class. Preference will be given to local unions who can send more than one Trustee to this training. Space for this class is limited. Locals are encouraged to apply early. Participants are required to attend all classes to graduate and to receive their certificate.*

AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD:		
LOCAL NUMBER	LOCAL UNION OFFICE PHONE	LOCAL UNION CITY, STATE
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the applicants listed below in the I.A.T.S.E. Local Union Trustee Training.		
SIGNED		DATE
TITLE		
APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
APPLICANT NUMBER 2:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
APPLICANT NUMBER 3:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE:
AUTHORIZATION FROM APPLICANTS:		
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.		
APPLICANT NUMBER 1 SIGNED		DATE
APPLICANT NUMBER 2 SIGNED		DATE
APPLICANT NUMBER 3 SIGNED		DATE
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE		
APPLICATION RECEIVED	STATUS AND NOTIFICATION	INITIALS

**Return Completed Application via Email or Mail to:**

**I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001    Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)**

# EDUCATION AND TRAINING

## NEGOTIATIONS/COLLECTIVE BARGAINING PUBLIC SPEAKING & TELLING OUR UNION STORY

Dallas, TX | January 31 – February 1, 2020

*Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the course.*

**PARTICIPANTS MUST ATTEND THE COURSE/S IN WHICH THEY ARE ENROLLED IN THEIR ENTIRETY TO GRADUATE  
AND TO RECEIVE THEIR CERTIFICATE FOR THAT COURSE.**

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	
		MIDDLE INITIAL	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:			CELL PHONE _____-_____-_____-
STREET ADDRESS			HOME PHONE _____-_____-_____-
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: _____-_____-_____-
EMAIL ADDRESS (please print)			
SOCIAL MEDIA HANDLES/USERSNAMES, IF APPLICABLE: FACEBOOK TWITTER INSTAGRAM			
2. CHOOSE ONE COURSE			
CLASSES WILL BE HELD FOLLOWING THE GENERAL EXECUTIVE BOARD MEETING, BEGINNING MID-DAY ON FRIDAY, JANUARY 31, 2020 AND ENDING AT APPROXIMATELY 6 P.M. ON SATURDAY, FEBRUARY 1, 2020			
<input type="checkbox"/> Negotiations/ Collective Bargaining		<input type="checkbox"/> Public Speaking and Telling Our Union Story	
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

**Return Completed Application via Email or Mail to:**

**I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001**

**Email: [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)**



## IATSE WORKERS COMPLETE ALL 16 TTF SAFETY FIRST!® COURSES

In early July, the IATSE Training Trust Fund reported that 51 workers had completed all 16 available courses offered through the TTF Safety First!® curriculum. While this figure pales in comparison to the number of workers who have completed one or more TTF Safety First!® courses, these 51 workers have demonstrated an unmatched commitment to enhancing their understanding and awareness of safety issues at work.

Workers who completed all 16 courses come from across the U.S. and Canada and specialize in a diverse range of craft skills. From scenic artists and stagehands; studio mechanics and set painters, this group understands the importance of developing a well-rounded view of safety. The TTF Safety First!® curriculum emphasizes broad-based awareness, because although your current job may not require you to personally handle a firearm or stand on an elevated surface, it is imperative for all entertainment industry workers to recognize that these hazards can exist in the workplace.

Regardless of whether you work on set, backstage, in an offsite location, or on the trade show floor, the TTF Safety First!® curriculum is full of relevant information that applies to all crafts. Marcel Boulet is a Canadian Trustee for the IATSE Training Trust Fund, and a member of Locals 680 and 849 in Halifax, Nova Scotia. He was assigned to review all 16 courses to assure that the health and safety regulations were accurate and applicable to each Canadian province. When asked if he felt that the TTF Safety First!® curriculum is relevant to all IATSE workers, Marcel stated that every worker can find at least a “nugget” of new information within the curriculum.

Being aware of your surroundings at work, along with the tools, machines, and safety protocols that are present in your workplace may allow you to recognize a potentially dangerous situation before a tragic incident occurs. That is why the IATSE is encouraging both seasoned and new workers to take as many TTF Safety First!® courses as possible.

Jessica Westra, Vice President of Local 26 in Grand Rapids, Michigan and Co-chair of the Local's Education and Safety Committee, has been using the courses to train both incoming Local 26 members who are new to the craft and experienced members who need to refresh their skills. Jessica took all 16 courses because she wanted to review them before making recommendations to other members. TTF Safety First!® curriculum's adaptable design allows it to

be used by individuals as an online course or taught by Local trainers in person. Jessica reported that Local 26 offers the Basic Entertainment Safety module as an in-person class. She said that the interactive component of the in-person course really sparked an interest in her members and led to proactive discussions regarding health and safety in the workplace.

TTF Safety First!® courses run between forty-five minutes and two hours long, and the modules contain a stop-and-start function that lets individuals complete the course at their own pace. Drew Derbowka of Local 63 in Winnipeg, Manitoba is another member who has completed all 16 TTF Safety First!® courses. He took it upon himself to complete the courses individually because he felt it was important to learn as much as he could about health and safety practices at work.

TTF Safety First!® is a straight-forward, user friendly tool that enables workers to become aware of workplace hazards through a training that is correct, efficient, and easy to digest.

IATSE workers from all over the United States and Canada can benefit from this free, convenient, and easily accessible program.

The list of all 16 TTF Safety First!® courses are listed in alphabetical order below.

- Basic Entertainment Safety
- Biological Hazards
- Chemical Hazards
- Compressed Gases
- Confined Space/Small Space Awareness
- Electrical Safety
- Elevated Work Platforms and Aerial Lifts
- Ergonomics
- Fall Prevention and Protection
- Firearms Safety
- Hand and Portable Power Tools
- Hazard Communication: Workplace Chemicals
- Noise Exposure
- Rigging Safety
- Scaffold Safety
- Welding and Cutting

For more information, or to simply start learning for yourself, contact the IATSE Training Trust Fund at: [www.iatsetrainingtrust.org/safetyfirst](http://www.iatsetrainingtrust.org/safetyfirst)



# EDUCATION AND TRAINING

## IATSE TTF: OSHA 10/GES®

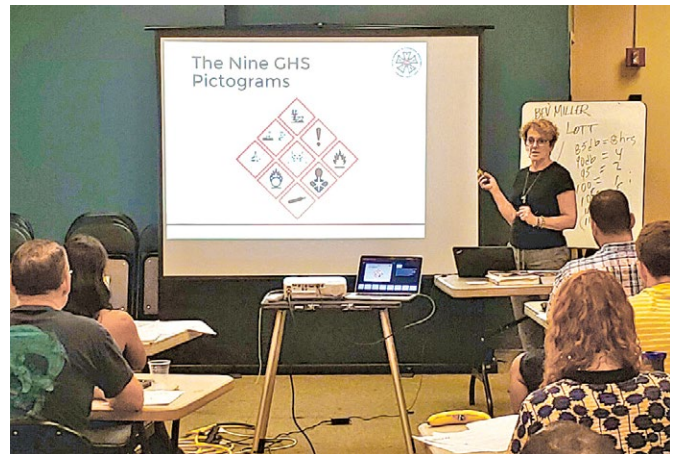
Passion is often cited as the force that drives workers in the entertainment industry. Much time and expertise are dedicated to each project; every late night; every eighteen-hour day; every missed holiday can be chalked up to the love of the craft. But while workers in the entertainment industry often sacrifice so much for their jobs, one thing they should never have to sacrifice is their own well-being.

All workers—both new and experienced—should be aware of the potential health and safety hazards at their job. Providing workers with educational programs, such as OSHA Outreach Training, is a crucial first step to strengthening safety awareness in the workplace.

In entertainment, unconventional practices that are unique to the industry can make it especially hard for workers to be aware of every potential danger in their workplace. That is why in 2014, the IATSE Training Trust Fund, in consultation with the members of the IATSE Craft Advancement Program (ICAP) developed the OSHA 10/General Entertainment Safety® course, an industry-specific variation of OSHA's 10-hour General Industry outreach training program. Employers are responsible for maintaining a safe work environment. Workers in all occupations must understand that it is their right to be provided with a safe space to work.

Education is at the core of implementing positive safety changes at work. Lives can change within the blink of an eye, and just one mishap can lead to a devastating accident. Workers must have the tools available to spot potential safety hazards before it is too late. The OSHA 10/GES® training offered by the IATSE Training Trust Fund is a perfect stepping stone to promote safety education.

OSHA 10/GES® is a two-day training that combines entertainment industry knowledge with OSHA standards, laws, and regulations to teach workers about common safety issues. Similar to other OSHA Outreach Trainings, OSHA 10/GES®



**USA829 President Beverly Miller teaching OSHA class for members of New York City local unions.**

conforms to strict OSHA standards. The IATSE TTF-designed OSHA 10/GES® is different than other OSHA 10 General Industry courses because it was crafted with entertainment industry workers in mind. Our OSHA Outreach trainers are IATSE members who have years of experience working in the craft, and they tailor the training to each unique audience. The training also features examples and case studies that are relevant to all crafts.

OSHA 10/GES® is a one-of-a-kind tool that teaches workers in the entertainment industry how to be proactive and vigilant in their workplace, and ultimately save lives.

IATSE Employers and local unions may request the OSHA 10/GES® training through the IATSE Entertainment & Exhibition Industries Training Trust Fund website by following this link: <https://www.iatsetrainingtrust.org/borrow-our-osha-trainer>

Individual workers working under an IATSE agreement also may be eligible to attend. the OSHA 10/GES® trainings sponsored directly by the TTF in various cities throughout the year free of charge (flight, hotel, and food expenses not included). If you would like to apply for upcoming an OSHA 10/GES® course, please follow this link: <https://www.iatsetrainingtrust.org/osa-10-ges>

# IATSE Introduces the Green Committee

Climate change and the challenge of sustainability are serious threats to the world today and the impact of the entertainment industry is no exception. As major producers of motion picture and live theatrical production have taken steps to reduce the effect of the industries carbon footprint it is time the IATSE engages with these organizations and work toward a more sustainable future.

As a result, the delegates of the 2017 Convention in Hollywood, FL voted to form an IATSE Green Committee. To quote the resolution passed, the Committee aims to have the IA, "be a part of an industry wide initiative that educates, motivates, and inspires the entire...community and its patrons to adopt environmentally friendly practices... and prove that it is possible to have good jobs that support both sustainability and a good standard of living."

IATSE members across the U.S. and Canada are already making an impact in sustainability both on the job and in their personal lives. Is your production or office green savvy? Consider these ten tips to promote reducing the impact on the environment.

1. Install energy efficient lighting such as LED or energy efficient lamps.
2. Use rechargeable batteries in mics and other electronics. Recycle batteries that are not reusable.
3. If the office can't go completely

paperless, try to use the highest grade post- consumer content paper you can and encourage double sided printing.

4. Encourage the use of public transportation and carpooling.
5. Direct deposit is great but consider having a spot where employees can leave their paystub envelopes for reuse.
6. When closing out a production, encourage producers and production managers to recycle or donate sets and costumes.
7. Leaving the room? Turn off the lights and other electronics.
8. Consider using PowerPoint for meeting presentations instead of making multiple copies.
9. Source alternatives to single use water bottles.
10. Consider purchasing locally grown organic foods.

Is your Local or production practicing activism to promote greener practices in the industry? Send your stories, crew shots and events to be highlighted to [iatsegreen@iatse](mailto:iatsegreen@iatse).

The Committee is made up of key members from across the industry however invites anyone interested in sustainability to join the discussion and further our mission.







# 2019 WORLD PRIDE







# MARCH NYC





# MEWPs: Mobile Elevated Work Platforms Soon to be Subject to New Standards

**W**hether the job is to set-up a trade show, decorate a set, or shoot an overhead scene, IATSE workers are no strangers to aerial lifts. Working around these machines is second nature to many of our members, but effective December 20, 2019 an industry-sweeping standard will alter the use of, Mobile Elevating Work Platforms, as we know it in the United States.

The American National Standards Institute (ANSI)—a non-profit organization responsible for drafting and implementing occupational safety standards—has published new standards for the design, manufacture, use and training of MEWPs created to improve the language, training, manufacturing, and safety practices across all occupations. The new ANSI A92.20, A92.22 and A92.24 replace the A92.3, A92.5, A92.6 and A92.7 with a more performance based criteria rather than being product specific. The impact of ANSI A92 will be massive, but don't let it intimidate you. Canada's version of the standard—CSA B355—was published in 2017 and they have been adapting to it well.

Safety is paramount and the new MEWP standards will do many good things. New manufacturing, a user implemented “safe use program”, and training and rescue plan requirements, coupled with a short implementation period which some find cumbersome, has upset some employers. Because ANSI standards are recommendations and not laws, some employers may choose not to follow them until they

are referenced by OSHA. As an IATSE worker it is important to be aware of your employer's specific policies regarding safety, and how each policy affects you.

When discussing aerial lifts, language is important. Using the wrong tool for the job can be costly, and going forward, the term ‘aerial work platforms’ is obsolete. Under ANSI A92, aerial lifts will be officially referred to as Mobile Elevated Work Platforms (MEWPs). Other terms that workers should be able to identify include: user and operator.

According to ANSI the user refers to an entity that has control over the policies and procedures governing the MEWP and its operation. In the world of entertainment, the user would be the employer or production company. The user is responsible for training anyone who will work with the MEWP and must do so by following the requirements set forth by the standard. The operator refers to the worker, or any person who is qualified to control the movement of the lift. The operator is responsible for operating only those lifts with which they are

trained, familiarized, and authorized to operate.

## SAFETY & TRAINING

IATSE workers who use MEWPs will be affected by the new training requirements and safety language brought forth by ANSI A92. It is important to attend employers' training and for each worker to know the new safety and training responsibilities that apply to their job.

Even if your regular work duties do not involve MEWPs, ANSI A92 may still affect you. More workers than ever will need to receive training that wasn't previously mandated, including maintenance workers who are responsible for MEWPs, supervisors who oversee lift crews from the ground, and people working in close proximity to lifts, per the “safe use program.”

Thinking about hitching a ride on your buddy's boom lift? You're also going to need some training. ANSI A92.24 states that lift operators are now responsible to train or otherwise ensure occupants have basic knowledge to work safely on a MEWP. Even veteran lift operators who switch to a new

machine must familiarize themselves with the new equipment. Workers should be aware of this change because it directly affects their responsibilities as an operator. Employers' "safe use program" should outline these policies and procedures for how workers are to follow these guidelines. IATSE workers should review the companion training requirements and be sure that they have been properly trained on each lift they intend to use. If you think your employer is skimping on developing safety plans, now is a great time to act by notifying your local union. ANSI A92 requires the implementation of a rescue plan that is specific to the worksite and equipment.

The employers' safe use program must also contain planning for identifying hazards, evaluating risks, establishing control measures, and communicating to the workers. It must evaluate the worksite. And, it must have a rescue plan which covers everything from how to lower a lift which has lost power to high angle rescue and emergency services.

## MANUFACTURING/DESIGN

ANSI A92.20 will also bring a plethora of equipment changes, many of which consist of adding sensors, sensors, and more sensors! All lifts manufactured after the standard must add at least two new sensors; one to detect when the load limit has exceeded its safe weight, and another to detect when the lift's tilt surpasses a certain slope. Outdoor lifts will require an additional sensor to detect wind speed. The required height for work platform railings will also be raised from 39in to 43.5in, and MEWPs used on rough surfaces must change their tires from air to solid/foam-filled.

ANSI hopes these equipment improvements will help eliminate many

hazards that occur while using MEWPs. Please note, however, that the standard does not affect aerial lifts manufactured prior to its implementation. Older lifts do not need to be updated or modified. Instead, operators should be aware of the exact piece of equipment they are utilizing along with its specific functions.

## CLASSIFICATION

MEWPs will now be subject to a new classification system. Based on their design, every aerial lift will be placed into one of two categories: Group A, which requires the work platform to remain centered above the lift's framework or chassis. A scissor lift is an example of a Group A lift; and Group B, which refers to any lift where the work platform is designed to extend beyond the chassis. A boom lift is an example of a Group B lift.

Group A and Group B can be further broken down into three tiers: Type 1, Type 2, and Type 3. Each tier is determined by how the lift is transported and controlled. A basic overview of each tier is as follows: Type

1 lifts are easy to identify because they may only be driven while in a stowed position. Meanwhile, Type 2 and Type 3 lifts can also be driven while the work platform is elevated. However, while their transportation functionalities are similar, Type 2 and Type 3 lifts are not controlled in the same way. Type 2 lifts are controlled from the chassis, whereas Type 3 lifts are controlled from the work platform.

Most employers will eventually comply with the ANSI A92 standard, and IATSE workers need to be ready for it. The standard exists to promote best practices and optimal worker health and safety. Whether or not you think ANSI A92 is cumbersome, its value lies in its ability to preserve human life, which is more important than saving time or trouble on any job. The natural tension between safety and utility will continue to play out as this standard moves forward. Ultimately, ANSI A92 will bring the United States one step closer to international standards, and its implementation is central in the ongoing effort to globalize occupational safety.



## IATSE Women's Connection

Introducing the “IATSE Women's Connection”. This section of the Bulletin will serve as the next generation of our former newsletter, Connection. We will strive to provide news articles about events sponsored by the IA Women's Committee as well activities and educational information generated by the women who help to make our Union strong. To submit articles for future Bulletins, please email [iatsewomen@iatse.net](mailto:iatsewomen@iatse.net). This Quarter's article addresses the struggle of women in Canada and the U.S. to secure the right to vote. It's fitting to provide this background in our current environment. Enjoy this view of our “herstory”.

### THE PATH TO SUFFRAGE: 100 YEARS OF STRUGGLE

Did you know that theatre played an important role in the Canadian suffrage movement, or that an American women's rights activist made bloomers famous? Do you identify as a “Suffragist” or a “Suffragette”? Coined by a British newspaper man, being a “Suffragette” meant you were a radical, employing all means of violence and immorality. It was a first attempt to shame women who were engaged in political dissent. Following are some of the little-known facts about the long and arduous battle for the vote, buried in time.

While first wave feminism had a robust agenda of equality in family, law, education, employment, and the public sphere, the pursuit of universal suffrage became the single flashpoint from which the rest would follow. Influenced by the matriarchal nature of Indigenous culture, women in both the American and British colonies enjoyed the right to vote (mostly if you owned property) until being stripped of that right in 1777 (USA), and 1851 (Canada).

Suffragists were not a homogeneous group. Differences between the

poor, working, middle, and upper-class women divided their goals and weakened some of the tactics they employed. There was certainly more pressure on working-class women, working long hours, lacking funds, and needing to be at home for their large families. Through the labour movement, these women became engaged, taking part in marches, parades, or speaking on street corners to elicit more public attention to their plight. Like today, poor and working-class women were treated unfairly. Evidence of this disparity was documented by Lady Constance Lytton in her book, *Prisons and Prisoners*. A British aristocrat in disguise, she was arrested during protest, went on a hunger strike and was forcibly fed. Her work would eventually lead to British prison reform.

In the U.S., women were frustrated by restrictive dress. In 1851, inspired by “Turkish trousers”, Elizabeth Smith Miller, cousin to prominent suffragist Elizabeth Cady Stanton, began wearing the pants under a shorter dress. Stanton's friend Amelia Bloomer promoted this new look in her newspaper, *The Lily*, stressing health rather than equality. The Saturday

Evening Post detailed 150 women wearing the “Bloomer costume” attending the National Dress Reform Association convention in 1858. Women began adopting bloomers for bike riding and were publicly shamed for the indecency of their “radical dress”, subjected to “jeering of street boys”.

In 1917, the “Silent Sentinels” began picketing the White House. Over a two-year period, 200 were arrested and sent to Occoquan workhouse where squalid conditions were the norm. During the “Night of Terror”, thirty-three suffrage prisoners were beaten and tortured, with one chained to the bars overnight with arms over head. One prisoner was 73. Ultimately, their convictions were overturned in a 1918 ruling stating that peaceful protesting was political speech, protected under the 1st Amendment.

In prison, women often went on hunger strikes, particularly in Britain. Initially, they were released for fear that they would die while incarcerated. Soon, force feeding was implemented. This had devastating long term health effects. Women were held down while a tube was jammed up the nose and down the throat. Often tubes were reused without



being cleaned. It became habit to allow women to convalesce at home, only to be returned to prison upon improvement. At best count, over 1,000 women were jailed in Britain alone. Emily Davidson would be one of the more tragic figures of the British movement; detained nine times, on hunger strike seven times, and force fed on forty-nine occasions. Her demise came at the Epsom Derby. Attempting to pin a sign on the horse of King George V, she was trampled and died from her injuries days later. The event was oddly captured on film.

In Canada, suffragists employed “mock parliaments” – a form of political theatre - to raise money and sympathy for the movement. Held across the coun-

try from 1893, the greatest impact by far was on the night of January 28, 1914 at the 1,800-seat Walker Theatre in Winnipeg, Manitoba. The Suffragists, rebuffed the previous day by the Manitoba Legislature, presented to a sold-out crowd “The Women’s Parliament”, mocking men seeking franchise. Hosted by Nellie McClung, it was a grand send up of then Conservative Premier Rodman Roblin. Two years later, his government would topple, and Manitoba women were awarded the vote!

Suffrage in the Americas had its roots in the abolitionist movement, and prior to being stripped of the vote, indigenous culture lead the way. Participation in the suffrage movement under the puritan

backdrop of the Victorian era brought its consequences. It was not unheard of for marriages to breakdown. Women would be jailed for their activities, and jail terms were unusually long. They would lose their jobs if they had jobs. Men would be humiliated for living with a “jail bird”. Women were demonized, disowned by parents and relatives, and separated from their children. In the coming months and years, as elections spring up around us, think about the commitment these women exhibited at the risk of losing everything, including their lives.

The path to Suffrage was fraught with so much suffering. And still, they persisted! The least we can do is exercise our right to vote.

## IATSE WOMEN'S COMMITTEE WELCOMES ADDITIONS TO EXECUTIVE COMMITTEE

During the General Executive Board meeting in Montreal, Quebec, the Women's Committee announced new appointments to its Executive Committee. We're pleased that Siobhan Vipond, Canadian Labour Congress Delegate, and Stasia Savage, International Representative, have joined Vice Presidents Colleen Glynn and Joanne Sanders in rounding out the Committee.

While in Montreal, the Committee hosted its semi-annual networking event at L'Auberge St. Gabriel. More than eighty-five women joined together for an evening of networking and

camaraderie. The guest speaker was one of the founders of Madame Prend Conge, the chosen non-profit. The organization operates a women's center in Montreal which advocates for women's equality, improving women's living conditions, and fighting against poverty and violence against women. Over \$3,500 was raised on behalf of the group. L'Auberge St. Gabriel joined the giving spirit by donating the leftover food to the shelter. The restaurant has pledged to continue the practice of sharing food with the Women's Center over the long term.





## GENERAL EXECUTIVE BOARD MEETING

**CALL TO ORDER**

The regular Mid-Summer meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, July 22, 2019 in the Montréal Ballrooms A-C of Le Westin Hotel, Montréal, Quebec.

**ROLL CALL**

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

MATTHEW D. LOEB,  
International President  
JAMES B. WOOD,  
General Secretary-Treasurer  
MICHAEL BARNES, First Vice President  
THOM DAVIS, Second Vice President  
DAMIAN PETTI, Third Vice President  
MICHAEL F. MILLER, JR.,  
Fourth Vice President and Director  
of Motion Picture and Television  
Production  
DANIEL DI TOLLA,  
Fifth Vice President and  
Director of Stagecraft  
JOHN R. FORD, Sixth Vice President  
JOHN M. LEWIS, Seventh Vice President  
and Director of Canadian Affairs  
CRAIG P. CARLSON,  
Eighth Vice President  
PHIL LOCICERO, Ninth Vice President  
C. FAYE HARPER, Tenth Vice President  
COLLEEN A. GLYNN,  
Eleventh Vice President  
JAMES J. CLAFFEY, JR.,  
Twelfth Vice President  
JOANNE M. SANDERS, Thirteenth Vice  
President and Director of Tradeshow  
and Display

In addition to the members of the Board, those present included: International Vice President Emeritus Edward C. Powell, International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; Interim Director of Communications Jonas Loeb; Co-Directors of Broadcast Steve Belsky and Fran O'Hern; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Jim Brett, Dan'l Cook, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, Benjamin Hague, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Mark Kiracofe, Daniel Little, Peter Marley, Rachel McLendon, Julia Neville, Jeremy Salter, Stasia Savage, Joseph Short, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Staff members Leslie DePree, MaryAnn Kelly, Asha Nandlal, Jimmy Rainey, Nate Richmond, and Wesley Vega.

In addition, guests of the IATSE at this meeting included Gaming Workers Unite members Sheri Rubin, Despland Joachim, and Emma Kinema; and Vanessa Kelly, Director of the Art Babbitt Appreciation Society.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-

Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 12, Columbus-Marysville-Delaware-Newark, OH; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St Benedict-St. Paul, MN; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt.Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 18, Milwaukee-Waukesha, WI; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 31, Kansas City-St. Joseph, MO/Kansas City-Topeka-Lawrence-Emporia, KS; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 53, Springfield-Pittsfield, MA; 56, Montreal, QC; 58, Toronto, ON; 59, Jersey City, NJ; 74, Southern Connecticut; 80, Hollywood, CA; 110, Chicago, IL; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 154, Ashland, OR; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 262, Mon-



treal, QC; 295, Regina-Moose Jaw, SK; 300, Saskatoon, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 353, Port Jervis-Sullivan County, NY; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 471, Ottawa-Kingston-Belleville, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi/Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 489, Greater Pittsburgh, PA Area; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 784, San Francisco-Oakland-

Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 796, State of Texas; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B27, Cleveland, OH; and B173, Toronto-Hamilton, ON.

### **HOST LOCALS**

At the opening session of the Board meeting representatives of Host Locals 56, 262, 514, 667 and 863 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Montréal. On behalf of the Host Locals, Local 667 Quebec Business Manager Christian Lemay thanked the General Executive Board for the opportunity to host this meeting.

The Official Family was also welcomed by Marc-Édouard Joubert, President of the Quebec Federation of Labor (FTQ) Greater Montréal Regional Council, during the Host Locals' Breakfast Monday morning. He wished those

present a successful week and welcomed attendees to the beautiful city of Montréal.

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly.

### **INTRODUCTIONS**

President Loeb introduced the following new members of the Official Family:

*Kevin Allen,  
International Representative*

Kevin Allen is a charter member of IATSE Local No. 796 and has served as its Business Agent for over ten years. In addition to providing stable leadership to the membership of Local 796 and working as a camera-operator across all televised sports, Kevin has demonstrated broader organizational skills through his participation in employer negotiations.

Kevin is working with the Broadcast Department and is based in Houston, Texas.

*Jonas Loeb, Interim Director,  
Communications*

Jonas is the new Communications Interim Director for the International.



**Representatives of the Montreal Host Locals welcomed all in attendance.**



He has worked as the communications coordinator since the summer of 2018. Since that time, Jonas has contributed to every aspect of the Communications Department and attended numerous leadership development courses both within the IA and with the AFL-CIO. He hopes to facilitate the growth of the union and promote the labor movement by constantly improving on and adapting our online activities.

## **ANNOUNCEMENTS**

### ***John Culleen, International Representative***

John Culleen's official retirement from the International will be August 31, 2019.

John Culleen started his career with the International in February 2013. His television career started in Seattle, WA over thirty years ago. He was one of the early organizers of the Seattle IATSE television local. In 1998 he moved to the Phoenix area and helped introduce IATSE to the local television sports market. John was instrumental in the IATSE's Golf Channel organizing drive. He is video engineer and has been a core member of ABC's Monday Night Football and NBC Sunday Night football. He worked over ten Super Bowls in addition to the Olympics, the NBA finals, the World Series and many major golf tournaments.

## **GENERAL EXECUTIVE BOARD MEETING MINUTES**

### **Mid-Winter Meeting – February 4-8, 2019 – Austin, Texas**

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Winter meeting of the Board held in Austin, Texas, the week of February 4-8, 2019.

Upon a motion duly made and seconded, the Board voted unanimously to approve the minutes.

## **REPORT OF THE GENERAL SECRETARY-TREASURER**

General Secretary-Treasurer James B. Wood reported to the Board on various matters.

### ***Audited Financial Statements***

During the past two months, the auditors from the accounting firm of Schultheis & Panettieri have been in the General Office working with the Finance Department staff to prepare the annual audited financial statements for the year ending April 30, 2019 and they are now complete. In keeping with past practice, the statements will appear in the Third Quarter 2019 issue of the Official Bulletin.

During the fiscal year, the change in net assets in the General Fund increased by \$3,192,340 and the total net assets of the Alliance now stand at \$50,547,859. The net assets in the Convention Transportation and Per Diem Fund were \$4,887,996 at year-end and the net assets in the Defense Fund now stand at \$13,383,740.

These positive numbers are the result of continued growth within the Alliance as its membership has now surpassed 146,000. The Locals have clearly embraced the 2017 convention theme of Growth Equals Strength.

The Form LM-2 has been completed and will be filed prior to the deadline of July 29, 2019 (90 days from fiscal year end). This year's LM-2 is 321 pages and an inch and a half thick.

### ***Information Technology***

The process of moving the immigra-

tion consultation system from a dated Access based program into the Finance database is almost complete. The Access program was never designed to process the volume of requests that are now being handled. The program is presently being Beta tested and will allow for easier processing and better reporting.

The security and time management system in the General Office has been upgraded and will now allow for motion sensor video review for security issues. The same vendor is also supplying the system to the new West Coast Office which will make management of the systems seamless. New servers, switches, firewalls, and WI-FI technology have also been ordered for the new West Coast Office and will be installed upon the move to the new location. This will bring the new office into line with the technology of the General Office.

An improved security feature is being programmed into the Finance Department database system. This improvement will provide Locals with a secure method to upload their member address files in accordance with Article Nineteen, Section 29 of the International Constitution rather than using email.

A new feature is also being programmed into the submission of Quarterly Reports section of the database for those local unions that submit those reports electronically. At the present time, the Local is given the ability to email their report to their District Secretary by entering in the email address of the Secretary. This new feature will automatically send a copy to the District Secretary without any action being taken by the local union.



Lastly, Windows 7 will no longer be supported by Microsoft after January 2020 so the transition of all office desktops as well as remote computers has started as the International migrates to Windows 10.

#### *In other Finance Department News,*

1. The bound convention proceedings books for the 2009 and 2013 International Conventions have now been completed and mailed to each local union. It was anticipated that, as in the past, the books would contain the proceedings of three conventions, including the most recent, but the number of pages did not allow for this to be done. After the 2021 convention, another bound book will be made for the 2017 and 2021 convention proceedings.
2. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. For the year ended April 30, 2019 royalty payments in the amount of \$188,337 were received.
3. The International continues to charge for consultation responses for INS Visas. The present charge is \$250 for regular service and \$450 for a "rush" request, which must be processed within forty-eight hours. For the year ended April 30, 2019, the International received \$1,239,355 in consultation fees.

President Loeb thanked General Secretary-Treasurer Wood for his report and his work. With 146,000 members, it is quite important that the International be able to work with the Locals in a streamlined way, and the work of the General

Secretary-Treasurer is vital to that effort.

A motion to adopt the Report of the General Secretary-Treasurer was moved, seconded, and passed by unanimous vote of the General Executive Board.

### **REPORT OF THE BOARD OF TRUSTEES**

International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White presented to the General Executive Board the Report of the Board of Trustees for the period of October 1, 2018 through April 30, 2019. Trustee Cota reported that the Trustees met in the General Office in New York City from June 4 through 6, 2019 and reviewed the books, records, financial accounts of the International and found them to be in order.

Upon motion duly made and seconded, the General Executive Board adopted the Trustee Report.

President Loeb thanked the Trustees for their work.

### **APPEARANCE: ALEXANDRE BOULÉRICÉ – NDP DEPUTY LEADER**

Federal Member of Parliament and New Democratic Party Deputy Leader Alexandre Bouléricé welcomed the General Executive Board and meeting at-

tendees to Montreal, Quebec. In doing so, Leader Bouléricé noted that the representation that the IATSE provides to its members continues to be vital to the continued success of the entertainment industry and the Quebec working class generally. He went on to provide a brief overview of the current federal political climate, noting that it will be essential for the labour movement to be active in the upcoming federal elections in the fall of 2019 to ensure that those elected to office are allies to organized labour. Leader Bouléricé concluded his remarks by encouraging attendees to enjoy all of the beauty, culture and cuisine that Montreal has to offer and wished the General Executive Board a productive and successful week of meetings.

### **APPEARANCE: LOCAL NO. 52, STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/ NORTHERN DE./GREATER PA.**

#### **Re: Young Workers Committee**

Sister Briar Rossol and Brother Brendan O'Brien of Local 52 reported on the establishment and activities of the Local 52 Young Workers Committee. They advised that after taking time to carefully define the mission of the Local's YWC,



**Local 52 Young  
Workers Brendan  
O'Brien and Briar  
Rossol appeared  
before the Board.**



they began to address issues directly impacting young workers. In a PowerPoint presentation to the Board, they advised that the YWC began their outreach to Local 52 members by emphasizing quality of life matters such as childcare, financial planning, and civic participation. Specifically, they reported that providing onsite childcare during YWC meetings helped to substantially increase attendance and participation. They stated that they have not lacked for a quorum since they began offering childcare during meetings.

Specifically, regarding member participation, Sister Rossol and Brother O'Brien noted that correlating political issues directly to members' livelihoods/union matters have yielded impressive outcomes. They specifically highlighted member involvement in phone banking regarding support for tax credits and the "vote no on the New York State Constitutional Convention" initiatives which achieved wide support from the membership. Another positive outcome is that these efforts led to Local 52 members seeking, and being elected to, public office. Sister Rossol and Brother O'Brien reported the Local 52 YWC's participation in the IATSE Women's Committee, IATSE Pride March, and Labor Day Parade.

Regarding good-citizenship initiatives, it was reported the YWC's involvement in various community outreach concerns including City Harvest, North Brooklyn Angels, Meals-on-Wheels (all of which combat food insecurity), New York City Parks Department environmental programs, Friends of Firefighters, New York Cares, Broadway Stages toy drives and assisting in disaster relief projects.

They noted that challenging apathy is one of the goals of the Local 52 YWC and that volunteerism is a good way to engage new members. They stress to YWC members that "membership is not a spectator sport." They thanked President Loeb and International Vice President and President of Local 52 John Ford, Local 52 Vice President and Secretary-Treasurer, John Fundus and Richard Dolan, respectively, for their unwavering support.

Vice President Ford publicly expressed his appreciation to O'Brien and Rossol observing that "they do great work" and the Local is positioned well for growth and impact in the future. President Loeb agreed, noting that he often speaks about ensuring the International's growth and success for years to come. He observed that "Brendan and Briar's energy and activism are contagious and have resulted in members being engaged politically and educationally." He stated that he is impressed with the work and initiatives of the Local 52 YWC. He added that he "appreciates appearances like the Local 52 YWC so that others can hear and see what is possible." President Loeb commended the exciting work of Sister Rossol, Brother O'Brien, and the entire Local 52 YWC stating that "they have the full support of the IATSE International."

#### **APPEARANCE LOCAL NO. 53, SPRINGFIELD- PITTSFIELD, MA**

##### **Re: MGM Resorts International**

Local 53 Business Representative Michael Afflitto and International Representative Mark Kiracofe reported on the successful negotiations of Local 53 regarding MGM Resorts International in Springfield, MA.

It was reported that the Mass Mutual Center had been staffed by Local 53-represented stage workers since 1972, when the arena was built. In July of 2017, the operations of the Mass Mutual Center were assumed by MGM Resorts International. The first negotiations between MGM and the Local took place in 2018. The negotiations were protracted and hard-fought. MGM had sought concessions but Brother Affitto and Local 53 remained steadfast in protecting the area standard, middle class wages they had fought for over the last forty-five years. After prolonged negotiations, the parties reached agreement on a collective bargaining agreement that maintains hard-earned working conditions, secures and protects jurisdiction, and maintains living, family wages. It was reported that this MGM CBA is the foundation for a contract covering workers at Springfield Symphony Hall. Brother Affitto advised that the Local has a strategic plan that includes training, political engagement/involvement/activism, and organizing. He expressed his appreciation to International Vice Presidents Michael Barnes and Colleen Glynn, whose Local leadership he seeks to emulate. He especially noted that Vice President Glynn's admonition "if you do what's right every day, good things happen" is his daily mantra. He expressed appreciation to Representative Kiracofe for his guidance. Finally, he thanked President Loeb for the strategic direction of the Alliance.

President Loeb observed that the Local has positioned itself well to secure all the stage work in its geographic jurisdiction, stating that in the MGM and Symphony agreements, Local 53 engaged in political and community activism.



He also noted that the Local has shored up support from labor colleagues and politicians for any fights it might have regarding unionizing and representing workers. President Loeb added that the Local maintained terms, conditions, and received an outstanding agreement.

**APPEARANCE:  
LOCAL NO. 311, MIDDLE-  
TOWN, NEWBURGH, KINGSTON,  
POUGHKEEPSIE, NY**

**Re: Merger with Local 499 and PRG  
Scenic Technologies**

Local 311 President, Chad Phillips, appeared before the Board to provide a report about the Local's recent voluntary merger with Local 499 as well as the recent contract negotiations with PRG Scenic Technologies.

In early 2018, the Executive Boards of Local 311 and Local 499 had discussions about voluntarily merging the two Locals. The respective officers met to discuss the merits of such a merger. The discussions were generally positive and productive. Both Executive Boards believed that greater strength and better representation for the membership of both Locals could be achieved by voluntarily merging. While these two Locals had neighboring jurisdictions, which would form a logical merged union, the respective officers were nonetheless deliberate during their respective discussions and approaches to the potential merger. Therefore, both Locals wrote to President Loeb to request assistance in exploring their possible merger discussions after continuing to become optimistic about doing so. Vice President Di Tolla was assigned to investigate the matter. Ultimately, the Locals prepared a joint resolution and the members of the Locals voted in favor of

the merger. Pursuant to Article Eighteen, Section 13 of the International Constitution, President Loeb endorsed the members' ratification of the respective Executive Boards' merger agreement. As a result of the merger, which became effective January 1, 2019, Local 311's expanded territorial jurisdiction now includes the following New York locales: Middletown, Newburgh, Kingston, and Poughkeepsie. Brother Phillips thanked all those involved in the successful and voluntary combination of Locals 311 and 499.

The report also detailed negotiations with PRG Scenic Technologies. It was noted that the PRG Scenic Technologies facility in Local 311's upstate New York jurisdiction employs a significant number of the members of the Local. Approximately one hour north of New York City, the company's facility in New Windsor, NY houses manufacturing facilities for fabricating scenery, machinery, and automated effects equipment. The same company operates similar facilities in other U.S. markets, including Los Angeles and Las Vegas. PRG is well-known to the IATSE and its Locals.

Despite having a long-standing relationship at PRG's New Windsor location, Local 311 recently encountered difficulties in this facility, which led to grievances and unfair labor practice charges being filed with the National Labor Relations Board. In anticipation of its most recent renewal contract negotiations, Local 311 requested assistance from the International and Vice President Claffey was assigned to aid the Local in its efforts to achieve a new agreement. It was noted that Local 311 also requested Defense Fund assistance in connection with these negotiations given

this company's recent approaches to its labor relations, and such assistance was granted in accordance with the company's status. The Local's predecessor contract expired on December 31, 2018 and after numerous bargaining sessions, a final deal was tentatively reached. The successor contract, which will provide year-over-year economic benefits for the members of Local 311, was ratified by the Local's members on March 19, 2019. The report described the new contract, which will provide economic increases for members of the Local 311 bargaining unit during the contract's term. Local 311 President Phillips expressed his gratitude to the Board, President Loeb, General Secretary-Treasurer Wood and especially Vice President Claffey who was instrumental in the negotiations. It was also noted that, under the special circumstances created by this company's approach, the Local's negotiations necessitated Defense Fund assistance, which provided indispensable help from the Local's attorney.

President Loeb remarked that he approved the merger agreement because it was overwhelmingly supported by the membership and both Locals recognized the benefits. He stated further that the Local will continue to receive the support that it needs with negotiations and commended the efforts of Vice President Claffey and Local 311's leadership for their efforts.

**APPEARANCE:  
LOCAL NOS. 479 & 491, STATE  
OF GEORGIA (EXCEPT  
SAVANNAH AND VICINITY)  
& STATES OF NORTH AND  
SOUTH CAROLINA (AND  
SAVANNAH, GA)**

Andrew Oyaas, Secretary-Treasurer of Local 491 and Michael Akins, Business



Agent of Local 479, appeared before the Board to describe their Locals' recent collective efforts to devise a database, which is tentatively known as the 'Shadow' platform. This technology, which is designed for IATSE Locals will assist the membership and advance the IA's efforts to track Local solidarity and financial data.

The report demonstrated various highlights of the platform and encouraged Locals interested in learning more to contact those reporting. The tentative program can be run on a Mac or PC. It is hosted in the Cloud and was created to examine and track contact and data points for various IATSE Locals. These details will assist Locals' efforts to assist members with their voluntary dues checkoff payments within their respective jurisdictions. It can, for many Locals, provide a comprehensive and customizable set of capabilities and benefits for local unions of the Alliance.

**APPEARANCE:  
LOCAL NO. 751,  
NEW YORK, NY**

**Re: The Metropolitan Opera  
Agreement and the Brooklyn  
Academy of Music Agreement**

Local 751 President Lawrence Paone and Business Representative Peter Attanasio, Jr. reported on the Local 751 negotiations with the Metropolitan Opera and Brooklyn Academy of Music (BAM).

It was observed that the BAM negotiations took place from November 2017 through August 2018 and the Met Opera contract talks occurred over a three-month period beginning August 2018 through November 2018. It was observed that these Local 751 CBAs are the industry-standards for box office agreements. The employers sought to limit the juris-

diction of the Local and to severely curtail the scope of the work under the CBAs. The Local strategically countered the proposals and was able to secure the jurisdiction, while maintaining their hard-won conditions.

Brother Paone reported that President Loeb assisted the Local in its negotiations with the Met Opera. In describing President Loeb's assistance in the Met Opera negotiations, Brother Paone quoted Dr. Maya Angelou who said that "people may forget what you said, people may forget what you did, but people will never forget the way you made them feel." Brother Paone relayed that President Loeb made the bargaining committee feel respected and that their work was important. He extended the Local's sincere gratitude to President Loeb for his stalwart support to Local 751 in ways big and small.

President Loeb observed that the Local's bargaining committees are always prepared, educated and well-versed in bargaining unit issues. He commended the Local for the successful conclusion of both the Met Opera and BAM agreements which maintain area standards and working conditions, while achieving wage increases and benefit contributions.

**APPEARANCE:  
LOCAL NO. 764,  
NEW YORK, NY**

**Re: Organizing and Political  
Activities**

Appearing on behalf of Theatrical Wardrobe Union Local 764 were Local 764 President Patricia A. White, Secretary-Treasurer Martha Smith, and Business Representatives Frank Gallagher and Leah Okin. The report apprised the Board of the occasion of the Local's 100th anni-

versary and focused on Local 764's members, with their commitment to activism. The Local's members are especially engaged in internal and external organizing, collective bargaining, and politics. A presentation with dozens of photos of proud Local 764 members in action accompanied the report.

Several of the Local's recent and prominent activities were described. Local members and representatives have traveled to Washington, D.C. to conduct lobbying to secure National Endowment for the Arts funding; lobbying around New York City and State for Motion Picture and Television Tax Credits; working with Manhattan Borough President Gale Brewer to preserve New York City's Garment Center, which has been center of garment creation for over a century; and working with the New York City Central Labor Council to defeat a state ballot proposal for a New York State constitutional convention, which could have disastrous fallout for union workers. There were also accounts of voter registration drives, participation in marches and the Local's participation in rallies like the Women's March, the World Pride March, and the annual Labor Day Parade. The Local's philanthropic efforts were described, including food drives, and a twenty-three-year tradition of hosting an annual toy drive to benefit families dealing with HIV and AIDS. The annual Local 764 quilt raffle, which is now in its 18th year, has raised almost \$150,000 for the IATSE-PAC.

The Local's philosophy focuses heavily on involving the membership in the representation process (by calling in their work, reporting on workplace issues, and



serving on negotiating committees). New organizing at current Off-Broadway productions, as well as Jazz at Lincoln Center and the New York City Ballet costume shop were noted.

Education and Training are highly valued. The Local is diverse and energetic, with social media, education programs, and an executive board that prioritizes the significance of attending events in support of the IATSE, IA Locals in New York City, and other unions. Special thanks were noted for Vice President Vangeli Kaseluris, Assistant Business Representative Margaret LaBombard, Chair of Trustees Shannon Koger, and the full executive board of Local 764. President Loeb remarked that members deserve to be celebrated most prominently, for their interest and activism. He noted that the Local is made up of active participants, which contributes to its growth and strength.

**APPEARANCE:  
LOCAL NO. 798, STATES OF  
ME, VT, NH, MA, RI, CT, DE,  
MD, DC, PA, WV, VA, TN, NC,  
SC, AL, GA, LA, MS, NY, NJ, FL,  
AND THE CITIES OF MINNE-  
APOLIS AND LOUISVILLE**

**Re: The Metropolitan Opera**

Local 798 Business Representative Live Theatrical & Commercials Daniel Dashman, Secretary-Treasurer John "Jack" Curtin and Field Representative Samantha Reese reported to the Board on Local 798's recent collective bargaining negotiations with the Metropolitan Opera.

The Opera opened the talks with a long list of proposals that would have gutted the Local 798 collective bargaining agreement including reductions to/elimination of pension accrual rates, rest



**Local 798 Field Representative Samantha Reese, Business Representative Live Theatrical & Commercials Daniel Dashman, Secretary-Treasurer John "Jack" Curtin informed the Board of negotiations with the Metropolitan Opera.**

periods, workers compensation, sick leave and premium pay.

Amongst the important issues Local 798 wanted to address was parity between makeup artists and hairstylists. It was reported that after years of de facto discrimination based on gender and sexual orientation in the classifications represented by Local 798, specifically in matters of wages, the Local has been aggressively seeking to achieve pay equity in its collective bargaining agreements.

A crucial problem for Local 798 was the disparate treatment of hair stylists vis-à-vis makeup artists. In the mid-twentieth century, makeup artists, by and large, were men and hairstylists were women. Thus, the pay that was received by these classifications reflected societal norms with males (i.e. makeup artists) receiving higher rates than the female (i.e. hairstylists). This disparity continued through the years and was exacerbated because the root inequality had not been addressed until the 2011 negotiations when some progress was made redressing the inequality.

After several negotiation sessions and the exchange of voluminous information pursuant to information requests, the parties remained at a stalemate. Presi-

dent Loeb and Vice President Daniel Di Tolla both assisted the Local in its negotiations. It was reported that for the first time in its seventy-year history, Local 798 took its first strike vote. President Loeb attended that meeting and the vote was unanimous.

When the bargaining parties next convened, they reached agreement on a four-year CBA that protects the hard-earned conditions and includes annual increases in wages. Significantly, hairstylists and makeup artists who work on principal performers will now receive the same wages and conditions.

It was noted that Local 798 members in the north and south came together to unanimously support their MetOpera kin, regardless of craft or geography. A special thanks was extended to Sisters Tera Willis, Juliet Veltri, and Reese as well as to the entire MetOpera crew who stood tall and fast in light of great opposition. The Local extended appreciation to Vice Presidents Di Tolla and James J. Claffey, Jr. (President of Local One) as well as International Trustee Patricia A. White (President of Local 764), Lawrence Paone (President of Local 751), Leah Okin (Business Agent of Local 764) and Deborah Allton-Maher (Assistant Executive



Director of American Guild of Musical Artists). Finally, the Local extended deep gratitude to President Loeb who stood with and guided Local 798 as they fought for conditions and pay equity that had been pernicious and problematic.

President Loeb remarked that the negotiations were unnecessarily protracted but had resulted in a successful conclusion with all of the Local's issues being addressed in some way. He commended the workers for their courage. He especially expressed his appreciation to the stagehands, box office, and wardrobe workers whose support buoyed the makeup artists and hairstylists. President Loeb noted that while five hairstylists were impacted personally this fight was about and for all workers.

**APPEARANCE:  
LOCAL NO. USA829,  
NEW YORK, NY**

**Re: Broadway Agreement**

Local USA829 National Business Agent Cecilia A. Friederichs, Local USA829 President Beverly Miller, Business Representative for Live Performance Carl Mulert, and Financial Secretary Michael Smith appeared before the Board to

report on landmark contract negotiations between Local USA829 and The Broadway League.

As negotiations for the Broadway League agreement approached, the Local identified several significant issues that threatened to disrupt the process. First, assistant designers, who were employed at single payrates rather than a tiered pay scale yielded a constant string of various grievances. Second, due to the passage of time and growth of available technology in scenery and lighting design, the contract included a pay scale defined by terms which no longer had mutually agreed meaning (disputes arose over whether productions were actually single set or multiset).

The Local attempted to avoid acrimonious debate on these important issues and, with the consent of its member committee, sought to address them with two representatives of the Broadway League before formal negotiations were underway. The parties thus began discussions about how to make the contract more relevant to how business is conducted today.

Ultimately, it became clear that sig-

nificant changes were necessary, which would lead to an overall restructuring of the entire Agreement, including not only scenery and lighting pay, but also the costume design pay scale; the concert pay scale; the royalties pay scale and rules for payments; a stepped pay scale for different types of tours; the geographic scope of the agreement for subsequent productions; merging the separate sound design agreement into the contract; making projection designers full participants; payment schedules; effective dates of work for designers. The Local also identified other areas for improvement, including developmental productions that transfer into Broadway and some fringe benefit changes and reallocations.

Representatives of the League were committed to addressing these matters, so the discussions carried on. Due to the magnitude of required changes, talks continued periodically for nearly a year. Each side corresponded with their respective committees to get feedback and approvals. The parties extended their contract for 90 days to the end of March 2019.

The fully completed, rewritten Agree-

**Reporting from Local USA829 were Financial Secretary Michael Smith, President Beverly Miller, National Business Agent Cecilia A. Friederichs, and Business Representative for Live Performance Carl Mulert.**





ment was presented to USA829 members for ratification. After a three-hour review and explanation of contract changes, it was unanimously ratified on April 15, 2019.

The new agreement is a four-year contract. Sound and projection designers are now integrated into a single contract with members in other design disciplines. In addition, assistant projection designers are now covered with the same rates and conditions as other assistants. Pension, welfare, and annuity benefits are dramatically improved. The new rate structures for scenic and lighting design is based on either a single scripted location or multiple scripted locations (shifting the focus away from the problematic distinction between single or multiple sets). New rates took effect for 2019 and will increase annually during the term of the agreement. Pay parity for costume designers has been a priority for USA829 for several decades, and the new League agreement makes significant steps. Minimum rates for small plays will increase. In addition to productions on Broadway, the Agreement unequivocally covers subsequent use of the design produced or coproduced by the Producer worldwide. There are new stepped rates for various types of subsequent companies. Changes were also made to increase additional weekly compensation to designers during the run of a production.

For assistant designers the new contract will provide significant economic increases. Wages will increase annually each year with annuity, pension and welfare developments. The new Design Membership Candidate program, like apprenticeship, is expected to expand the

scope of assistant work. It is designed to provide on-the-job training to inexperienced designers before they move on to become full assistants.

Those reporting concluded by again noting the expansive efforts, over nearly a full year, to totally revamp the contract. It was worthwhile to make the most of an opportunity to do so in a cooperative process with the full support of the USA829 Broadway designers and the Local's advisory committee. Their active input and approval were invaluable.

President Loeb thanked the USA829 representatives for their report. He agreed that the Local addressed some major issues in this contract, including the pay scale, pay parity, and the crucial step of integrating designers into one single contract. The employers also deserve credit for dealing with these major issues. He congratulated the Local on a job well done.

## **APPEARANCE: IATSE TRAINING TRUST FUND**

IATSE Training Trust Fund Executive Director Liz Campos appeared before the General Executive Board to report on the Training Trust Fund's (TTF) new programs.

Director Campos began by updating the Board on Lynda.com, which is new and improved and now called LinkedIn Learning (LIL). LIL offers all the same great learning opportunities with an even more user-friendly platform that gives more course recommendations, makes it easier to find courses, and allows users to connect their LIL account with their LinkedIn account and display course completions on their profile. Users do not need a LinkedIn account to use LIL. New

applicants can find information on the TTF website.

Forty-four percent of Lynda.com subscribers have upgraded their accounts to LIL and can continue taking courses. Subscribers who have not already done so, must respond to the email from LIL and manually upgrade their accounts to LinkedIn Learning. Once upgraded, the account will automatically renew for the next year (starting in September) as long as the subscriber is still eligible for TTF programs.

Locals will be seeing an increase in outreach from the Training Trust Fund for this program. Locals should contact the TTF to designate a local coordinator if you have not already done so. Locals are encouraged to curate collections of skill-specific courses they want to make available to their members. The TTF will be providing information regarding curating courses.

Director Campos then discussed the popular Safety First! program. All sixteen courses are online for individuals to take at their own pace and for Locals to teach as group courses. The TTF encourages all Locals to apply for a local account and use the curriculum to teach these narrated safety courses to groups of members at their convenience. They are easy to teach once logged in and can be taught by anyone, regardless of their level of expertise. The courses all have optional audio narration. The courses can be paused so instructors can insert their own commentary. A very small number of Locals have utilized this resource so far and the TTF will be promoting this program heavily throughout the next year.

In April, the TTF piloted a new Train



the Trainer (TTT) Course aimed at taking the theories from the TTF Teaching Techniques course taught by Mark Johnson and putting that knowledge into practical terms and applying it. The TTF engaged a curriculum developer with a background in labor and labor management training programs to develop a course that would give participants hands on course development time. The pilot was held in Los Angeles and was comprised of a small group of active trainers who had already attended the TTT: Teaching Techniques and the TTT Master Class and were working on the development of their own craft skills or safety course to teach at their Local. The TTF will roll this course out in September to active trainers who are nominated by their Locals, have already completed the TTT Teaching Techniques course, and are working on the development of a new or revised craft skills or safety course.

The TTF has launched a new course completion card system. Sample cards were given to President Loeb, General Secretary-Treasurer Wood, and members of the Board. Anyone completing a TTF offered course will receive a wallet-sized completion card that links to their own individual Training Tracker account where they can view all the courses taken and certifications received that have been reported by their Locals.

Director Campos then discussed the TTF's AV program. The TTF wants the program to be effective in leading to job opportunities and efficient by matching training to tangible needs. To that end, the TTF embarked on a needs assessment earlier this year. The report is in its final state and the results will be available soon.

The TTF is piloting some new courses on Networking and Install through AVIXA, and revamping the program to expand its reach and be inclusive of the many Locals that represent crafts utilizing the skills addressed by AVIXA in their courses. AVIXA will be rolling out new courses and members who work in design, projection, camera, audio and lighting, in addition to traditional AV, should check out the website. All IATSE workers are eligible for a free AVIXA membership, which unlocks many free and discounted training opportunities.

The TTF is also adding a new staff person whose sole focus will be the TTF AV program (which is being renamed to be indicative of its new direction). That new staff person will play a large part in preparing the renamed program for the future.

The TTF continues to grow. In the first half of 2019, it reached over 18,200 IATSE workers with 16,711 courses (including all the online courses and LinkedIn Learning) and almost 50,000 hours of training. In total, the TTF has now reached just short of 58,600 IATSE workers with more than 20,872 classes and 488,750 cumulative hours of training.

Finally, Director Campos announced that the TTF will be moving into the new IATSE WCO building sometime next month. Along with that move, the TTF will be adding several new staff members to the team to support new and existing programs.

Director Campos thanked President Loeb, General Secretary-Treasurer Wood, members of the Board, IA Representatives, the Communications Department, and MaryAnn Kelly for all their support

of the TTF. President Loeb continues to make training, education, and continuous learning a priority. Special thanks to Vice President Miller for all his work supporting the growth of the TTF and assisting it in many ways, along with Buffy Snyder and the staff and reps of the West Coast Office. Many thanks to the Trustees of the TTF for all their hard work, advice and dedication. Thanks go out to all the Locals and members who actively participate in TTF programs and continue to grow their Local training. The TTF exists to provide training opportunities for the Locals and their members, and their engagement is why the TTF has been such a success. Lastly, Director Campos gave a special thank you to the staff of the TTF who work so hard each day to bring top quality programs and support to all.

President Loeb thanked Director Campos for her report, noting that 58,600 people have been trained since 2011 and there are now fifteen hundred employers contributing to the TTF. The growth of the program has been astounding, it is a great success story and represents a culture change for the Alliance. President Loeb reiterated that the LinkedIn Learning program is free and encouraged local unions to share this information with the members.

#### **APPEALS: JOSEPH REESE V. IATSE LOCAL NO. 2, CHICAGO, IL**

The General Executive Board considered Joseph Reese's June 24, 2019 appeal of President Loeb's decision dated May 22, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Reese's appeal and resolved to



communicate this decision to Reese in writing in accordance with the advice of legal counsel. President Loeb and International Vice President Craig Carlson abstained from participating in any debate and/or vote in relation to this appeal.

#### **APPEALS: TED LEWIS V. IATSE LOCAL NO. 80, HOLLYWOOD, CA**

The General Executive Board considered Ted Lewis' March 1, 2019 appeal of President Loeb's decision dated February 6, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Lewis' appeal and resolved to communicate this decision to Lewis in writing in accordance with the advice of legal counsel. President Loeb and International Vice President Thom Davis abstained from participating in any debate and/or vote in relation to this appeal.

#### **AICP AGREEMENT**

International Vice President and Director of the Motion Picture and Television Department Michael F. Miller, Jr., International Vice President Thom Davis, Assistant Department Directors Daniel Mahoney and Vanessa Holtgrewe, International Representative Steve Aredas, local union Representatives Chaim Kantor, Chris O'Donnell, Rachel Stanley, Scott Bernard, Mike Akins, Crystal Hopkins, Patric Abaravich, Daniel Dashman, and Jennifer Myers presented a draft memorandum of agreement and reported to the Board on the recently concluded negotiations for a successor to the IATSE-AICP collective bargaining agreement.

The parties met at the end of April/early May and were able to not only reach an agreement on the terms of a new con-

tract, but they also resolved outstanding arbitrations and grievances concerning classifications represented by Local 871, which had been pending since the conclusion of the 2016 negotiations.

As set forth in the MOA, the successor agreement, which goes into effect October 1, 2019 will have improved rest periods and working conditions. Most notably, the parties negotiated insurance coverage and improved the agreement's nondiscrimination provisions. Specifically, regarding the latter, the new agreement expands the scope of those protected from discriminatory conduct. The anti-discrimination laws of California will apply to those employed under the agreement, regardless of where they are working. To address wage equity, the parties agreed to a substantial increase for Costume Designers, greatly making up some of the disparity between this classification and other department heads. Additional improvements are hazardous work compensation, improvements in travel allowances and meal penalties, expansion of covered classifications/expanded jurisdiction, improvements for Coordinator classification and the inclusion of Detroit in the agreement. Vice President Miller explained the worker-replacement requirements in the agreement, requesting that everyone follow the procedure in the contract regarding substitutions. Finally, he stressed the importance of organizing commercials, which will ensure that industry standards are followed by all employers and, in turn, strengthen the agreement.

Brother Bernard expressed the appreciation of his Local regarding the addition of a VTR Assistant to the agreement.

Brother Kantor likewise conveyed his thanks on behalf of all the New York Production Locals. Sister Stanley stated that her Local is especially appreciative for the pay equity improvements, explaining that the costume designers went from being the lowest paid department heads in the agreement to wages comparable with their counterparts. Sister Hopkins expressed her thanks to President Loeb and to everyone on the committee who stood together and who stood for each other.

President Loeb, who was also at the negotiations, agreed stating that "the negotiations committee was outstanding, and it shows in the results." He commended Sister Hopkins and Local 871 for their "courage" in resolving the grievances and arbitrations concerning the Local 871 classifications. He spoke about the significant gains that were achieved, specifically noting the move by the employers towards wage equity for all department heads, which he described as "unprecedented." President Loeb emphasized the point made earlier concerning organizing all the commercial work in every jurisdiction, explaining that doing so is imperative to maintain the terms and conditions of the AICP collective bargaining agreement. He congratulated the bargaining committee on their very successful negotiation. He then accepted a motion for the ratification of the Memorandum of Agreement, which the Board approved.

Vice President Miller then brought to the attention of the Board the situation concerning a commercial production company, Weasel Works. He advised that the company had a history of refusing to negotiate after employees came together to exercise their lawful right to seek ben-



efits and the protections of a union contract. President Loeb, after careful and deliberate review of all the circumstances concerning Weasel Works, and with the unanimous consent of the General Executive Board, declared Weasel Works an unfair employer pursuant to Article Seven, Section 10 of the IATSE International Constitution. Accordingly, IATSE members are prohibited from rendering any service for the company until further notice, effective immediately. Those in attendance signaled their approval with a rousing sustained standing ovation.

## **ALBERTA FEDERATION OF LABOUR**

International Vice President Damian Petti and Canadian Labour Congress Delegate Siobhan Vipond reported to the General Executive Board on Vipond's re-election to her fourth term as Secretary-Treasurer of the Alberta Federation of Labour.

Vice President Petti explained that Delegate Vipond's re-election is good news for Alberta workers and the labour movement in general. She is a committed

trade unionist and tireless advocate on occupational health and safety, women's equality and the importance of workers' voices at all levels of government and industry. In her pursuit of social justice and workers' rights, such as the \$15 is fair campaign, Delegate Vipond has built strong networks between unions. She worked as the long-time coordinator of the AFL/CLC Annual Winter School and Director of the AFL Kids' Camp, passing shared values to the next generation. Prior to joining the AFL, Sister Vipond worked as a proud member of IATSE Local 210 where she served as Secretary, Vice President and President.

President Loeb congratulated Delegate Vipond on her recent re-election, noting that her advocacy and activism for and on behalf of working class people is worthy of recognition.

## **ANIMATION AFFILIATION**

International Vice President and Director of Canadian Affairs John Lewis, International Representatives Julia Neville, Peter DaPrato and Jeremy Salter, Canadian Office Operations Manager Nate

Richmond and founding director of the Art Babbitt Appreciation Society (ABAS) Vanessa Kelly reported to the General Executive Board on IATSE's Animation sector initiatives and relationship with ABAS.

Organizing efforts in the Animation sector continue in Canada with town hall meetings and panels to raise awareness about the benefits of union representation. The Canadian animation industry is large and growing with many studio facilities. In Vancouver, it is estimated the number of animation workers to be approximately 5,000, with larger animation studios employing over 700 animation workers each.

In recent years in Vancouver, organizing efforts have focused on working with ABAS, which was recently incorporated as a BC Society. Following media coverage in 2016 of unpaid overtime on "Sausage Party", Vancouver animators formed this grassroots group to support unionizing the BC animation industry. They called themselves the Art Babbitt Appreciation Society in honour of a Disney animator who led unionizing efforts there in Los Angeles in the 1940's. The ABAS and the IATSE have hosted many animation townhall meetings (both general and Studio-specific), at which union reps and other guest speakers have shared information and success stories.

The ABAS has a website (<https://www.artbabbittsociety.com/>) and is very active on Twitter (@artbabbittsociety) and Facebook.

At a meeting in Vancouver in early July 2019 amongst Vice President Lewis, Representatives Neville and Salter, the three directors of ABAS and legal counsel,



Canadian Labour Congress Delegate Siobhan Vipond and International Vice President Damian Petti reported on Alberta Federation of Labour.



the following objectives were discussed:

A Strategic Alliance Agreement between the IATSE and the Art Babbitt Appreciation Society, to affirm that:

- a. The ABAS and the IATSE will work together on projects of mutual benefit regarding the animation industry in Canada.
- b. The ABAS and the IATSE will jointly brand materials and social media platforms on projects of mutual benefit, and
- c. The IATSE will financially support ABAS for expenses related to projects for their mutual benefit.

President Loeb has approved this plan and agrees that together with animators in the ABAS the two organizations can work together to expand and strengthen opportunities related to animation. The IATSE has been working with the animation community in Canada for many years to improve their working terms and conditions and is very proud to announce its formal partnership with the ABAS at the General Executive Board meeting in Montreal, Quebec, through the signing of a Strategic Alliance. The General Executive Board and gallery attendees proceeded to welcome ABAS into the IATSE family with a standing ovation.

## **BECTU**

Interim Director of Communications Jonas Loeb reported that he, along with former Director of Communications Matthew Cain, retired International Vice President Anthony DePaulo, and President Loeb, attended and participated in the 2019 BECTU Sector Conference, in Brighton, U.K.

The IATSE delegation began the two-day event by attending the London



**Director of the Art Babbitt Appreciation Society Vanessa Kelly with International President Matthew D. Loeb while signing the Strategic Alliance Agreement.**

Production Division (LPD) meeting on May 18th. The meeting focused on various topics, including difficulty winning contracts with international production giants, anti-union campaigns and tactics, challenges developing and maintaining relationships with freelancers, and the culture of long hours in the industry.

During the LPD meeting, BECTU officials outlined their #EyesHalfShut campaign, which seeks to decrease the industry's reliance on a culture of long working hours. Interim Director Loeb reported that this meeting initiated talks concerning IATSE participation in the campaign, and collaboration efforts are underway.

The IATSE delegation attended a Young Members Forum networking event, where they met and spoke with dozens of young BECTU members and officials. These conversations not only shed light on the similarities and differences between the issues facing IATSE members and BECTU members, but they also helped facilitate a stronger bond between these sister unions.

President Loeb addressed the BECTU Sector Conference on May 19th. In his speech, President Loeb discussed how

issues like industry/new media consolidation, anti-union campaigns/tactics, subcontracting, misclassification, and long hours are difficult, industry-wide, international challenges, but progress is still possible. His speech also encouraged union members to become more politically engaged, referencing a worsening political climate in the U.K. that is eerily similar to the U.S. The speech was extremely well received, with one BECTU presenter even proclaiming, "Matt Loeb 2020!" afterwards.

President Loeb thanked Interim Director Loeb for his report. The work with BECTU, UNI-MEI, and the IATSE's international counterparts is vitally important. These organizations share and discuss industry standards, work together to come up with innovative solutions to common problems, and innovate together. This work also supports the industry's young workers. The International will continue to work closely with these organizations on these efforts.

## **CANADIAN LABOUR CONGRESS SOLIDARITY AND PRIDE COMMITTEE**

IATSE Canadian Office Operations



Manager Nate Richmond reported to the General Executive Board on his activities as the IATSE representative on the Canada Labour Congress Human Rights Advisory Committee Solidarity & Pride Working Group.

Richmond reported that he attended the CLC Solidarity & Pride Working Group meetings in Ottawa over two days in April 2019. At those meetings, the Working Group confirmed its next convention will be held in Vancouver, British Columbia in May 2020. The Working Group also confirmed that non-gendered based pronouns would be used for all name badges for Convention attendees. Over the course of the two days, the Working Group engaged in a number of discussions on topics of relevance to the Working Group including the Canadian Blood Services differential treatment of blood donations received from men who engage in sex with other men (MSM's) and the "Blood Surrogate" social media campaign aimed at bringing awareness to the issue.

President Loeb thanked Richmond for his representation of IATSE on the Working Group and his report.

### **CORNELL UNIVERSITY/ AFL-CIO STRATEGIC CORPORATE RESEARCH SUMMER SCHOOL**

Interim Director of Communications Jonas Loeb reported that he, along with International Representatives Jeremy Salter and Kevin Allen, and West Coast Office Paralegal Dinh-Tuong Luong, attended the AFL-CIO Strategic Corporate Research Summer School at Cornell University's School of Industrial and Labor Relations in Ithaca, New York from June 9 - 14, 2019.

The course featured a twenty-four-step model for conducting strategic corporate research, designed to include the information necessary to engage in comprehensive campaigns, including identifying corporate decision makers, key relationships, profit centers, growth strategies, and supply chains. Using this model gives researchers a comprehensive look at organizations' internal operations, command and control, and outside stakeholders. In long-term campaigns, being armed with this information can be indispensable in verifying that unions are in touch with the right people and the campaign is run most effectively.

Through hands-on work examining real companies and corporate structures, the course familiarized attendees with a variety of legal, academic, and business research tools including Mergent Intellect, Mergent Online, LexisNexis, the U.S. Security and Exchange Commission's EDGAR database, and other tools in the Cornell University Library, which the attendees have continued access to in the months following the week-long course.

The week-long course successfully equipped the four IATSE attendees with the necessary skills to conduct strategic corporate research at a sophisticated level. Those reporting expressed enthusiasm about gaining the experience, and qualifications offered by the program and look forward to utilizing these skills, and a methodical approach to strategic corporate research in future IATSE campaigns.

President Loeb thanked the attendees for their report and noted that applications to this program are required and acceptance is limited. The Alliance now has several people who have been trained

in this program and to the extent we can do so, will continue to send participants to this course and invest in this type of training.

### **EVERY PLATE FULL CHALLENGE**

International Vice President Damian Petti presented a power-point presentation to the General Executive Board on the 2019 Canadian National Food Drive and IATSE's year-over-year successes in the Every Plate Full Challenge.

The initiative, in its fifth year, was an overwhelming success again in 2019, raising over 300,000 meals and cash donations of \$102,500. Over the past five years, IATSE has raised over 1.2 million meals and over \$412,000 in cash donations. Vice President Petti highlighted some of the notable efforts by IATSE Locals in 2019, including contributions by Locals 58, 129, 212, 580, 828, 856 and 873.

President Loeb congratulated Vice President Petti, the Canadian Office and all participating Canadian Locals on the tremendous success of the national food drive again in 2019.

### **FISERV FORUM**

International Vice President Craig Carlson, International Representative Ben Hague, Local 2 Vice President Frank Taylor, Local 18 Business Manager and President Tom Gergerich and Mike Griebel, respectively, reported to the Board on the successful effort to organize Milwaukee's brand-new Fiserv Forum Arena.

On January 26, 2018, Local 18 requested assistance from the International with its representation campaign. President Loeb assigned Vice President Carlson who—over the course of nineteen





**International Vice President Craig Carlson, International Representative Benjamin Hague, Local 2 Vice President Frank Taylor, Local 18 Business Manager Tom Gergerich and President Mike Griebel, and IT Administrator Jimmy Rainey.**

months—worked tirelessly along with the dedicated officers of Local 18 to win a representation election and negotiate an inaugural collective bargaining agreement at Fiserv.

At the outset of the campaign, President Loeb defined the mission in one sentence, “All stagehands who worked Bradley Center and now crew Fiserv Forum must be covered by a Local 18 Agreement and offered membership”. Against the backdrop of a video showing the diverse workers at Fiserv as they were sworn into membership/received their Local 18 membership cards, Vice President Carlson stated:

- Due to the courage of over 100 stagehands, seen on the screen, who entrusted us to represent them in a bottom up organizational effort with an NLRB election;
- Due to the brave leadership of Local 18’s Business Manager and President Tom Gergerich and Mike Griebel, respectively, who acknowledged these stagehands as brothers and sisters who exercise the skills of the IATSE craft and deserve an area standard agreement with Local 18 Membership;
- Due to the hard work of Local 2 Vice-President Frank Taylor who for

months led bannering and rally efforts;

- Due to International Representative Ben Hague’s tremendous organizing efforts;
- Due to Vice President and Stagecraft Department Director Daniel Di Tolla, Assistant Director Joe Hartnett and General Counsel Samantha Dulaney’s encouragement, advice, support and candid guidance;
- Due to the former IATSE Political and Legislative Director Erika Dinkel-Smith’s informing Milwaukee’s political leaders and the Democratic National Committee Officials about the IATSE’s campaign for the workers;
- And especially, due to President Loeb’s unwavering support in all the above and his complete dedication to this fight;

That for all these reasons, Vice President Carlson can proudly report that he and the officers of Local 18 had realized the mission set forth by President Loeb in January of 2018 to organize the Fiserv Forum. Vice President Carlson further advised that more than 120 applicants have been welcomed into Local 18 membership. He thanked General Secretary-Treasurer James B. Wood for processing those applications expeditiously.

Vice President Carlson reported that the collective bargaining agreement includes area-standard wages with annual increases, retirement and health contributions, terms and conditions that provide for worker protections and safety.

Local 18 Business Manager Gergerich added that in addition to the new members and the new agreement, another excellent point is that all of this happened in Wisconsin—the new incubator for anti-worker legislation and attacks. He stated that this organizing drive shows that labor can fight back and achieve great success. He expressed his deep appreciation to Vice President Carlson, Brother Taylor and all the members of Local 2 for “their incredible show of solidarity” with Local 18. Brother Gergerich thanked President Loeb for his stalwart support through the entire process. He advised President Loeb that the response from new and current members was exciting and heartwarming.

President Loeb remarked that the Fiserv Forum efforts are “monumental,” observing that because of this campaign, the lives of workers and families will be changed. He stated that our job is to “represent workers.” He noted that Local 18—with the capable assistance of Vice President Carlson, Representative Hague, Brother Taylor and all the mem-



bers of Local 2—are doing that. President Loeb specially commended the workers at Fiserv Forum—who took a risk—and Brothers Gergerich and Griebel and Local 18—who had the courage to step up and do the right thing for the Fiserv stagecrew. President Loeb remarked that he could not be prouder to welcome into the IATSE the dedicated workers at the Fiserv Forum.

### *Alpine Valley Music Festival*

As a result of the success at Fiserv Forum, Local 18 was also able to organize the Live Nation Alpine Valley Music Festival in East Troy, Wisconsin. This festival is a mainstay in the region, operating for at least thirty-four years. The IATSE demonstrated majority status and has negotiated a Local 18 addendum, which covers Alpine Valley Music Festival, into the IATSE & Live Nation “National Amphitheatre Agreement”. Consequently, each of the Festival’s ten concerts this summer will be worked under an IATSE collective bargaining agreement.

Vice President Carlson extended his appreciation to those listed in the Fiserv report. He especially extended his appreciation to President Loeb who did work behind-the-scenes with labor and political contacts and allies to ensure that the stagecrew at Alpine Valley Music Festival and the Fiserv would be represented and work under union collective bargaining agreements.

President Loeb stated that the organizing of Alpine is an example of when you do the right thing, you come out on top. He observed that Vice President Carlson was on the ground day-in and day-out; exhibiting steely resolve to see this effort to a successful conclusion. He

remarked further that by Local 18 increasing its membership, it has also increased its strength and respect in its jurisdiction. President Loeb congratulated Vice President Carlson and Local 18 for a great job.

## **FRONT OF HOUSE ORGANIZING REPORT**

International Vice President John Lewis, International Representative Jeremy Salter, Local B-173 Secretary-Treasurer Paul Williams and Local 58 President Justin Antheunis reported to the General Executive Board on front of house organizing initiatives.

In March of 2019, Local B-173, with the assistance of the International, commenced an organizing drive seeking to represent front of house staff working at the Young Centre for the Performing Arts, which is home to the Soulpepper Theatre Company and the 315-seat Marilyn and Charles Baillie Theatre and 269-seat Michael Young Theatre. This organizing opportunity gave rise to the creation of an organizing initiative aimed at securing bargaining rights for all front of house workers in the Greater Toronto Area. The initiative started with the formation of an organizing committee consisting of representatives from the International as well as Locals B-173, 58 and 822 to identify organizing targets. It has grown to include comprehensive written materials as well as a website and a social media presence devoted specifically to front of house organizing. In May 2019, Local B-173 filed an application for certification with the Ontario Labour Relations Board seeking to represent the front of house staff at the Young Centre. Shortly thereafter, Local B-173’s was certified as the exclusive bargaining agent for front of house staff at

the Young Centre following a representation vote where employees voted overwhelming in favour of being represented by the IATSE.

Following this successful organizing drive, Local B-173 hosted a combined victory party and campaign launch for its other organizing initiatives. The Local invited members and front of house workers from other venues in an effort to connect with like-minded individuals interested in being represented by the IATSE. The event was a success.

President Loeb congratulated Local B-173 on its successful organizing drive. In doing so, President Loeb emphasized the importance of identifying organizing opportunities for all Locals in order to continue to grow the Alliance.

## **IATSE STAGECRAFT DEPARTMENT**

International Vice Presidents Daniel Di Tolla, John Lewis, Michael Barnes, Craig Carlson, and James J. Claffey, Jr.; International Trustee Patricia A. White, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Peter Marley, Christopher “Radar” Bateman, Daniel Little, Stasia Savage, Allison Smartt, and Special Representatives David Garretson, and Joseph Short, updated the Board on the activities in Stagecraft since the winter Board meeting in Austin, Texas.

International Vice President John Lewis reported on the activities of the Canadian Office. Negotiations have been completed with signatories to the Canadian Pink Contract. President Loeb received a motion to adopt the Canadian Pink Contracts as submitted. The motion was duly seconded and ratified by the Board.



International Representative Little reported on the membership growth strategies of the Fourth District Locals, including the organizing efforts of Locals 8, 12, 22, 284, and 752. Local 8 filed a ULP against AEG alleging retaliation against workers employed at Franklin Hall for their efforts to organize. Local 12 was voluntarily recognized by CATCO with negotiations pending. Local 22 has filed a representation petition against PSAV for a unit of riggers. A hearing was held on the unit and the Board approved the unit of riggers. Local 284, through internal organizing, has increased its membership by forty-six percent. Local 752 has commenced an organizing drive. Representatives Little and Marley reported on the progress of Local 501, which has approved its Constitution and Bylaws.

International Representative Allison Smartt reported on Comet Training with Locals 16, 99, 107, 363, and 784. She also reported on the successful conclusion of negotiations with Local 768 and Pasadena Playhouse, Dolby Theatre, and Center Theater Group and with Local 99 and United Concerts. Negotiations are ongoing between Local 122 and the Old Globe Theater and Local 768 and the Ahmanson Theater. Representative Smartt also reported on ongoing organizing efforts with Local 363 and their negotiations with Harrah's Casino and Grand Sierra Resort.

International Representative Savage reported on the conclusion of negotiations between Local 757 and the Michigan Theater Opera, Little Caesars Arena, and Local 274 and Michigan State University. Negotiations are ongoing between Local 190 and SMG. Representative Savage re-

ported on organizing activities involving Locals 298 and 540.

Special Representative Garretson reported on the International efforts to assist Locals involved in large outdoor concerts and festivals; including Local 347 and the Beyonce tour, Local 17 and Dany Wimmer Presents festivals, Local 635 and the Billy Joel tour. He also reported on the Kevin Hart show in the jurisdiction of Local 60. In each instance the International facilitated efforts to coordinate amongst numerous Locals to ensure the successful staffing of the events.

International Representative Bateman reported on organizing efforts involving Local 7. He also reported on successful contract negotiations involving Local 803 and the AT&T Performing Arts Center as well as Locals 488 and 887 and the Seattle Theater Group. He reported on assistance to Local 154 to prevent the Oregon Shakespeare Festival from unilaterally imposing new policies without consultation with the Local. He updated the Board regarding the ongoing negotiations between Locals 15 and 28 and Rhino and the public relations campaign.

International Representative Peter Marley reported on the conclusion of negotiations involving Local 415 and University of Arizona, Local B-18 and The Paramount Theater, and the San Francisco Giants, and Shorenstein Hays Nedlander. Negotiations are ongoing between Local B-192 and Universal Studios. Following successful organizing drives, negotiations have begun involving Local 504 and Disneyland on behalf of a unit of Pyrotechnicians and Local B-18 and the San Francisco Giants for a unit of Fan Lot Employees.

International Vice President Michael Barnes reported on negotiations between Local 55 and the Berglund Center in Virginia. The Local previously had an agreement with Spectra Venue Management covering the venue. It was taken over by the city which is prohibited from having contracts with unions, so an agreement had to be negotiated with a payroll company to preserve the work jurisdiction of the Local. Vice President Barnes also reported on the successful organizing of the Hard Rock Casino by Local 917 and the successful conclusion of negotiations for a first contract. He also reported on the preparations for negotiations with Spectra Venue Management for a successor to the national contract covering forty-three venues.

Assistant Director of the Stagecraft Department D. Joseph Hartnett reported on contract negotiations involving Local 862 and the Pittsburgh Cultural Trust, Local 636 and Penn State University, and Local 69 and the Orpheum Theater and Memphis Ballet. He also reported on the progress of the Rhino organizing campaign with Locals 22 and 336. Assistant Director Hartnett also updated the Board regarding preparations for the upcoming negotiations for the Pink Contract with the Broadway League/Disney and the five non-League touring companies.

International Vice President Di Tolla reported on the successful negotiation of the contract between Local 494 and the production of "Hamilton" appearing in San Juan. This is the first contract involving stage work for Local 494. Vice President Di Tolla updated the Board regarding organizing efforts involving Local 417 as well as Local 39 in New Orleans. He



reported on the successful conclusion of negotiations for a successor contract between ATPAM and the Broadway League and Local 772 and JAM Productions for the National Theater. Ongoing negotiations involve Local 751 and the Brooklyn Academy of Music and Local 798 and the Metropolitan Opera and Local 74 and Live Nation. He also reported on the mergers of Locals 311 and 499 and B-935 and 96.

President Loeb observed that the Department's report was comprehensive—covering coast-to-coast in both countries. He commended the Stage Locals and the Department for aggressively organizing non-union venues, employers and workers. President Loeb also acknowledged the efforts to promote safety and training certifications. Finally, he noted the coordination between U.S. and Canadian Officers, observing that "IATSE Officers and Representatives are the finest group the organization has ever had." and commended the Department for its work.

## **IATSE MOTION PICTURE AND TELEVISION PRODUCTION**

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr., International Vice President and Director of Canadian Affairs John Lewis, Assistant Motion Picture Directors Daniel Mahoney and Vanessa Holtgrewe, and International Representatives Steve Aredas, Scott Harbinson, Lyle Trachtenberg, and Wade Tyree reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last meeting.

Vice President Miller discussed the upcoming launch of new streaming out-

lets which continue to disrupt the industry and promises a crowded field of contestants in the next few years. AT&T's WarnerMedia streaming package (which will have HBO, Cinemax and WB movies and series) will be priced relatively high at \$16 or \$17 a month, compared to Disney+ at \$6.99 a month. NBCUniversal is also launching a new platform with an already large library of content. Apple has not determined whether its new subscription will be ad supported or subscription based, but either way they will need to create a lot of new material to capture viewers. Already aiming to remain a necessary expense, Amazon Prime has a number of original, high-budget sci-fi and fantasy series debuting this year.

All of the streamers are wrestling with the benefits of licensing content to their competitors versus keeping it for themselves. Disney, along with its controlling stake in HULU, has been very clear that it will not share programming with Netflix, its chief competitor. CBS, Sony, and Viacom are likely to continue to produce and license content, while Disney has indicated that it will not.

Disney now has operational control of HULU after acquiring Comcast's minority share. NBCUniversal content will remain on HULU but with the option of NBC streaming some of that content on its new streaming service in 2020. HULU will be home to Disney's adult content and expects over 60 million subscribers by 2024. HULU has announced that it now has over 27 million paid subscribers, a 12% increase since 2018.

Hotstar is a streaming service in India that Disney acquired in the Fox acquisition. It has over 300 million subscrib-

ers, which is twenty times the number of Netflix and Amazon Prime subscribers in India combined. A major factor in Hotstar's success has been acquiring the streaming rights for U.S. hit shows. This dynamic is playing out in other markets as well, but to a lesser extent.

YouTube Originals announced a shift to AVOD. This shift to free content with ads is a move away from YouTube Premium (formerly YouTube Red) and is shifting from higher cost scripted content to lower cost live event, music, and gaming.

Both NBCUniversal and Viacom are developing international streaming services. NBC's new service will be available free with ads to Comcast and Sky MVPD customers in the U.S. and Europe, opening access to over fifty million viewers for advertisers. Viacom has recently acquired Pluto TV which will operate as an AVOD platform and feature content from the company's cable networks.

Amazon is growing its acquisition and production slate and analysts estimate that by 2024 they will double their current spend of \$5 billion per year.

It is clear from this litany of new players in the field that competition for online viewership and dollars is about to become fierce and will affect our negotiations for years to come.

A recent study found that Netflix has become more popular for viewing TV content than actually watching it on traditional cable and broadcast TV. Viewing content "second hand" like this generates residuals that provide one stream of funding to the Motion Picture Industry Pension Plan. However, if companies decide that retaining their content is more valuable than licensing to other entities that



will need to be addressed in bargaining. The Department will continue to monitor these emerging trends and how they impact the health and pension plans as preparations for the 2021 Basic Agreement negotiations begin.

As a result of the frenzy to build a library of original content to draw viewers, last year ended with the Motion Picture Industry and Health Plans topped one hundred million hours of contributions for the first time, and the IANBF continues to see increased employment in the Motion Picture and TV area. Major and mid-sized markets are reporting record levels of employment.

The Department continues to negotiate appropriate wages, terms and conditions for all “new media” projects, both for one-offs and term signatories signed through the IATSE.

Vice President and Director of Canadian Affairs John Lewis discussed motion picture production in Canada. The International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the 873 Term Agreement and the 411 Term Agreement. There are now 377 companies signatory to the Canadian Binder Agreement and 43 to the Canadian Local Unions Term Agreements.

Statistics up to April 2018 indicate the total volume of film and television production in Canada increased by 5.9% to an all-time high of \$8.92 billion. Virtually all of the growth was due to another sharp increase in the volume of Foreign Location Services (FLS) production in

Canada. For only the second year, Foreign Service Production work surpassed domestic television and feature film.

### ***BC Low Budget Organizing***

Since 2016, Local 669 has continued to organize lower budgeted productions and the International is committed to bringing this work under a collective agreement. In January, Representative Julia Neville and Vice President Lewis met with the executive board of Local 891. They led the group through a COMET presentation which had been revised to specifically address Local 891. The focus of the presentation was to identify the growing non-union low budget sector in BC which has expanded to close to 100 productions a year. The COMET presentation was subsequently presented to the Executive Committee of the Local which is comprised of representatives from each of the fourteen categories it represents.

Vice President Lewis was pleased to report that on April 15, 2019, Local 891 wrote to President Loeb confirming their decision to commit the necessary resources to organize this sector of the industry. This is a large undertaking, but Vice President Lewis is confident the Local, with the support of the International is up to the challenge.

### ***LetterKenny***

The Canadian Motion Picture and Television Department had previously reported that “LetterKenny” is a Canadian television production being produced in Northern Ontario. In its first year in production it signed a three-year term agreement with NABET. In the last two seasons, the vast majority of the crew were members of Local 634. Working under a

NABET agreement meant they were required to pay permit fees and did not receive health or retirement contributions. The members of Local 634 wanted to be represented by the IA. The Local waited for the open period and filed to certify the fourth season of “LetterKenny”. Of the thirty-four members who voted, thirty-two were members of Local 634 and 2 were members of NABET.

Settlement discussions took place over a number of months, but no progress was made. Finally, on the evening of the Department’s return from staff training, Representative DaPrato and Vice President Lewis, along with Counsel Ernie Schirru were able to negotiate a settlement. The current season will remain NABET, but IATSE members will continue to work the production and not lose the seven per cent for permit fees charged by NABET nor will they lose their health and retirement contributions. Season 6 (which has already been greenlit), will be under an agreement with Local 634 and there will be a vote to determine which union agreement applies for season 7. Vice President Lewis expressed confidence in the results of that vote.

The International is working with Local 634 to organize an emerging production centre in Ottawa, Ontario, Canada’s capital. Last year saw the announcement of the building of a purpose-built sound stage and the expansion of a film commission office.

### ***Netflix litigation***

In June 2018, Netflix began shooting the feature film, “Murder Mystery”, which has a budget in excess of \$35 million. Under the terms of the Quebec legislation, this production clearly fell under the juris-



diction of the IA. On June 13, AQTIS challenged the Netflix production, claiming it to be a domestic production falling under Sector 1 and the jurisdiction of AQTIS. The International and Locals 514 and 667 were quick to respond and eventually AQTIS adjourned the matter and has made no effort to list it for hearing. The production went ahead as scheduled and was crewed by the IA and worked under agreements with Locals 667 and 514.

Conversations between the International and Netflix continued over the spring triggered in part by the announcement that Netflix was becoming a member of the MPAA. In June of 2019, AQTIS filed an application to raid the bargaining rights of the IATSE with respect to all work performed by the US Studios. On July 2, legal counsel for Netflix wrote a very helpful letter to the Quebec Labour Board, which Vice President Lewis read in part.

Vice President Miller then reported

on the successor agreement for Horizon Alternative's low-budget non-dramatic programming. In May, negotiations were held in Los Angeles. The large wage increases negotiated last year for Fremantle's low-budget non-dramatic agreement were used as the new industry standard and Horizon Alternative's wage minimums were dramatically increased and they are now in line with Fremantle. Finally, "The Bachelor" and its spin-offs were moved out of this agreement and are now covered by the appropriate Majors Agreements, primarily the Videotape and Area Standards Agreements. Many of the crew saw a sizable improvement in their wages and all saw an increase in their IAP contributions.

There are currently 442 commercial signatories, but dozens of new companies are popping up producing commercials nonunion, which creates many opportunities for organizing this work. The IA Motion Picture Locals continue to face

challenges from non-union competition. Often, IA members are servicing these jobs non-union. Not only does this practice erode terms and conditions, it also has a direct impact on the funding of the industry health and pension plans. Members who qualify for benefits and then work non-union are being subsidized by other members. Now is the time to personally engage IATSE members about the necessity to flip these jobs union.

The IA and Local 839 concluded negotiations with the Warner Animation Group for a successor agreement in May. The gains in the WAG agreement track those made previously in the TSL Agreement with Disney. Both the TSL and WAG Agreements were ratified by the Local 839 bargaining unit and are three-year deals.

There are twenty-four IATSE term signatory award show companies with dozens of single productions executed each year. The Department has signed



President Loeb with officers and members from the Host Locals who served as Sergeant-At-Arms for the week.



multiple live events, such as comedy specials, taped for Netflix and other streaming services in recent months.

Payroll deposits remain one of the key protections for IATSE members working on independent productions by single purpose entities and some term contract employers with a previous payment problem. Deposits are a safety net for when members are not paid or their benefits are not contributed.

Unscripted television and new media series have become a recurring target as well throughout the southern region. Organizing these productions often raises the hourly wage for many members of the crew and generates significant amounts of health and pension contributions to the Plans. With a crew size potentially of over 100 people and an unorthodox shooting schedule, organizing wins like "Love Story" and the Netflix series "Prank Encounters" are prime examples of our ability to obtain better conditions, protections and benefits for unscripted crews.

In New York, production is booming, not just in Manhattan but Upstate as well. This summer, New York expects to be the busiest it has ever been. Working with the New York Production Locals, the Department has been able to organize numerous productions throughout the jurisdiction resulting in wages, terms and conditions for both established and new members in all crafts and Locals. Simple policing of a jurisdiction has the ability to positively impact hundreds of crew members and their families alike.

Vice President Miller reported that Washington State has amended its incentive program to attract smaller budgeted

projects and the Department has organized a few low-budget productions that were taking advantage of this incentive. An interesting requirement of this program is the employer is required to make benefit contributions to the employees. This creates an incentive for producers to negotiate with the IATSE.

Moving further south, NBCUniversal has entered into an agreement to turn an empty warehouse in Albuquerque into a television and film studio with two sound stages, offices and a construction site for building sets for future productions. There will be 330 full-time employees year-round at this location. NBCUniversal's investment is expected to have an economic impact of more than \$1 billion over ten years. This comes just one year after Netflix announced its own plans to create a production hub and spend \$1 billion in New Mexico over the next ten years.

This year has been, and will continue to be, a busy and productive year for negotiating new and successor agreements, including the AICP Commercial Agreement, which is the subject of a separate report.

President Loeb thanked the Department for its report and remarked on the changing ways in which people consume entertainment. There appears to be no end in sight to the increase in volume of production. It is vitally important that the Union continue to offer training to members, to ensure their safety and to ensure that the IATSE is offering the best trained crew members possible. The commercial market is changing, and the Union must be vigilant in this area by pursuing organizing opportunities and

encouraging members to call in jobs. He ended by thanking the entire Department for its important work.

## **IATSE TRADESHOW AND DISPLAY DEPARTMENT**

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders, International Vice President C. Faye Harper, International Trustee and Representative Carlos Cota and International Representatives Mark Kiracofe, Donald Gandolini, Dan'l Cook, James Brett and Ben Hague provided an update of Departmental activities since the General Executive Board meetings held in Austin, Texas in February, 2019.

### ***PSAV Canada***

As reported previously, IATSE Local 58 was certified by the Ontario Labour Relations Board as the exclusive bargaining agent of audio visual technicians regularly working at the Sheraton Center Hotel in Toronto in a decision issued in 2018. PSAV's judicial review application of this decision was argued in Superior Court in June 2019 and dismissed with costs payable to the IATSE. The Local is now in the process of trying to schedule bargaining dates with PSAV so the process of reaching a first collective agreement can begin. Hotel X, which is located on the grounds of Exhibition Place in Toronto, where PSAV is the in-house AV provider, continues to refuse to use Local 58 members for work that is within the jurisdiction of the Local under the terms and conditions of its contract with the Exhibition Place. The Local has filed multiple grievances which have been referred to arbitration.



### ***Freeman AV (aka Encore) Canada***

IATSE Local 58 was certified as the exclusive bargaining agent for audio visual technicians employed by Freeman AV (aka Encore) at the Metro Toronto Convention Centre. The Local is in the process of bargaining a first collective agreement with Freeman.

The Department has also entered into negotiations with Freeman AV – US to include six Locals from four Canadian cities in the Freeman AV National Agreement. The Locals include: Local 56 Stagehands and Local 863 Wardrobe/Hair and Makeup in Montreal; Local 58 Stagehands and Local 822 Wardrobe/Hair and Makeup in Toronto; Local 118 in Vancouver; and Local 212 in Calgary. These negotiations are currently on hold, pending the Encore sale to PSAV. Once the sale is complete, a Canadian Addendum to the Freeman AV National Agreement will be created to include the Locals.

### ***Canadian Training & Tradeshow Participation***

Local 58 hosted three days of Customer Service Training for more than sixty participants in May 2019. Additional dates are planned to reach more of the membership. In August 2019, International Vice President and Director of Canadian Affairs John Lewis and International Representatives Brett and Jason Vergnano are scheduled to attend the Canadian Institute of Theatre Technology in Whitehorse, Yukon. The tradeshow provides the opportunity to network with industry professionals, academic institutions, theatre students and other industry stakeholders.

### **United States Negotiations & Training:**

#### ***Local 13 Minneapolis-St. Paul, MN***

Representative Cook assisted the Local 13 in negotiating a new agreement with National Convention Services which provides wage increases in each of the next five years.

#### ***Local 15 Seattle, WA***

Local 15 successfully negotiated a supplemental agreement with Global Experience Specialists (GES) covering rigging in the Seattle Convention Center with the assistance of Representative Cook. The agreement covers three years with annual wage increases. There were further discussions about training in other areas like booth and carpet installation and the adding of those categories to the supplemental agreement which in turn will increase work opportunities for the Local.

#### ***Local 28 Portland, OR***

The Local's ongoing organizing efforts have resulted in an increase in trade show work in its jurisdiction over the past year creating a need to recruit new referents to cover the work. Representative Cook has been working with the Local 28 business representative and training chairman on their recently revised orientation class. The course includes workplace safety, the history of the IA, Local work rules, dispatch procedures, dress code, customer service training and path to membership. Since the last GEB, two training sessions were held reaching over sixty new referents.

#### ***Local 31 Kansas City, KS***

Local 31 has been working with Representative Gandolini on renewing its Tradeshow Area Standards Agreement. To date, the Local has been successful in signing Accent on Cincinnati, American

Convention Exhibit Services, Exhibit Associates, Freeman Expositions, Inc., GES, Heritage Trade Show Services, Shepard Exposition Services, UPA Production Services, and Lancaster Management Services. The term agreement covers three years and includes wage and benefit increases. The Local will continue to secure further signatories to this Area Standards Agreement as they perform work in this jurisdiction.

#### ***Local 46 Nashville, TN***

Representative John Gorey was instrumental in obtaining a contract with James Thomas Productions, Inc. (JTP) to cover work for the 2019 NFL Draft in Nashville.

#### ***Local 51 Houston, TX***

Representative Gandolini has worked with new Local 51 Business Agent Bob Barker to provide Customer Service Training in July 2019 with AV Essentials training to be scheduled later this year.

#### ***Local 53 Springfield, MA***

Representative Kiracofe previously reported on negotiations between Local 53 and MGM Resorts. MGM became the venue manager for the Mass Mutual Center (MMC) in Springfield, MA in early 2017. A critical element affecting negotiations included the newly organized Video Production Engineers (VPE) adding eight new members to the Local's membership. Over the last two years, Local 53 maintained its focus on the Local's priorities and was finally able to reach an agreement with MGM. Highlights of the agreement include significant wage increases to the lowest paid classifications increases to the other hourly rates and the introduction of an employee benefit package.



#### ***Local 99 Salt Lake City, UT***

Vice President Harper and Representative Gorey have been helping Local 99 over the last few months in an effort to build relationships with their exhibition employers and enforce tradeshow agreements. The industry continues to grow in the Salt Lake City area and the Department is working with the Local to help dispatch members to perform the increase in work opportunities.

#### ***Local 127 Dallas, TX/Local 126 Fort Worth, TX***

Freeman Expositions, Inc. and Locals 126 and 127 have finalized a three-year supplemental agreement that includes wage and benefit increases over the term in keeping with the respective plans of each Local. A contribution to the Training Trust was also secured. These agreements will increase employment opportunities for members in the region.

#### ***Local 143 St. Louis, MO***

Business Representative Gordon Hayman of Local 143 in St Louis requested International assistance with PSAV negotiations. Vice President Carlson and Representative Hague were assigned. Following one bargaining meeting, the Local was able to secure a five-year contract with annual increases and improved minimum calls.

#### ***Local 205 Austin, TX***

As previously reported, negotiations commenced to add Local 205 to the Freeman AV National Agreement in December 2018. These negotiations continue and are likely to translate into a finalized agreement shortly.

#### ***Local 423 Albuquerque, NM***

Representative Cook assisted Local

423 in negotiations with GES, Brede Colorado and Convention Services of the Southwest. To date, the Local has ratified agreements with GES and Brede Colorado. The updated agreements include annual wage increases premium pay and improved dues checkoff language.

#### ***Local 470 Green Bay, WI***

Representative Hague assisted Local 470 with contract language with Live Nation to cover a Paul McCartney concert at Lambeau Field in June.

#### ***Local 720 Las Vegas, NV***

The Local 720 Freeman AV contract is under extension and is being negotiated with the assistance of Vice President Sanders and Representative Gorey. The parties are close to a deal and hope to finalize an agreement shortly.

Negotiations with Shepard Expositions have been successfully completed. In addition to the economic package, the Local was able to secure weekend premium pay.

#### ***Florida Locals General Services Contract***

Vice President Sanders and Representative Gorey assisted the Florida Locals in negotiations for of General Services Contract. As reported earlier, the largest employers in the Tradeshow industry are signatory – Allied/Brede, Freeman, GES, and Shepard Expositions, netting nearly \$14 Million in gross wages per year. A dozen other employers sign on once the GSC agreement is ratified. The contract expired on October 1, 2018 and was extended through February 28, 2019. The agreement reached between the parties and ratified by the membership includes retroactive wage increases

over the five-year term for all job classifications.

#### ***Florida Locals Freight Contract***

Vice President Sanders assisted the Florida Locals with the statewide Freight Contract. The major employers – Allied/Brede, Freeman, and GES – agreed to adopt the economic package the Locals negotiated with the General Service Contract. The renewed Freight Contract has since been ratified by the membership.

#### ***U.S. Organizing:***

Representative Gorey is in the process of working with the new President and Business Agent of Local 363 to provide Comet training and AV organizing opportunities.

The Department continues to make progress in the Southern California market.

#### ***U.S. Training:***

The Department continues to make customer service training a priority for members working in the tradeshow industry. Since the last General Executive Board meeting, Customer Service Training has been provided to Locals 12, 28, and 51. The Department's efforts in this regard have been welcomed and appreciated by signatory employers.

The Department also continues to work closely with the IA Education Department and AVIXA to assist Locals in accessing the most up-to-date training as new digital equipment enters the field and networking drives more of the content. Since February 2019, Representatives Cook, Cota and Hague have participated in training with Locals 11, 33 and 665. Future trainings are being scheduled for Locals 8, 18, and 38.



### **U.S. Industry Tradeshow Events:**

#### ***Exhibitor Services and Contractors Association (ESCA) Summer Conference***

Vice Presidents Sanders and Harper and Representatives Gandolini, Gorey and Kiracofe attended the Exhibition Services and Contractors Association (ESCA) Summer Educational Conference held in Santa Fe, NM. As part of the conference, the ESCA Labor-Management Council met to review training materials being made available to members of the organization and to discuss challenges in the industry like employee retention.

Department representatives staffed the IATSE display at United States Institute for Theatre Technology, Inc. (USITT) in Louisville, Exhibitor Live in Las Vegas, and InfoComm in Orlando.

#### ***Corporate Campaigns***

The Department continues to collect research on several industry employers in order to be fully prepared to ramp up organizing activities as the need arises. The AFL-CIO Private Equity researchers have assisted the Department in garnering information on investment holdings.

#### ***AV Tranquility National Agreement***

AV Tranquility is the installation arm of LED Tranquility, which is a manufacturer of LED walls, automated lighting, and static lighting located near Chicago, IL. In late 2018, a national agreement was reached which now covers thirteen local unions.

#### ***Show Services LLC***

Representative Gandolini successfully added Seattle Local 15 to the Show Services LLC National Agreement. Initially, the agreement included Locals 10, 12, 25,

42, 66, 87, 200 and 285. The parties will expand the national agreement as appropriate.

President Loeb thanked the Department for its hard work and detailed report. In doing so, he confirmed the IA's continued support of the Department and its endeavors.

### **IATSE COMMUNICATIONS DEPARTMENT**

Interim Director of Communications Jonas Loeb and International Representative Krista Hurdon provided an update on changes in and activities of the Communications Department since the last General Executive Board Meeting in February.

Interim Director Loeb assumed the role at the beginning of July. He will be responsible for the U.S. social media accounts, emails, public/media relations (including press releases), maintaining the official website, and helping out on the long-term campaigns and projects of the other Departments. International Representative Krista Hurdon will continue to manage the IATSE Canada Facebook and Twitter accounts, and will continue to draft all Canadian press releases,

member communications, and formal government submissions.

#### ***Email Program***

Interim Director Loeb reported that email continues to be one of the most effective ways to communicate directly with members. Email open rates remained high, averaging forty-two percent; more than twice the eighteen percent average open rate for email blasts across all industries.

The Communications Department used email in collaboration with the Political and Legislative Department to drive members to online and offline action. In multiple instances this year — including during the U.S. Federal Government shutdown in January, when proposals were on the table to defund the National Endowment for the Arts, and when Congress was weighing whether to fund the 9/11 Victims Compensation Fund— the Communications Department sent email blasts asking members to call their members of Congress.

The Canadian Office continued to use email to distribute press releases about organizing victories and volunteer opportunities, as well as distribute information for provincial elections. Open



**International Representative Krista Hurdon and Interim Director of Communications Jonas Loeb updating the Board on the Communications Department.**



rates on emails to Canadian members remain high and the feedback on the additional content has been positive, so the Communications Department is exploring similar emails going to United States members in the future.

Interim Director Loeb noted that Action Network, the email platform used by the International, is available for use by IATSE Locals, and interested Locals should reach out to the Communications Department to get started.

### *Social Media*

Interim Director Loeb reported that IATSE's social media profiles continue to grow in following and influence. Since July 2018, the number of people who follow the official IATSE Twitter increased 20% year over year to 14,700, and the number of people who "like" the official Facebook page grew 13% year over year to just over 28,000. Similarly, the number of people who like IATSE Canada Facebook page grew 26% year over year to 6,000.

Posts that remark on common parts of members' work lives remain popular on Facebook. In March, IATSE Canada posted a humorous set of directives labeled "10 Rules of The Stagehand", and the post reached over 203,500 people and garnered over 21,000 engagements on Facebook alone.

Content providing support and representation for traditionally marginalized groups was also well-received on all platforms, indicating that IATSE's social media followers care about fair treatment for all. The feedback from Women's History Month and Pride Month posts was extremely positive, and the Department will continue working with the Women's Committee and the Pride Committee to

ensure these members and their issues are represented year-round. Interim Director Loeb reported that efforts are being made to ramp up similar content featuring members of color and their issues.

Content relating to well-known productions was also popular on all platforms. This year's reminder that "The Oscars are union-made" earned 266,300 impressions and was liked, retweeted, shared, commented on, or replied to over 11,800 times across Facebook and Twitter. Posts for other awards shows—including the Golden Globes, Screen Actors Guild Awards, and the Tony Awards—sporting events like The Super Bowl, and posts related to Bojack Horseman and Saturday Night Live were also well-received.

The Game Workers Unite movement has been picking up steam on Twitter. In June, Democratic Presidential hopeful Bernie Sanders tweeted "...I'm glad to see unions like @IATSE and the broader @GameWorkers movement organizing such workers." The Communications Department's response to that tweet, which thanked Sanders for speaking out about the issue, earned over 256,000 impressions and garnered over 3,600 engagements, making it IATSE's most viewed tweet ever. The response was likely the first impression of the Alliance for many Twitter users, as the @IATSE account saw a significant spike in profile clicks and new followers in the following days.

Going forward, the Communications Department will look to maintain and even increase the amount of content published to social media and the website. Interim Director Loeb urged members to reach out with interesting videos, photos,

and stories to be featured on the official social media pages.

### *Education & Safety Initiatives*

The Communications Department collaborated with the Education and Training Department on a number of social media initiatives, including Rig Safe Day, Workers Memorial Day (known in Canada as the National Day of Mourning), Safety and Health Week, and the OSHA National Safety Stand Down. The IATSE's participation in these initiatives involved posting a variety of safety articles and graphics. Additionally, content promoting the IATSE Safety Hotline and the IATSE Safety Info App was published on a recurring basis.

The Department also used social media to inform members of the educational opportunities available to them. The offerings of the IATSE Training Trust Fund (TTF) are highlighted on all platforms each Tuesday using the hashtag #TTF-Tuesdays. Interim Director Loeb thanked Liz Campos and Luz Vasquez for continuing to provide TTF branded graphics and catchy captions for these posts. Social media and emails to Local Leaders were used to promote the San Francisco Officer Institute and Leadership Development Week, and the Education and Training Department saw a noticeable uptick in applications following promotional posts.

The first two iterations of the IATSE "Communications for Union Action" course were held this year, and the Communications Department continues to work with the Education and Training Department to ensure the course improves each time it is held. Additionally, the Communications Department continues to develop written communica-



tion guides for members and Local leaders who cannot attend a training. Since digital communications is a constantly changing field, Interim Director Loeb reported that the Communication Guides on the IATSE website are in the process of being updated, and development of a new content guide is also in progress.

### **Website Updates**

Interim Director Loeb reported that a significant overhaul of the “organize” tab has been approved by President Loeb and is currently in the process of being implemented. The update will replace the Organize tab with a “How to Join” tab, which will provide information on the Alliance and the value of IA membership, and contain improved public-facing messaging. The Communications Department will continue to work with organizers in the U.S. and Canada to optimize this section of the website.

### **Hart Survey**

The IATSE has partnered with Hart Research Associates to conduct a political poll of American members to inform the International’s priorities going forward. Hart Research Associates is an established, national research firm that co-directs the polling for NBC News, The Wall Street Journal, and other reputable clients. Members were selected at random in a way that ensures the results are representative of U.S. membership. Interim Director Loeb continues to work with professionals at Hart to email selected members, informing them the survey is legitimate and is sponsored by the union. The results of this survey will likely be reported on at the next General Executive Board Meeting.

### **What’s next**

In the weeks and months following the 2019 Mid-Summer General Executive Board meeting, the Communications Department will look to restore the Department to its previous size and hire another full-time staffer. During this time of transition, Interim Director Loeb reported that he is committed to running the Department as if it were fully staffed. The Department will not only continue to provide the full breadth of resources and assistance to Locals and other Departments upon request, but it will also continue to seek out opportunities to support the union in any way possible.

President Loeb thanked the Department for its report. Communications is one of the IATSE’s pillars, and if local unions are interested in bolstering their own communications efforts, they should reach out to the International for assistance.

## **IATSE EDUCATION AND TRAINING DEPARTMENT**

International Trustee and Director of Education and Training Patricia A. White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams, IATSE Safety Committee Chair Kent Jorgensen, and ICAP Chair Alan Rowe reported on the recent activities of the Education and Training Department.

### **Union Leadership Training**

#### ***IATSE Steward Training***

IATSE Steward Training is now available to local unions upon request. The training materials include a PowerPoint presentation, a supplementary scenario presentation, the IATSE steward tool-kit,

the IATSE steward glossary, and an instructor’s manual. The training is available in versions for both U.S. and Canadian Locals.

Thanks to International Vice President Daniel Di Tolla and Assistant Stagecraft Department Director D. Joseph Hartnett, International Representatives Peter DaPrato, Daniel Little and Don Martin for their advice, and to Safety and Training Outreach Coordinator Hannah D’Amico for doing great work to put the materials together.

### ***“Passion and Pay”***

“Passion and Pay” is a PowerPoint presentation that contains basic information on what a union is, and discussion of the nature of entertainment industry work as it relates to basic personal economics and the current state of the economy. The current version was designed specifically for use by local unions and can be easily customized with specifics about a particular Local and craft, for use in membership presentations, student outreach, new member orientations, and as an organizing tool.

### ***Responsible Digital Citizenship***

Also available to IATSE Locals and members is a webinar designed by International Representative Allison Smartt and CreativeFuture, which gives instructions on how to teach students from Kindergarten to 12th grade about responsible digital citizenship, including a focus on protecting intellectual property, digital piracy.

### ***IATSE Road Show***

#### ***“Why Unions Still Matter”***

The “IATSE Road Show: Why Unions Still Matter” teaches IATSE members how



unions and workers build an economy that creates jobs, raises wages, and promotes a better quality of life for all.

The presentation is available free of charge for local unions or groups of Locals in a city to present to their members, families, friends, and other community members. There are versions for both U.S. and Canadian Locals. Interested U.S. Locals may contact Jennifer Halpern in the IATSE General Office to bring this presentation to their town. Interested Canadian Locals may contact Peter DaPrato in the Canadian Office.

#### ***Leadership Development Week***

The first IATSE Leadership Development Week was held at the Maritime Conference Center in Linthicum Heights, Maryland from May 20-24, 2019. Ten instructors, ninety-seven students, and four Education and Training staff members came together to launch seven classes, five of which were new, with content tailored specifically for IATSE leaders. Participants are able to customize their learning by choosing from one to three classes over the course of the week. The classes offered were:

- Contract Negotiations/  
Collective Bargaining
- Local Union Trustee Training
- Internal Organizing
- Public Speaking and Telling Our Union Story
- Respectful Local Unions/Respectful Workplaces
- Labor Law
- Communications for Union Action.

Leaders from fifty-one local unions participated, including four International staff members and one staff member of the IATSE Training Trust Fund. The stu-

dent responses to this inaugural leadership week training were overwhelmingly positive. Local leaders expanded their abilities to represent their members and grow and strengthen their Locals.

#### ***Advanced Organizing 2.0***

Input from the focus groups conducted at this past winter's GEB meeting led to the expansion of the Organizing 2.0 course from three to four days. Local unions are encouraged to send members who demonstrate the ability to move an organizing project forward in their Local. The course will cover labor law for organizing, pitfalls and mechanics, and hands-on mock campaigns that include strategic considerations, anti-union campaigns, identifying leaders, one-on-one conversations, and more. Organizing 2.0 will be offered in Columbus, OH from October 1-4, 2019 and in Houston, TX from December 10-13, 2019. Both sessions are open to both leaders from U.S. and Canadian Locals without prerequisite. Applications can be found on the IATSE website, and in the next issue of the Bulletin.

#### ***Advanced Secretary-Treasurer 2.0***

The Advanced Secretary-Treasurer 2.0 continues to be popular and impactful and is open to officers from both U.S. and Canadian Locals. The next Secretary-Treasurer training is scheduled alongside the Organizing 2.0 in Houston, TX, from December 11 – 13, 2019. Officers come away knowing both labor law as it applies to the critical duties of a Secretary-Treasurer, and best practices recommended beyond the law that are foundational to the health of a local union. The course is open to those who either have attended the Officer Institute 1.0 and/or who serve

their Locals as Secretaries and Treasurers.

#### ***Local Union Trustee Training***

The Local Union Trustee Training was held during IATSE Leadership Week from May 20 – 21, 2019. At this class, Trustees learn about their important role in helping their Locals comply with applicable laws, avoid problems involving fraud, and support good financial practices. They participate in a mock audit, using and learning simple procedures for auditing the books and records of their Local's and discuss how their work fits in with the other work of the union. Only members who are currently elected as Trustees and who are responsible for the periodic review of their Local's books and records are eligible to enroll in this course. There is no other prerequisite. This course is not appropriate for Benefit Fund or Training Fund Trustees. The next session of this critical training is scheduled for November 14-15, 2019 in New York City.

#### ***IATSE Officer Institute***

The original, five-day Officer Institute Training provides a unified base of knowledge for Local leaders for the benefit of IATSE workers. To date, 842 officers from 198 local unions have graduated from the Officer Institute "1.0" since 2014, and 90% of the IATSE membership is represented by at least one officer who has gone through the program. The course was held in San Francisco, California March 11 – 15, 2019 and will be offered again October 21 – 25, 2019 in Minneapolis, Minnesota.

#### ***GEB Education Session***

During the summer 2019 meeting of the GEB, a workshop entitled "Standing Up and Stepping In – Promoting Respect



in the Workplace” was held. It was led by Nina Fendel from the Alliance for Labor Standards Education and Training.

### ***Staff Training***

The focus of the annual Staff Training was strategic organizing principles and best practices that build union power. The group also learned more about the importance of strategic organizing campaign workplans.

### ***District Trainings***

The 2019 District Education Session, “Conflict Resolution Within Your Local Union”, is a two-hour presentation developed in collaboration with The Actors Fund of America.

### ***Labor Education Assistance Program (LEAP)***

The Department’s first education initiative – The Labor Education Assistance Program continues to provide reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. Local officers are reminded that this benefit is available through the International, and are encouraged to visit <http://www.iatse.net/member-education/leap> where they can find information about the program and a list of schools with labor education programs and courses in both the U.S. and Canada.

### ***Craft Skills and Safety Training***

#### ***AVIXA/IATSE Partnership***

Recent advancements in AV technology and industry trends will require the IATSE to become more proactive in developing education and training for members. Through the long-term partnership with the Audiovisual and Integrated Ex-

perience Association (AVIXA), formerly known as InfoComm, the IA has continued to grow and establish the union as a relevant player in the AV industry by offering AV Essentials courses and AVIXA memberships to IATSE workers.

Representative Adams developed a basic computer literacy class based on the recognized needs of IATSE members and referrals. The IATSE now can provide, through the Training Trust Fund, a Train-the-Trainer class for local union instructors, which will enable them to teach basic computer skills to members to create a pathway towards computer literacy.

The class includes materials, guidelines, and protocols to conduct a step-by-step introduction to computer basics. After the class, students will be provided a LinkedIn Learning playlist that will help them continue their education on their own and become more computer friendly.

Since the last GEB, AV Essentials classes were presented for Local 11 in Boston and for Local 33 in Los Angeles. Future classes are scheduled with Local 8 in Philadelphia as well as with Local 15 in Seattle and Local 38 in Detroit.

#### ***InfoComm Tradeshow***

AVIXA’s annual Conference and Trade Show, InfoComm, was held from June 8-14, 2019 at the Orange County Convention Center in Orlando, Florida.

Representing the IATSE at InfoComm were International Vice President and Tradeshow Department Director Joanne M. Sanders, International Trustee and Education and Training Department Director Patricia A. White, International Representatives Adams, Brian Lawlor, Mark Kiracofe, and Jason Vergnano,

ICAP members Joe Aldridge and Eddie Raymond, and Safety and Training Outreach Coordinator D’Amico.

ICAP members Aldridge and Raymond presented a course, “Entertainment Production: Planning a Safe Show”, advising attendees of their obligations under the laws that govern entertainment safety and presented strategies for addressing a variety of safety concerns that occur in entertainment and meeting events.

Director White spoke on behalf of the IATSE at the Live Events Forum and Reception providing the IATSE a platform to promote the Union by highlighting the benefits and resources that are offered through an IA contract.

Local unions should know that there is a huge opportunity to organize the AV Industry, and developing a strategic approach to the InfoComm Conference and Tradeshow is a great place to start.

#### ***IATSE Craft Advancement Program (ICAP)/OSHA Alliance***

The ICAP seeks to ensure that all members in the IATSE work safe every day maintaining the highest skill level possible. Brothers Aldridge, Local 720; Pete Donovan, Local One; Kent Jorgensen, Local 80; Sister Sheila Pruden, Local 873; Brother Raymond, Local 16; and Chairperson Alan Rowe, Local 728 are the members of the ICAP.

The IATSE is an official campaign sponsor and partner once again this year for Safe & Sound Week held August 12 – 18, 2019. ICAP Chair Rowe attended the second annual OSHA Alliance Forum in Washington DC at the US Department of Labor on April 4. Brother David Glowacki, the USITT representative, was also in attendance.



### ***NFPA Conference***

ICAP members Rowe and Raymond, and Local One member Eddie Kramer attended the 2019 National Fire Protection Association (NFPA) Conference in San Antonio, Texas to participate in educational sessions and present a panel called "Enforcing the Extraordinary: Codes, Standards, and Best Practices in the Entertainment Industry". The session's purpose was to discuss the importance of standards in producing safe entertainment events and productions. Eddie Raymond spoke about ESTA's ANSI Standards, Brother Kramer spoke about the National Electrical Code and other NFPA Standards, and Brother Rowe talked about a variety of Standards, rules and codes relating to Motion Picture and Television production. Over 100 people, the majority of whom were fire inspectors and other AHJs (Authorities Having Jurisdiction) attended the session.

The group attended other sessions, including a session on the development of the new NFPA 3000 standard for assessing the risk of violence at events.

### ***Other Events***

As is custom, Worker's Memorial Day (US)/National Day of Mourning (Canada) was held on April 28th. Because the observance fell on a Sunday in 2019, the IATSE held its annual moment of silence on Monday, April 29th. The IATSE International and many local unions participated.

Safety and Health Week, formerly known as North American Occupational Safety and Health Week (NAOSH), was held from May 5-11. OSHA's 6th Annual Fall Safety Stand Down, which ran concurrent with Safety and Health Week, was

held from May 6-10, 2019. The IATSE Education and Training Department teamed up with the IATSE Communications Department to promote the two campaigns through social media.

### ***Entertainment Technician Certification Program (ETCP)***

The Training Trust Fund reimburses IATSE workers who pass any of the ETCP certification tests the complete \$550 exam fee and reimburses for re-certification fees.

### **Student Outreach**

#### ***Roundabout Theatre Partnership***

This Spring marked a milestone in the Department's Roundabout Theatre/IATSE Workforce Development Program, when ten fellows of the inaugural class completed the third and final year of the program. The graduates are making a successful transition to professional theatre work and are gaining experience as technicians at a range of theatres, festivals, and shops.

The Department's Hidden Career Path Days, now entering its eighth year, exposes New York City high school students to career paths in technical theatre and raises awareness about the IATSE and unions. In the spring, IATSE member-volunteers from Locals 306, 751, 764 and 798 led mini-lessons on each of their respective crafts.

The IATSE local unions in New York City assist both Hidden Career Path Days and the Workforce Development Program in invaluable ways, and neither of these programs would be possible without their incredible support. Thanks go to International Vice President and Local One President James J.

Claffey, Jr., Local One Trustee/Sisters Committee Chair Eileen Macdonald, Local 764 Secretary-Treasurer Martha Smith, Local 798 Secretary-Treasurer John Jack Curtin, Local 798 NY Education Director Jennifer Bullock, Local 751 President Lawrence Paone, Local 306 Secretary-Treasurer John Seid, and the dozens of members, who generously give their time, share their skills, mentor fellows, lead lessons and tours, and contribute so much to student outreach efforts, some year after year.

The Department also participates in many one-day student outreach programs, speaking to students and attending career fairs such as the New York City Central Labor Council's third annual "Future in Focus: Exploring College and Careers" at the United Federation of Teachers.

President Loeb commended the Department for constantly improving and developing new trainings. He observed that the newly established Leadership Development week offers seven different classes; the Officers Institute is in its sixth year and has trained members who represent more than ninety percent of the local unions in the International.

President Loeb called upon Locals and members to receive their ETCP training and certification, observing that there is nothing more important than craft and skills safety training, ensuring safe, healthy work environments for workers. He also noted that certifications like ETCP generally result in increased wages. He thanked the ICAP for their work in developing, writing, and guiding craft skills and safety for the industry. President Loeb remarked that the IATSE



has the best trained leaders in the labor movement and the best trained membership in the entertainment, tradeshow and broadcast industry.

## **IATSE BROADCAST DEPARTMENT**

Broadcast Department Co-Directors Steve Belsky and Fran O'Hern along with International Representatives Rachel McLendon and Kevin Allen reported on recent developments within the Broadcast Department.

The report summarized rapid changes occurring within the sports broadcast world. It was noted that in May, a group headed by Sinclair Broadcasting announced its intention to acquire twenty-one former Fox regional sports networks (RSNs), beating out several other media interests bidding for the networks. Meanwhile, sports broadcast crewing providers, including the nation's largest, have continued to grow by establishing and renewing contracts with media rights holders, and creating competitive environments in many IATSE markets. The use of at-home productions, which replace mobile production trucks with central studios continue to grow, and esports

loom as a small but ever-growing segment of the industry. In part to keep up with the challenges facing the Alliance's members, (and as separately announced to the Board) Local 796 Business Agent Kevin Allen has joined the Department as an International Representative.

The Department has also confronted several matters surrounding various IATSE collective bargaining agreements covering broadcast technicians over the past six months. In Southern California, renewal negotiations have concluded between Pettigrew Crewing in Los Angeles and San Diego, accounting for a sizable percentage of work done by technicians throughout that region for Spectrum or Time Warner networks. The Fox West network, meanwhile, covers the same territory and accounts for roughly 40% of work in the market. Other contracts in the region have been finalized covering technicians in this region with HJZ Crewing, Purple Tally, and Broadcast Services Group. Talks with Program Productions for a Southern California contract are ongoing.

In the Northwest, Root Sports negotiated a two-state contract covering

Washington and Oregon. Rush Media and LDM Worldwide followed the same pattern. Program Productions is expected to sign a new Washington contract in the near future. In Oregon, the long-time crewer on behalf Portland Trailblazers, Pacific Coast Crewing has concluded six-months of negotiations and remained intent on limiting coverage to the state of Oregon, but also executing a Washington-only agreement similar to the recent Root Sports deal as the Oregon-only negotiations concluded. Local 793 is currently conducting an organizing campaign involving other prominent employers within their jurisdiction.

Fox Sports North, covering both Minnesota and Wisconsin, initially attempted to limit the new Minnesota contract by proposing further extension of the term with simple cost-of-living adjustments only. Local 745 successfully negotiated for select wage increases in addition to a general wage increase and most importantly resolved certain staffing language concerning video operators on a majority of Fox North productions. It is expected that other crewing employers with Minnesota and Wisconsin will accept similar pat-



**The Broadcast Department reported on the activities since the Winter Board meeting. From left to right: International Representative Rachel McLendon, Co-Directors Steve Belsky and Fran O'Hern and International Representative Kevin Allen.**



terns. Local 414 in Wisconsin completed negotiations for its first successor contract since the Local was chartered. It was critical to revisit items from the term of the first contract. Negotiations concluded in late June, with gains like those negotiated in neighboring Minnesota. Crews operating in Wisconsin have since agreed to similar terms as well.

In Chicago, some clarity has emerged in a changing environment. Three out of the four major professional sports teams have elected to maintain their relationship with NBC Sports Chicago. The fourth has announced plans to form a new network in partnership with Sinclair Broadcasting. Details have not fully emerged about the new network and the Department continues to monitor the situation. NBC Sports Chicago now has exclusive rights to produce live basketball, baseball, and hockey events and crewing for that work is handled by Program Productions. This paves the way for the completion of a successor agreement with Program Productions. The Department is working with Local 762 to formulate contract proposals that will protect established crewing patterns for Chicago technicians while also achieving other desired economic goals.

Talks have continued with Big Ten Network over work at their Chicago MICR studios, work done remotely at several midwestern universities, and technicians on travelling crews covering college football. Progress has been made, but the Network has thus far declined to recognize the value of the work done by technicians at the MICR studios. Economic proposals have been exchanged with the goal of reaching an agreement

before the beginning of the college football season.

Technicians in South Florida won an NLRB directed recognition election in December. They have been developing first contract proposals. While much progress has been made in developing the proposals, progress has been complicated by uncertainty surrounding the ownership of the former Fox networks. The employer has largely refused to bargain based on its appeal of the NLRB election decision and the status of network ownership. In late July, the employer's NLRB appeal was denied and there should not be legitimate obstacles to bargaining. The Department continues to work with the IATSE Legal Department to formulate strategies to enforce the IA's right to bargain on behalf of these technicians.

Golf Channel members are working to begin negotiations on another successor agreement. In preparation of approaching negotiations, Representatives have worked diligently with the bargaining committee to craft proposals and survey the members. They have also met with Golf Channel management to solve outstanding current issues and prepare for the upcoming negotiations. The Department's golf utility training class continues to be a success. Member participation continues to grow as the unit learns to work together to solve problems. The Department continues to work with the IATSE Legal Department to resolve outstanding Golf Channel grievances.

Meanwhile, unrepresented broadcast technicians have continued to express interest in IATSE representation, and the Department is working with them in various territories. The Department has sev-

eral organizing drives underway in various stages. Representatives continue to work with technicians in various markets to help them assess the status of their organizing efforts, improve outreach, build solidarity, and achieve majority status. As separately reported to the Board, Representative Kevin Allen recently attended corporate research training to develop additional techniques that will assist the Department in negotiations and future organizing campaigns.

Within the last six months, the Department has also remained active in various industry trade groups. In June, Representative McLendon attended the Sports Video Group College Summit in Atlanta. The rapid emergence of esports was the main topic among the young group of attendees at the Summit. Esports presents vast opportunities for growth in the broadcast industry and a potential source of new technicians for the future of all sports broadcasting. Co-Directors O'Hern and Belsky along with Representative McLendon also attended the Sports Video Group Regional Sports Network Summit in June. The Summit offered face-to-face contact with leaders of some of the industry's largest employers, which can be crucial to dealing with many of the issues we share.

The Department continues to develop its messaging capabilities. Due to the challenges affecting nearly every broadcast Local, the Department recently sent its first periodic member newsletter exclusively for IATSE broadcast members. The first issue was sent in June, and since then the Department has sent specific, targeted messages to members in several individual markets. The Department is



also moving to develop internal procedures and capabilities that will allow it to run more efficiently. Finally, the Department is moving to build greater solidarity among the various broadcast Locals through increased contact. Co-Directors Belsky and O'Hern will convene a broadcast summit in Chicago in October to allow Local broadcast officials to meet, network, and discuss together issues of importance to all members.

President Loeb thanked the Department for its report. He remarked that corporate-level changes are prominent in this industry, which the International is watching carefully. However, organizing is often the solution to challenges arising from industry change. The Alliance has negotiated good contracts offering retirement and health benefits, but members must continue to organize to move our vision forward. While the International will always support its Locals, it is likely time for some Locals to assert more autonomous control over their jurisdictions.

## IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Julia Neville, Peter DaPrato, Jim Brett, Jason Vergnano, Krista Hurdon and Jeremy Salter, Canadian Labour Congress Delegate Siobhan Vipond, IATSE Canadian Office Manager Nate Richmond, Canadian Legal Counsel Ernie Schirru, District 12 sponsored attendee IATSE Local 300 Business Agent Kim Warren and District 11 sponsored attendees IATSE Local 357 Business Agent Larry Miller and IATSE Local 411 Business Agent Anne Paynter reported to the General Executive Board on Canadian matters (not covered in separate reports) since the last General Executive Board meeting in Austin, Texas.

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and infor-

mal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a number of tasks including local engagement, activism, organizing, bargaining, communications, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

### *Organizing.*

Representatives Hurdon and Salter were assigned to review and update the Canadian content of the organizing section of the International's website with a view to making it more user friendly and accessible.

It was noted that the Canadian Office has seen a spike in organizing efforts since International Representative Jeremy Salter came on board. A review of current and upcoming organizing campaigns spearheaded by the Canadian



**International Vice President and Director of Canadian Affairs John M. Lewis, Director of the Art Babbitt Appreciation Society Vanessa Kelly, International President Matthew D. Loeb, International Representatives Julia Neville and Jeremy Salter.**



Office were briefly discussed, including the success of efforts to organize the British Columbia interior stage industry, the British Columbia low-budget film industry and the Quebec regional stage industry.

### **Organizing Successes**

#### ***Local 58 Toronto – Stage***

In April 2019, Local 58 was certified as the bargaining agent for stagehands working at the Tarragon Theatre which houses a 205-seat mainstage and 113-seat extra space facility. Of particular note is the fact that the certification was the first all female bargaining unit certification in the Local's history.

In May 2019, Local 58 was certified as the bargaining agent for stagehands working at Harbourfront's five stages – the Concert Stage, Stage in the Round, Brigantine Room, Studio Theatre and Lakeside Terrace.

#### ***Local 118 Vancouver – Stage***

Local 118 identified a number of organizing targets on Grandville Island in British Columbia. With the assistance of the International and Representative Neville, Local 118 filed applications for certification for Boca del Lupo, Carousel Theatre for Young People and the Granville Island Theatre District Society and a common employer application covering all three corporate entities. After dispensing with a number of challenges by the theatres and the withdrawal of its related employer application, Local 118 was certified exclusive bargaining agent for Boca del Lupo in March 2019 and Carousel Theatre for Young People and Granville Island Theatre District Society in April 2019. Local 118 has since com-

menced bargaining for first collective agreements with each theatre with the assistance of Representative Neville.

#### ***Local 212 Calgary – Stage***

In 2008, Local 212 organized Theatre Junction which managed a resident company in the 440-seat Grand Theatre located in downtown Calgary. In 2018, Theatre Junction ceased operating and left the premises and was replaced by Calgary Grand Theatre Society. In May 2019, Local 212 was able to secure a voluntary successorship agreement with CGTS and thereafter negotiate a renewal collective agreement which included significant wage increases for department heads and crew respectively as well as signing bonuses.

#### ***Local 709 Newfoundland & Labrador – Mixed***

In late 2018, Local 709 was approached by non-union accountants working in the film industry in the province of Newfoundland and Labrador. With the assistance of Representative DaPrato and Canadian Counsel Schirru, the Local brought the accountants into membership and have since included them in its promulgated collective agreement. The Local looks forward to these accountants working under the terms and conditions of its collective agreement on two new productions scheduled to commence production in the province in the near future.

### **Bargaining**

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotiations in which the International is assisting Locals. The Canadian Office has

placed an emphasis on assisting Locals to get the bargaining table and to settle a first collective agreement faster following a successful organizing drive so as not to lose momentum and support of the affected employees. The Canadian Office is assisting in twenty-eight separate negotiations involving seventeen Locals. A number of the bargaining assignments are still open and were not reported on. Some of the concluded assignments are summarised below.

#### ***Local 63 Winnipeg – Mixed***

In March 2019, Representative Brett assisted Local 63 in concluding a successor collective agreement with Rainbow Stage which operates a large outdoor theatrical facility in Winnipeg. Highlights of the agreement include wage parity for all heads of department, the introduction of an employer contribution to the Local's health plan and wage increases for all classifications.

#### ***Local 210 Edmonton – Stage***

Representative Brett assisted Local 210 in negotiating a renewal collective agreement with the Oilers Entertainment Group covering the Rogers Arena, the home of the Edmonton Oilers. Representative Brett's assistance in this regard follows up on his previous efforts to assist the Local in organizing the venue and securing a first collective agreement three years ago. Highlights of the renewal collective agreement include annual wage increases over the life of the agreement.

#### ***Local 262 Montreal – Operators***

As previously reported, Local 262 organized the ushers, concessions workers and ticket takers at the Cineplex Mega-



plex Colossus in Laval and the Ste-Foy near Quebec City back in 2014. The Local was unable to conclude a first agreement and therefore proceeded to first contract arbitration with wages being the main issue in dispute. After a protracted arbitration process, the arbitrator issued a decision in January 2017 in which he found in favour of the Local, with some bargaining unit positions increasing by as much as \$2.95 – a huge increase for people earning minimum wage. The arbitrator also awarded retroactivity. Cineplex refused to implement the award and filed for judicial review. They obtained a stay from the courts and subsequently had the courts order the matter back to the arbitrator to provide further explanation for his decision. The courts did not challenge the merits of the decision itself. In November 2018, the arbitrator issued a decision which confirmed his previous order, and provided additional reasons for his determination. Cineplex once again refused to implement the decision and once again applied for judicial review. They got a stay of the arbitrator's second decision in June 2019, the Quebec Superior Court granted Cineplex's judicial review application. In doing so, the court rescinded the arbitration award, refused to make an order on wages and retroactivity and, once again, referred the matter back to arbitration, but this time to a new arbitrator. Throughout this process, Local 262 has put up informational picket lines, stood outside Cineplex movie theatres giving out IATSE-branded popcorn, chocolate bars & soft drinks, and its members have instituted work-to-rule procedures. The International has made Defence Fund as-

sistance available to the Local and also assigned Representative Vergnano to assist the Local throughout this drawn out litigation. Pursuant to President Loeb's direction, the International will continue to assist Local 262 until this matter is resolved.

#### ***Local 295 Regina/Moose Jaw – Mixed***

In January 2019, Representative Brett assisted Local 295 in negotiating a renewal collective agreement with the Conexus Centre, a provincially-run, 2,000-seat venue located in Regina, Saskatchewan. These negotiations were particularly contentious given the Provincial Government's mandate that all provincial agencies negotiate 3.5% rollbacks in labour agreements. The four year renewal agreement ultimately reached and ratified by the membership contemplates wage increases in years 3 and 4, includes unpaid leave for victims of domestic violence but with benefits, procedures for handling harassment in the workplace and guaranteed minimum crew language.

Local 295 faced similar provincial government policy challenges in its bargaining for a renewal of a collective agreement with Sask Gaming. However, in June 2019, the Local settled a renewal collective agreement that contemplates wage increases after two years.

#### ***Local 828 Province of Ontario - Scenic Artists and Propmakers***

Local 828, with the assistance of Representative Brett, secured a tentative first collective agreement with Young People's Theatre in May 2019. Highlights of the collective agreement include favorable craft and geographic jurisdiction language as well as annual wage increases.

#### **Health Plan**

The IATSE Canada Health Plan recently completed a plan renewal with a 1% increase in costs and no increase in expense rates this year. The Plan continues to grow, with projected annual costs of approximately \$45 million which represents an increase of more than \$9 million or 26% over the 2018-2019 plan year. Increases in both the number of covered members and in the benefits being provided account for this significant growth.

In May 2019, the Department of Finance of Canada released draft legislative proposals to support the conversion of traditional health and welfare trusts to Employee Life and Health Trusts (ELHT), which had been introduced in 2010. Many IATSE Canada Health Plan groups are already ELHT. Those that are not must convert their plans. The transitional rules include a very simple conversion, no tax implications on the conversion, no attack on surplus, and no need to create a new trust. Existing health and welfare trusts can be deemed as eligible ELHT with a transition period ending in 2022. The Department of Finance is seeking comments from stakeholders on the proposed legislation and the IATSE will participate in this submission process through our legal counsel and MEBCO (Multi-Employer Benefit Plan Council of Canada).

In 2018, the IATSE National Benefit Fund approved a memorandum of agreement to facilitate benefits flow for Canadian members who work in some U.S. jurisdictions. This NBF form has been distributed to Canadian Locals, with a request to communicate the pro-



cess to their members who are employed in the United States. The form provides for health and pension contributions to be sent to the members' Canadian plans at the contribution rates of the applicable US agreement. This will resolve past challenges in having benefits redirected to the home local plans of Canadian members working in jurisdictions with contributions to the National Benefit Funds. This is an important achievement and the plans would like to thank the staff and trustees of the National Benefit Funds for making this a reality. The plans would also like to also acknowledge the efforts of Vice President Damian Petti and Representative Neville.

#### **Canadian Entertainment Industry Retirement Plan (CEIRP)**

CEIRP continues its growth and its conservative investment strategy of asset preservation has once again proven to be beneficial to plan members.

CEIRP has undertaken some changes over the past year. First, CEIRP has initiated a process to become a not-for-profit corporation in order to take advantage certain tax benefits. Second, it is in the process of hiring a third full-time staff member who will fill the newly created Communications and Education Coordinator position. Third, CEIRP will be launching its revamped and more user-friendly website in September 2019 at the Canadian Convention. Fourth, CEIRP has introduced a new policy which will increase the age for members enrolling in the Plan to access employer contributions from 55 to 60 from and after October 1, 2019. Fifth, CEIRP will be expanding its office footprint to take over

the entire bottom floor of the Canadian Office building.

#### **Activism**

Vice President Lewis highlighted some of the recent activism successes in Canada.

#### ***Event Safety Alliance of Canada***

The International has become a sponsor of the Event Safety Alliance Canada, which was formed in January 2019. Like its US predecessor, Event Safety Alliance Canada provides high quality health and safety learning opportunities to Canadian arts, entertainment and live event communities and shares expertise, solutions and reasonable practices based on Canadian needs and legislation. It grew out of Event Safety Summits that had been produced locally for a number of years and for which the International was also a sponsor. The Event Safety Alliance Canada hosted its inaugural event in April 2019 in Toronto, which was attended by the International and a number of IATSE Local representatives. Some of the topics covered included weather safety, sleep deprivation, electrical safety, and event security.

#### ***Canadian Live Music Association***

In May 2019, Representative Brett attended and was part of an industry panel for an event held in Vancouver by the Canadian Live Music Association. The CMLA was founded in 2014 and describes itself as the voice of Canada's live music industry, advancing and promoting its many economic, social and cultural benefits with a focus on providing a safe, harassment free environment to live music event audiences and artists. Representative Brett participated in

panel discussion entitled; "Working Safe & Staying Vigilant". The IATSE's sponsorship and direct participation in this event provided an opportunity to make live music event producers and promoters from across Canada aware of the IA's commitment to ensure all workers are provided with a workplace that is safe, and free from violence and harassment and conducive to their mental and physical wellbeing.

#### ***ACTSAFE***

The IATSE was once again a sponsor of the 2019 ACTSAFE Conference held in Vancouver earlier in the year, once again cementing its position as a the leading voice speaking on behalf of workers in the entertainment industry.

#### ***NTS Festival***

The National Theatre School Festival is a 73-year-old competitive drama showcase for high schools that has spawned graduates as Rachel McAdams, Keanu Reeves, David Cronenberg, and of course, many IATSE members. It brings together high school students, teachers, theatre professionals, and community members to view and critique students' creative efforts under the guidance of experienced adjudicators. With 15,000 participating students across Canada, it is the largest festival of its kind in the world.

The festival was run by Sears for decades, but when Sears Canada filed for bankruptcy two years ago, the festival lost its sponsor and the IATSE pitched in to help save it. Between the Locals, the Districts, and the International, the IATSE raised almost \$30,000 to keep the festival afloat that first year. Its management has now been taken over by the



National Theatre School, with the IATSE acting as an annual sponsor. As part of our sponsorship, the IATSE has a seat on the festival's board. The IATSE appointed Local 129 President Cindy Jennings to that position. As a sponsor, the IATSE is afforded an opportunity to give presentations about the IATSE to the students at the provincial showcase level. This year, President Jennings and Representative Hurdon spoke to students at the Ontario showcase and Representative Vergnano addressed students at the Atlantic showcase. These students, who are already using their talents for high school productions, were very receptive to hearing more on how to forge careers in theatre and film.

#### ***Student Outreach***

The Canadian Office continues its student outreach efforts and has expanded its success in getting a number of Locals representing theatrical crafts to jointly present at various colleges and universities. In 2019, IATSE hosted the Reality TV Student Symposium in conjunction with the Canadian Media Guild. The International, Locals 667, and 873 provided speakers and The IATSE student panel, consisting of representatives from Locals 58, 822, 828, 873, 891 and mentors. B-173, made its fourth appearance of the school year at the Ryerson University Theatre Program. Representative Hurdon represented the IATSE at the MM Robinson High School Career Fair. Local 873 participated in the newly minted xTO Schools TDSB Co-op Student Placement Program which involves the City of Toronto, the film industry, and the Toronto District School Board. Its aim is to enable enhanced access for

location filming in eleven pre-approved TDSB properties across the Greater Toronto Area. The program includes a commitment from the film industry to create interactive educational opportunities for TDSB students to participate in co-op placements within the film sector, showing students the career potential that exists in the film industry. In addition, Local 873 hosted nearly fifty high school students at their training facility, taking many on set tours as part of the learning experience. The program has been a great success and looks forward to its possible renewal. Local 891 has also engaged in student outreach by participating in thirteen school career fairs and student talks held at or in conjunction with the Capilano University, the BCIT Indigenous Employer Connection, the Vancouver Digital Entertainment Career Fair, the Argyle High School – Digital Media Youth Expo, and the Girl Guides.

The Canadian Office along with Dr. Wayne Lewchuk also continues to present “Why Unions Still Matter.” In May 2019, Dr. Lewchuk presented to Locals 906 and B906 in Charlottetown, PEI marking the 15th Canadian presentation, apart from presentations at the Officers Institute. A number of Locals have contacted the Canadian Office for additional presentations that are in the process of being scheduled. In addition, Local 295 recently used the IATSE's Passion & Pay presentation for film and theatre students at the University of Regina and Local 856's Young Workers' Committee did Career Fairs at the University of Manitoba and the University of Winnipeg.

#### ***Canadian Office Building***

On June 1, 2019, the Canadian Of-

fice's long-time tenant, Enerlife, officially terminated its lease and moved out allowing for an expansion of available office space to include the first floor and ground floors of the building. CEIRP will be taking over the entire ground floor. The first floor will now contain a reception area, copier and mailing station, kitchen and lunchroom which doubles as an extra meeting room, along with a small visitor office. The second floor will become the “Rep Floor” and house all four International Representatives who work out of the Canadian Office. The third floor will continue to serve as the International Vice President's office along with two additional office cubicles and the main boardroom. These renovations are scheduled to be completed by the end of summer 2019.

#### ***Winnipeg General Strike 100th Anniversary***

The Winnipeg General Strike of 1919 was one of the most influential strikes in Canadian history, becoming the platform for future labour reforms. Massive unemployment and inflation, dismal wages and working conditions, and the success of the Russian Revolution all contributed to labour unrest at the time. Labour leaders from across Western Canada met to form “One Big Union.” This year, we celebrate its 100th anniversary.

On May 15, 1919, 30,000 workers, from office workers to fire fighters, walked off the job for the right to bargain collectively and the right to a living wage. Solidarity strikes spread to cities across the country. The City of Winnipeg Police Commission dismissed almost the entire city police force for refusing to sign a pledge promising to neither



belong to a union nor participate in a sympathetic strike. Eventually, the strike ended on June 26, 1919 after the Mounties rode into Winnipeg with guns and clubs, killing two people, injuring 30-45 more, and making numerous arrests. The strike and its tragic end ratcheted up support for workers and unions, and in the 1920 Manitoba provincial election, the anti-strike Conservative government was defeated. Eleven labour candidates won seats. Four of them were strike leaders.

The story was eventually made into a theatrical production, and in 2005, *Strike! The Musical* took to the stage. To commemorate the 100th anniversary, producers of the musical decided to make the story into a feature film. Canadian labour unions, including the International and many IATSE Locals, made donations to ensure that high school students across the entire country would be provided a digital copy and learn about this important chapter in labour history. The film was shot – of course – in Winnipeg, by Locals 856 and 669. IATSE is looking forward to showing the film to all District 11 and 12 delegates at the Canadian Convention in Winnipeg in September.

International President Loeb thanked the Canadian Department for its work for its progressive and forward-thinking approach to representing IA member, noting the local outreach, organizing and activism reported upon was commendable.

## **IATSE LEGAL AFFAIRS**

General Counsel Samantha Dulaney, Associate Counsel Adrian D. Healy, West Coast Associate Counsel Jacob J. White and Canadian Counsel Ernie A. Schirru

reported on recent developments in legal matters and affairs.

Counsel Schirru noted that the IATSE's Canadian legal team is currently providing the Canadian Department with short seminars on legal issues of interest during Canadian Department monthly calls. He went on to note that in Canada, there are new federal election campaign advertising rules that apply to unions. Canadian Locals were cautioned that they should review and be aware of these matters in anticipation of the upcoming federal election in the fall of 2019. A summary document has been prepared and circulated to Canadian Locals.

It was also noted that conservative governments in Alberta and Ontario, which have replaced former union friendly governments, have tabled legislation that affects the rights of organized labour. This legislation and legal challenges are being monitored to determine what role the IA may play. Bill 9 in Alberta, for instance, seeks to delay the right of nurses in the province to engage in interest arbitration for a renewal collective agreement and Bill 136 in Ontario seeks to limit a union's right to bargain for compensation increases that exceed 1% with provincial government employers.

Counsel White updated the Board on the status of marijuana legalization in the United States, and its impact on the workplace. Currently eleven states and the District of Columbia have legalized recreational cannabis, and thirty-three states and the District of Columbia have legalized medical cannabis. It is important to note that these drugs remain illegal under federal law.

One chemical component of marijuana is CBD (cannabidiol). The Farm Bill of 2018 lifted restrictions on the sale of hemp and its derivatives, including CBD as long as they contain no more than 0.3% THC. However, the Food & Drug Administration (FDA) is currently in the process of implementing regulations concerning the sale of CBD productions. Since CBD is not currently regulated by the FDA, it therefore could contain more THC than anticipated. Workers should therefore use caution because use of these products could trigger a positive test for marijuana. In addition, Maine, Ohio, and New York City have implemented restrictions on sale or possession of CBD.

Twelve states have implemented some form of employment protection for workers who consume marijuana: Arizona, Arkansas, Connecticut, Delaware, Illinois, Maine, Massachusetts, Minnesota, Nevada, New York, Pennsylvania, and Rhode Island. Most provide protection only for medical use, several provide protections for recreational use.

Despite expanded legalization of marijuana, employers continue to regulate employee drug use. Employers are generally required to bargain with the union before implementing, or changing, any policy that could lead to employee discipline, so Locals should scrutinize employer policies in this area.

Counsel Healy described recent developments in the U.S. at the National Labor Relations Board (NLRB) and Department of Labor. The NLRB's Republican majority continues to issue precedential decisions overturning key



private-sector union protections. The Board has the capacity in every case to establish new legal precedents that would disadvantage workers. In several cases over the past six months NLRB decisions have overruled settled law.

In Johnson Controls, Inc., 368 NLRB No. 20 (2019), the Board made it easier for employers to decertify unions at the time of contract expiration by making an “anticipatory withdrawal of recognition” then triggering a new NLRB certification election. In Ridgewood Health Care Center, 367 NLRB No. 110 (2019), the Board eased the legal penalties it will impose in certain circumstances where law-breaking employers unilaterally change workers’ terms and conditions of employment after they take over operations of a unionized company. In UPMC, 368 NLRB No. 2 (2019), the Board overturned thirty-eight years of precedent governing whether union organizers (who were not employees) may access spaces in a workplace that would normally be open to the general public. In addition to these cases, the NLRB has announced an ambitious rulemaking agenda in May, under which it may seek to skew current rules related to representation elections back in favor of employers. It was also noted that the NLRB General Counsel continues to also pursue unions for using inflatable rats and other animals. The General Counsel seeks to classify the use of inflatables as “unlawful coercion” under one section of federal labor law. One court that recently rejected this theory has called the General Counsel’s position “untenable” and it defies precedent holding that inflatables are lawful under the First Amendment

to the U.S. Constitution and the existing NLRB case law. If facing or considering unfair labor practices before the NLRB, Locals are encouraged to be in touch with the General Office or the IATSE Legal Department.

General Counsel Dulaney reported that the U.S. Department of Labor, which was formerly headed by Labor Secretary Alex Acosta, is currently led by Acting Labor Secretary Patrick Pizzella following Acosta’s resignation from office. Pizzella has previously spurred controversy over his ties in the late 1990s to a textile manufacturing center that was exempt from federal minimum wage and protections for workers. The President has also announced his nomination of Eugene Scalia, son of late Supreme Court Justice Antonin Scalia, to be the next permanent labor secretary. Critics believe both Pizzella and Scalia will pursue an anti-labor agenda at the agency.

The report concluded by announcing General Counsel Dulaney’s forthcoming induction as a fellow of the College of Labor and Employment Lawyers, a distinguished professional association honoring leading lawyers from the U.S. and Canada in the areas of labor and employment law.

President Loeb thanked those reporting, observing the report demonstrated the ways that politics may impact the Alliance and its members. Adverse actions by legislatures and government agencies can have serious impacts on workers. President Loeb implored Locals and members to remain active in order to affect the direction of government policy at all levels.

## **IATSE DISASTER RESPONSE COMMITTEE**

International Vice President Damian Petti, International Trustee Andrew Oyaas, Assistant Motion Picture and Television Department Director Daniel Mahoney, International Representative Wade Tyree, IATSE Safety Committee Chair Kent Jorgensen, and Local 478 Secretary-Treasurer Dawn Arevalo, appeared before the Board on behalf of the IATSE Disaster Response Committee to present a summary of Committee plans and activities.

Since President Loeb established the Committee, it has developed a vision statement, which reads: To assist our members in preparing for and recovering from natural and man-made disasters. The Committee has explored several ways to accomplish that mission. The Committee has identified the importance of delivering disaster information to members on their mobile devices. A new section of the IATSE Safety App intends to identify five “P’s” (prescriptions, pets, papers, phones, photos) to grab when members facing a disaster have only two minutes to leave their homes. The Safety App may also link to the IATSE’s website with specific disaster information. This will provide pertinent updates from the Committee and others on preparedness, recovery, and relevant news regarding disaster events. The Committee is also exploring additional notification services for members in disaster-affected communities.

The Committee also looks forward to assembling resource guidance for IATSE Locals. Relevant compilations of checklists and information will provide





**Representatives of the IATSE Disaster Response Committee: Assistant Motion Picture and Television Department Director Daniel Mahoney, International Representative Wade Tyree, IATSE Safety Committee Chair Kent Jorgensen, International Trustee Andrew Oyaas, International Vice President Damian Petti, and Local 478 Secretary-Treasurer Dawn Arevalo.**

anticipated support related to various disasters. In the meantime, Locals and members may review the Department of Homeland Security's ready.gov website as a starting point for creating personal disaster response plans and overall plans for Locals.

The Committee also continues to investigate options for responding to future disaster events. Locals are encouraged designate space where relief supplies (like water and nonperishable food) can be stockpiled for members and available in the days after an event.

Locals may also begin educating members about emergency preparedness and encourage individual emergency kits of necessary items for evacuation and shelter kits for events that do not require evacuation but could involve lengthy periods without power or access to food and water.

It was noted that the Committee's relief efforts are designed to provide stabilization in the time immediately after a disaster before long-term relief agencies expand efforts to an effected area. (e.g., Red Cross, FEMA). These

organizations professionally assist with long-term recovery. The Committee, on the other hand, would assist members through the critical first weeks following an event. During past disaster events, aid and supplies sometimes take weeks to appear in affected areas. Often relief supplies are inappropriate for the type of event. Having storehouses of supplies ready to be mobilized to an area would overcome this obstacle to recovery. To reduce response time, supply storehouses could be strategically located around the U.S. and Canada, (beginning with Atlanta to cover the eastern U.S.). Locations were chosen so supplies could be pre-positioned in a potentially affected area prior to an event or delivered within a few of days of an event with no prior notice. Whenever possible, two days prior to an event, pre-staged recovery resources would be strategically positioned in or near the affected area for immediate use afterwards. If response resources haven't positioned in the affected area prior to the event, they would arrive within 48 hours. Committee members

would be mobilized to the area and assist Local leadership with identifying member needs, connecting members to aid agencies, and distributing recovery resources. The Committee identified several categories of materials that could be delivered to an affected area. These include, for example, food, water and personal hygiene item, cleaning supplies, personal protective equipment, safety gear, tools, generators, and lights.

As previously mentioned, the Committee expects integration of other volunteer groups into Committee response plans. Local union groups will ideally be trained as recovery volunteers for their Local and mobilized to disaster-affected areas to conduct outreach or stabilization functions as necessary. Trained volunteers may have additional opportunities also to assist with collecting materials needed for a recovery and disaster preparedness.

Those reporting thanked President Loeb for establishing the Committee. The Committee also thanked District 2 for recently passing a resolution sup-



porting the goals of the Committee. It was also noted that the IATSE has been instrumental among other AFL-CIO affiliates in responding to emergency situations. The Committee will continue to work on raising awareness of the need for disaster planning.

President Loeb noted the importance of being progressively prepared to help members in need rather than reacting in the wake of a disaster situation. He expressed optimism about Locals' and members' involvement in the Committee's efforts. This is an ambitious but valuable resource and something the Alliance should continue to work on, refine, and build.

### **IATSE GREEN COMMITTEE**

International Representative Stasia Savage, Local 600 Central Region Director Nhu-Y Phan, and Local 891 President Keith Woods reported to the General Executive Board on the activities of the IATSE Green Committee. International Representative Savage delivered the report for the Committee.

The Committee was formed as a response to Resolution Number 5 at the 2017 Quadrennial Convention in Hollywood, Florida. Pursuant to the Resolution, the Committee exists for the IATSE to "be a part of an industry wide initiative that educates, motivates, and inspires the entire...community and its patrons to adopt environmentally friendly practices... and prove that it is possible to have good jobs that support both sustainability and a good standard of living."

In response to the tremendous amount of waste that is generated during productions, the Committee aims to

educate the entertainment community about ways it can reduce, reuse, and recycle in their personal and professional lives.

The Committee has discovered a wide variety of practices already in place throughout the industry and is excited that throughout the upcoming months, it will share these practices. To reduce waste, the Committee will disseminate information mainly through social media, email blasts, online educational opportunities, and the IATSE Bulletin.

The Committee seeks to include all IATSE-covered crafts in its work. Although most people are familiar with the sustainability departments at the major motion picture studios and the Broadway Green Alliance, the Committee has discovered that individual Locals and members across the United States and Canada are engaged in some incredible sustainability efforts. One example is an IA member in British Columbia who collects polystyrene from film sets. This member breaks it down into useable pieces and then makes it available to other productions for use.

Reducing paper use is one of the easiest ways to go green. Over 80% of IATSE Locals have reduced paper waste by submitting their quarterly reports electronically. Yet, unfortunately, only 16% of the membership receives the Bulletin electronically. Members who receive their Bulletin electronically receive it earlier than those who receive hard copies. For those who argue that they like to keep them for reference, Bulletins dating back to 2006 are available on the IATSE website and hard copies of individual Bulletins may be ordered from the General Office.

The Committee looks forward to sharing all the ways that IATSE members can reduce their impact on the planet while upholding the Pillars of Success.

Brother Woods thanked President Loeb for his assignment to the Committee. Local 891 has been promoting green initiatives for some time. Recently, the Vancouver, BC Parks Board passed a resolution to eliminate diesel generators in Vancouver's parks. Local 891 supports these efforts and hopes to insure these initiatives are implemented in the proper way.

President Loeb thanked the Committee for its report. Employers have a lot of control over what happens at the job site, so while the Union can come up with best practices, it is vital to impress upon employers that these measures are important and that employers take action. The Union owes it to its members to continue to pursue green policies, and it will.

### **IATSE NATIONAL BENEFIT FUNDS**

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla and Joanne Sanders, and International Trustee Patricia White presented to the Board a report on the IATSE National Benefit Funds.

The increased growth in employer contributions so far this year is 11.0% over the same period in 2018. Receipts for the first six months of 2019 were more than \$213 million.

Net assets of the Funds are just shy of \$2.0 billion as of June 30, 2019. Compared to total net assets of \$1.2 billion as of December 31, 2014, asset levels have increased by 66.5%. Comparing year end



**International Vice President Michael F. Miller, Jr., General Secretary-Treasurer James B. Wood, International Trustee Patricia A. White, International Vice Presidents Joanne Sanders and Daniel Di Tolla presented the report of the IATSE National Benefit Funds.**



2018 to June 30, 2019, the net assets of the Funds have increased by 11.3%.

As of June 1, 2019, the IATSE National Health & Welfare Fund provides health coverage to 49,514 lives in one of its eight different Plan options. This represents an increase of 30.0% since 2015.

The IATSE Annuity Fund now has over 83,000 active accounts with retirement account balances in individual self-directed accounts at Wells Fargo Retirement Services division. This division has recently been sold to The Principal Group. The transition is expected to take twelve to eighteen months and is in the early stages now. The Principal has an excellent reputation and the Trustees are confident that the transition will be seamless because we will be retaining our account representatives who have always been extremely attentive to the needs of the Funds and the participants.

The IATSE National Pension Fund provides retirement benefits to 2,600 pensioners and there are approximately 20,000 participants in the Plan eligible for, or working towards, retirement benefits.

Summary Plan Description booklets have been rewritten and re-styled for Health & Welfare Plans A and C, the Vacation Fund and Pension Funds B and C. The books will be distributed in the next few weeks. The new reader friendly style will make them more useful for the participants and lead them to the most important Plan attributes in a quicker and easier to understand manner. The SPD's will also be available on the Funds website.

The Fund Office has reorganized its participant services center to direct calls to specialists. The Annuity Fund has a dedicated area for calls and application guidance and there is now a dedicated specialist to answer medical reimbursement claim inquiries. These specialists have eased call congestion, and this has enabled more live calls to be responded to and more return calls being made within the same day.

The Fund Office has added staff and services to the overall operation. Internal payroll audits are now being performed which has expanded the Funds employer auditing capacity. In addition, there is a

dedicated employer collection team. This expanded capacity ensures that all participants are receiving employer contributions that they work for. Staff added in the contributions area is helping to reduce the time it takes to post contributions to participant records. Additional staffing in the Benefits Department has eased the bottle neck in processing claims, applications and estimates.

As reported at the last meeting, the Funds have engaged a software company, CPAS, to completely overhaul its database and website systems. Fund personnel are in the early phases of the project and completion is currently of track to take four to five years for all deliverables to be completed but components of the system will be delivered as they are completed.

President Loeb observed the consistent growth of the Funds and the expanded coverage of the health plan permitting more workers to qualify for benefits. He thanked the Funds' Trustees for their conscientiousness on behalf of the participants.



## IATSE – PAC REPORT

General Secretary-Treasurer James B. Wood, and International Vice Presidents Thom Davis, John R. Ford, and Craig P. Carlson updated the General Executive Board on the status of the IATSE-PAC since the last Board meeting.

General Secretary-Treasurer Wood reported that for the period January 1, 2019 to June 30, 2019, the IATSE-PAC received \$165,710.95 in contributions and made disbursements of \$55,200.00.

There were three significant one-time contributions which made up almost one quarter of the contribution amount. These were \$14,777 from Local 2; \$1,465 from Local 110; and, \$23,379 from District Convention events.

There are presently 1,252 monthly credit card and payroll contributors from IATSE staff and 153 different local unions and those contributions amounted to \$126,089 during the time period.

The \$55,200 in disbursements from the IATSE-PAC were contributed to twenty different campaigns, and the State and Local PAC contributed \$1,500 to two campaigns.

The Political Department has made presentations regarding the PAC to delegates attending District meetings.

Improvements are being made to the PAC website that will make it more user friendly.

New lapel pins are being designed for three levels of PAC participation to coincide with the \$40/\$20/\$10 per month contribution levels.

President Loeb thanked the committee for its report. He expressed his concern that Local leaders are not asking their members to participate in the PAC.

Without participation, the Union will have an influence void. The current level of participation is simply not sustainable. In order to answer requests from local unions to make contributions to important races, there simply must be more participation from members to the PAC. It is imperative that the leaders of the local unions and all American members of the IATSE act now and contribute to the IATSE-PAC.

## IATSE PRIDE COMMITTEE REPORT

IATSE Canadian Office Operations Manager Nate Richmond, International Representative Rachel McLendon, IATSE Local 884 Business Agent and Local 871 Interim Business Agent Doug Boney, IATSE Local 631 Secretary-Treasurer and member of Locals 477 and 835 Kim Holdridge and USA 829 Business Representative for Live Performance Carl Mulert provided the General Executive Board with an update on the Pride Committee's efforts since its establishment.

The Committee explained that the concept of an IATSE Pride Committee began at the 68th Quadrennial Convention in 2017 with the informal collection of names and email addresses of interested LGBTQ+ members across the United States and Canada. Following the Convention, an IA Pride Facebook page was established. Interest in the LGBTQ+ continued to grow and in May 2019, President Loeb officially formed the IATSE Pride Committee. The Committee's mission statement is:

*The IATSE Pride Committee works to enhance LGBTQ+ members' inclusion, visibility, and potential for*

*success within the union, the workplace, and the community, across our various crafts and geographic locations. The IATSE is committed to the principle that all people are equal, and therefore deserve respect and fair treatment, regardless of sex, gender identity/expression, or sexual orientation.*

The Committee went on to report that in May 2019 the United States House of Representatives with bipartisan support passed the Equality Act (EA). If subsequently passed by United States Senate and signed by the President, the EA would provide consistent and explicit non-discrimination protections for LGBTQ+ individuals across key areas of life, including employment, housing, credit, education, public spaces and services, federally funded programs, and jury service by amending a number of existing laws, including the Civil Rights Act of 1964, the Fair Housing Act, the Equal Credit Opportunity Act, the Jury Selection and Services Act and several employment related federal acts.

The Committee confirmed that a number of Locals across North America have participated in Pride Parades in their respective jurisdictions, including over fifty members from the Los Angeles Locals with the support of the West Coast Office for the 49th annual Los Angeles Pride Parade and over fifty members from Ontario Locals, with the support of the Canadian Office, in the Toronto Pride Parade. This year also marked the IA's first official contingent in the New York Pride March. The New York Pride March coincided with World Pride and the 50th anniversary of the



Stonewall Uprising, a riot that took place in June of 1969 at the Stonewall Inn located in New York by members of the LGBTQ+ community in response to raids and arrests for alleged violations of New York State's gender-appropriate-clothing statute.

Sister Holdridge concluded the Committee's report by presenting fellow Committee members with a token of thanks for their efforts in establishing the Committee, Pride themed Mickey Mouse ears from Disney World.

President Loeb thanked the Pride Committee for their report and confirmed that the Committee will have the full support of the General Executive Board and be invited to report regularly at future General Executive Board meetings. In doing so, President Loeb confirmed fairness, equality, dignity and non-discrimination are fundamental tenets of the IA that will continue to be pursued by the organization.

### **IATSE WOMEN'S COMMITTEE**

International Vice Presidents Joanne Sanders and Colleen Glynn, International Trustee Patricia A. White, Canadian Labour Congress Delegate Siobhan Vipond, International Representative Stasia Savage, Local 892 Executive Director Rachael M. Stanley, and Local 311 member Lucia Aloï reported to the Board on the activities of the Women's Committee.

In March, the Committee engaged in a social media campaign to celebrate Women's History Month. On the 1st of the month, information about the history and purpose of Women's History Month was posted on the IA and Women's Committee Facebook pages. This

was followed by a series of posts each Wednesday, focusing on a trailblazing woman from the history of the IATSE. A special post on March 8th celebrating International Women's Day provided a global focus. Locals and their women's committees added exposure by capturing photos and information as they participated in Women's events in their jurisdictions.

On Monday, July 22nd, the Committee held its semiannual meeting in Montreal. More than thirty-five women were in attendance. New appointments to the Executive Committee were announced. CLC Delegate Vipond and Representative Savage will join Vice Presidents Sanders and Glynn on the Executive Committee. The Executive Committee reviewed new scarf designs provided by Sister Stanley and a final decision will be made in short order. Other topics of discussion included communicating with members between GEBs, a new process for developing news articles, and a celebration of the 100th Anniversary of Women's Suffrage in the summer of 2020. Proposals regarding the IAWC's recommendations will be submitted to President Loeb.

The IAWC's summer event was held at the L'Auberge St. Gabriel and was attended by more than eighty-five women. The guest speaker was one of the founders of Madame Prend Congé (MPC), the non-profit selected by the IAWC to receive contributions to further the mission of MPC. The organization operates a women's center in Montreal which advocates for women's equality, improving women's living conditions, and fighting against poverty and vio-

lence against women. The IAWC raised over \$3,500.00 on behalf of the group. A heartfelt thanks was extended to all delegates who gave so generously. Vice President Sanders thanked Sisters Stanley and Aloï who organized the summer dinner when Sister Ellen Popiel, Local 487 Secretary, the IAWC's event planner, was unable to attend the meeting in Montreal.

### ***District Events and Activities***

As in previous years, each of the Districts was tasked with scheduling an event at their 2019 meetings. To date, Districts have reported myriad events including a networking breakfast event in District 1 on August 18; an address by Malia Arrington, Executive Director of the Hollywood Commission on Eliminating Sexual Harassment and Advancing Equality who addressed all delegates in District 2; a planned screening in District 3 of "This Changes Everything" Hollywood, a documentary exploring the lack of equality in Hollywood, a spinoff of the #METOO movement; networking events in Districts 7 and 9. Districts 6, 11 and 12 have all scheduled events which will be reported at the next meeting of the GEB.

In addition to the Districts events, Local Unions' Women's Committees have been extremely active and engaged as demonstrated below:

Local 52 - Committee accomplishments include: establishing on-site childcare at the General Meetings; creating a tab on the Local's website for parents which puts all information about benefits, policies and resources in one place; collaborating with the Young Workers Committee increasing the IATSE pres-





**Local 311 member Lucia Aloj, Local 892 Executive Director Rachael M. Stanley, International Vice Presidents Colleen Glynn and Joanne Sanders, International Representative Stasia Savage, Canadian Labour Congress Delegate Siobhan Vipond, and International Trustee Patricia A. White of the IATSE's Women's Committee.**

ence at the 2019 Women's March; sponsoring two women to attend the Northeast Union Women's Summer School; and working with the "Open Stage Project" which introduces NYC high school girls to behind the scenes careers in the theatrical arts.

Local 58 - the Committee has been engaged in discussions about Parental Benefits including sponsoring a motion to enact its first Parental Benefit plan structured to benefit both new and established members and ensures new parents have benefits when most needed.

Local 295 - the Committee volunteered the Local's Office to be a designated collection point for the Moon Time Sisters Collection Drive which took place in March. The Committee is now helping working mothers in the industry, developing a maternity plan, and campaigning for a daycare center as part of the renovation of the Globe Theatre. Many of the members working at the venue have young children.

Local 476 - the Committee has created a presentation entitled "Sexual Harassment and Accountability on the Set" and offered it to the entire membership beginning in January. Currently, they are

developing guidelines for reporting harassment and addressing LGBTQ+ issues at work. This is part of the Local's efforts to create a Pride Committee.

Local 478 - the Committee raised money for Krewe de Pink in support of Breast Cancer Research. A Krewe de Pink Prom will be held on October 5, 2019 in New Orleans. The Chair of the Committee drafted a proposal for a "Parental Financial Aid Benefit Program" which will be submitted to the membership for review next month. Once approved and piloted, the Committee will make it available to other Locals.

Local 669 - the Committee surveyed female members and those identifying as female to provide focus for the committee. The survey identified three issues - networking, access to training, and community engagement on which they will focus. The Committee has sponsored a "Full Purse" campaign where members donated small backpacks and purses filled with toiletries, feminine hygiene products, socks and water bottles. These were donated to the Downtown Eastside Women's shelter. In August, the Committee is hosting a Women's gathering.

Local 891 - the Women's Committee is now a standing committee, following a constitutional amendment supported by eighty-percent of the membership. It is engaged in an equity audit of members to identify gender and diversity gaps that may exist in leadership positions, and to assess the pay inequities in positions predominately filled by women. The Committee was successful in sending more members to the Summer Institute for Union Women by establishing a training line item in each of eighteen departments' budgets. The Committee has seen an uptick in activism from those members who have attended the Institute. Sister Natasha Tony, Co-Chair of the Committee was awarded the Spotlight award for Leadership in Education by the WIFTV and Capilano U.

Finally, Vice President Sanders reported that after the Wednesday dinner and after hearing the guest speaker, the restaurant staff of L'Auberge St. Gabriel boxed the left-over food and delivered it to MPC. The MPC organization and L'Auberge St. Gabriel intend to collaborate and work together going forward.

President Loeb observed that the Committee is starting to take shape and



mature, noting specifically the semiannual events at the GEB which have been well-received and successful. He specifically highlighted the connection made between MPC and the restaurant as an example of the contagious nature of activism. President Loeb noted his delight that Districts and local unions resource and fund women's committee events, remarking that he is encouraged by the Locals activism in this regard. He concluded by stating that the IAWC is strongest group of women in the American Labor Movement.

## **IATSE YOUNG WORKERS COMMITTEE**

International Representatives Allison Smartt and Wade Tyree, Interim Director of Communications Jonas Loeb, and Canadian Office Operations Manager Nate Richmond reported on the activities of the Young Workers Committee since the last General Executive Board meeting.

### ***Young Workers Conference 2020***

The Committee has been busy planning the 2020 Young Workers Conference. The next iteration of the conference, which occurs once every other year, will be held in Minneapolis in spring of 2020.

Minneapolis is an ideal location for a conference given Minnesota's importance in the upcoming election, central geographic location in the United States, proximity to Canada, and strong IATSE presence. Eight IATSE Locals call Minnesota home.

The conference has been moved from the fall to the spring to give attendees more time to mobilize for the 2020 election.

### ***West Coast Young Workers Activity***

The Committee and representatives from eleven Locals participate in the Hollywood IA Young Workers Coordinating Committee (the Committee). The Committee meets monthly, and each participating Local takes turns hosting and leading meetings. Since the last GEB, the Committee has written a mission statement, formed an Education and Outreach Subcommittee to investigate opportunities in the community, and picked a name.

Pursuant to its mission statement, the Committee seeks to "...unite new and young members of Los Angeles IATSE Locals through social engagement, networking events, community involvement, and education about the IATSE and the greater labor movement. Our goal is to foster a culture of open communication among craftspersons regarding shared objectives and to cultivate the next local, district, and international leaders."

The Committee has put its mission statement into action by increasing the presence of young and new workers at IATSE and wider community and labor events like blood drives, L. A. Pride, Letter Carrier's Food Drive, and the annual County Fed Toy Drive.

The Committee members have participated in a L.A. River clean-up, a 5K walk fundraiser for L.A. homeless veterans, and discussed the history of the local labor movement at a local elementary school as part of L.A. County Federation Career Day. To further increase turnout, the Committee recently discussed effective communication strategies and now each representative commits to specific levels of outreach for each event.

### ***Canadian Young Workers Activities***

After attending the most recent Young Workers Conference, Local 168's Anna-Lena Steiner presented a report to the Local's executive board. The Board immediately created a Young Workers Committee chaired by Silver Steiner. She has recruited two other members to the Committee and, thanks to recent organizing successes, the 180-member Local now has twenty-two young workers. Thanks to the work of the Young Workers Committee, for the first time this year the Local marched in the Pride Parade under an IATSE banner.

Stephane Ross is a young worker from Local 262 in Montreal. Brother Ross attended the most recent Young Workers Conference and last month he was elected 4th Director of the Montreal Regional Labour Council. Felicitations pour votre nouveau poste!

### ***Mid-Winter GEB, Austin Texas 2019 Young Workers Event***

Prior to the last GEB, Committee members attended the Young Active Labor Leaders (YALL) Summit in Austin. The Committee met young labor leaders from IATSE Locals, other unions, and young members in leadership positions at the Texas AFL-CIO. The Committee also held a successful IATSE Young Workers Event a couple of nights after the YALL Summit. The gathering attracted workers from the IATSE, Austin CLC, AFSCME Local 1624, and IBEW Local 520. Approximately forty young workers attended the events. It was a great showing of solidarity, community, and companionship.

President Loeb thanked the Committee for its report, expressed the Interna-



tional's commitment to young workers, and praised the activities of the Committee. The young workers are the future of the Alliance and will be a source of power for the Union.

## **MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS**

International Vice Presidents Michael F. Miller Jr., Thom Davis and John Ford, along with other MPIPHP Directors Scott Bernard, Rebecca Rhine, Colleen Donahue, Chuck Parker, Patric Abaravich, and Rachael Stanley reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

The combined value of Plan assets as of May 30, 2019, is approximately \$9.7 billion, an increase of almost \$400 million since year end 2018. The Pension Plan held \$3.8 billion in assets, followed by the IAP with \$4.7 billion. The Active and Retiree Health Plans held \$1 billion and \$85 million, respectively. As of May 2019, the MPI Pension investment returns for 2018 were up 4.2% and through June up another 2%. The MPIPHP Directors constantly review the MPIPHP asset allocation and its impact on the

benefit funds at all points in a market cycle. The Pension portfolio is designed to provide downside protection to the fund in the event of a market decline or economic downturn and benefit from uncorrelated assets. The asset allocation is 8.5% Real Estate, 37% Alternative, 34% equities (only a portion of that is in domestic) and 20 % fixed income.

The combined hours into the MPIPHP in 2018 exceeded 100 million for the first time. Vice President Miller noted that was significantly above the projected hours. Year to date totals through May are consistent with continued employment growth and are trending above 2018. Employer hourly contributions of \$399 million through May are up \$20 million from the same period last year. Residual receipts into the MPIPHP in 2018 totaled \$450 million. We continue to anticipate that our assumptions are appropriate in the near term as more content is being licensed in secondary markets. There are also new provisions in the Basic Agreement regarding streaming content that will also generate increased contributions into the plans for theatrical length content. Recently, due to the 2018

Basic Agreement, Netflix made a large residual contribution to the MPIPHP in excess of \$12 million. This will likely place Netflix in the \$15 million group of contributors.

The Active Health Plan has over 53,000 participants and more than 108,000 covered lives, with an annualized cost of \$12,800 per eligible participant. The Retiree Plan consists of 15,000 eligible participants and 23,000 covered lives with an annualized cost of \$8,000 per participant.

The MPIPHP reported that the reserve levels were at 19 months in the Active Plan and 11 months in the Retiree Plan as of May. The reserve levels in both Plans at year end exceeded the amounts necessary to trigger the 13th and 14th checks which were paid upon ratification of the Basic Agreement.

Recently, the MPIP, along with Aris Investments, Bridgewater and our actuaries, performed a Pension Stress Test to determine how the Pension Plan would fare in the event of a market decline. Vice President Miller reviewed this with the Board. The key takeaways from this stress test is that the portfolio is well



**Representatives from the MPIPHP Board of Directors: Scott Bernard, Colleen Donahue, International Vice Presidents Michael F. Miller Jr., and Thom Davis, Chuck Parker, Patric Abaravich, and Rachael Stanley.**



positioned to withstand a serious economic downturn and will likely outperform while being 40% less volatile than our peer portfolios. The expected return is 0.6% above peers with a significantly lower equity allocation. The primary reason for the better return-risk ratio for the pension versus our peer portfolio is because of the lower equity and higher alternatives allocations.

ARIS Investments summarized the study in six key takeaways. The pension has a long-term objective to achieve 7.5% average net return with as little risk as possible. Risk is measured by volatility and probability of material loss. The Plan is currently structured to meet this objective. The Pension's expected return is higher and volatility lower than the typical peer portfolio and the odds of material loss are markedly lower based on simulations going back to 1926. The primary reason the plan is more efficiently allocated than its peers is because it is more diversified. This doesn't mean defensive. In fact, over 80% of the assets are invested to have an equity-like return. The pension is structured to produce better performance (higher return/lower risk) than equity-concentrated peer portfolios over the long term. Due to a lower equity allocation, it is likely to underperform during strong equity markets and outperform during economic downturns.

President Loeb thanked the Directors for their report, noting that the Plans continue to grow as the combined hours continue to exceed projections. President Loeb noted that the stress test is significant because it indicates that, in the event of a market downturn, the Plans will

continue to be in good shape. President Loeb concluded his remarks by thanking the Directors for their hard work.

## **NU IMAGE**

General Counsel Samantha Dulaney and West Coast Associate Counsel Jacob J. White reported to the Board on Nu Image v. IATSE.

General Counsel Dulaney noted that the facts of this case are extremely esoteric but at its most basic the case involved a dispute over Nu Image's obligation to pay residuals on their productions.

Despite clear language in the contracts requiring them to do so, Nu Image did not pay any residuals to the Motion Picture Industry plans from 2006 to 2013. The MPI subsequently sued Nu Image for delinquent contributions. Nu Image then turned around and sued the IATSE, claiming that the International made negligent, or intentional misrepresentations during bargaining. Nu Image claimed that it relied on the representations of the International that it would not have to pay residuals. It sought indemnification from the International, essentially demanding that the International pay the residuals on their behalf. The International disputed these patently false claims.

The International was confident throughout the litigation that Avi Lerner and Nu Image had no legal, or factual, basis for their lawsuit. The case percolated up from the California federal district court to the Ninth Circuit Court of Appeals, and finally to the United States Supreme Court. The International prevailed at every step, from summary judgment at the District Court, to confirmation of summary judgment by the Ninth

Circuit, and, finally, to the Supreme Court's decision to deny review. The case is now over.

General Counsel Dulaney thanked David Rosenfeld, Bill Sokol, Michael Burstein, Lisl Soto, Roberta Perkins, and Monica Guizar from the Weinberg, Roger & Rosenfeld law firm, and Counsel White, for their work on the case.

President Loeb thanked General Counsel Dulaney and Counsel White for their report, remarking that it is important for the members to hear reports like this so they know that the International will battle employers all the way to the Supreme Court when they know the battle is important. This employer did not want to pay residuals, which fund the health and pension plans for IATSE members, and the IATSE will never back down in fighting for what is right.

## **OSBURN VS. IATSE SUPREME COURT CASE**

General Counsel Samantha Dulaney and West Coast Associate Counsel Jacob White gave the Board a status report concerning litigation filed in 2014 by Brother James Osburn and Sister Elizabeth Alvarez against the IATSE International, President Loeb and International Vice President Michael F. Miller, Jr. The facts and background of the litigation have been set forth in previous Bulletins and in the Proceedings of the 2017 Quadrennial Convention.

Local 695 was placed into trusteeship in February of 2014 for violating the IATSE International Constitution. As a result of the receivership, all officers of Local 695 including Brother Osburn and Sister Alvarez were removed from their positions as Local officers. Some employ-



ees were not retained. Brother Osburn and Sister Alvarez challenged the imposition of the trusteeship and their removal as officers and employees, alleging breach of contract under Labor Management Reporting and Disclosure Act (Titles I and IV) and California state law and employment discrimination. They filed their lawsuit in February 2015 in federal court in California.

In July and December of 2016, the federal district court granted the International's motions for summary judgment and dismissed the litigation. The court found that the International had not violated federal or state law in connection with the trusteeship.

Brother Osburn and Sister Alvarez then appealed the dismissal of their claims to the Ninth Circuit Court of Appeals. After oral argument in August 2018, a three-judge panel unanimously affirmed the district court's dismissal of the case, thus upholding the decisions in favor of the International.

They then petitioned for review by the entire Ninth Circuit, which was denied.

Brother Osburn and Sister Alvarez appealed to the Supreme Court of the United States of America, which in April 2019 denied their petition for certiorari and refused to hear their appeal. Thus, the district court's dismissal of all the claims filed by Brother Osburn and Sister Alvarez was upheld.

Counsels Dulaney and White expressed their sincere appreciation to Retired West Coast Counsel James A. Varga, the Weinberg, Roger and Rosenfeld firm particularly counsels David Rosenfeld, William "Bill" Sokol, Lis

Soto, Monica Guizar, Roberta Perkins, Joanna Sun for their outstanding work on this litigation.

President Loeb remarked that the litigation was unfortunate but the IATSE International Constitution is the "supreme law of this Alliance and of its constituent members". He stated that no member is above the Constitution and all members declare that they will be governed by it when they are initiated. He expressed that he will ensure that the Constitution is upheld, followed, and defended—all the way to the Supreme Courts of the United States and Canada—if necessary. He commended Local 695's current leadership, including Brothers Scott Bernard and Lawrence Abrams, all the Local's officers and all of the members for their governance, diligence, and for upholding the proud tradition of their crafts.

## **POLITICAL AFFAIRS REPORT – CANADA**

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

### **National Update**

#### ***Pharmacare***

A national pharmacare program remains a priority for organized labour in Canada. In the 2018 federal budget, the federal government announced that it had struck the Advisory Council on the Implementation of National Pharmacare, which was tasked with studying the possibility of such a system, and making recommendations for same. The com-

mittee's final report was released in June 2019. In it, the Council concluded that Canada's current patchwork system of prescription drug coverage is inadequate, unfair and inefficient. It was a conclusion long supported by public opinion, health economists and medical professionals, but one that had been vigorously opposed by big pharma and the insurance lobby. Despite that pressure, the Council has recommended that the federal government work with the provinces to implement a universal pharmacare program. The report contemplates copayments and/or user fees as well as a clear path to achieving universal pharmacare. It will now be up to the federal and provincial governments to work together to implement the recommendations.

### ***Copyright & Canadian Content***

The strengthening of copyright legislation and Canadian content rules continues to be priority issues for the Canadian Office. The Canadian Office previously filed formal written submissions with the Ministry of Canadian Culture & Heritage, the Ministry of Industry, Science & Technology, and the Ministry of Innovation, Science and Economic Development dealing with both issues. More recently, the Canadian Office continued its lobbying efforts on these two issues by filing written submissions with the Ministry of Transportation and Broadcasting which is also conducting its own review of the matters. In May 2019, the Ministry of Heritage released its report on Remuneration for Artists, which laid out twenty-two recommendations. Many of the recommendations set out in that report were supported



by IATSE, including a recommendation that the federal government create educational materials for consumers to raise awareness of copyright provisions and artist remuneration and a recommendation that the federal government review the safe harbor exceptions and laws to ensure that internet service providers are accountable for their role in the distribution of content. In June 2019, the Ministry of Innovation, Science, and Economic Development released an interim report summarizing the submissions and input it had received from individuals and organizations, much of which relates to the promotion and support of Canadian content. The final report is due in early 2020.

### *National Lobbying*

In February 2019, IATSE members from across the country joined over 350 other labour organization representatives in a National Lobby Day organized by the Canadian Labour Congress. IATSE attendees engaged in lobbying efforts with members of parliament on issues including pension legislation reform as well as national pharmacare.

Vice Presidents Lewis and Petti as well as Representative Hurdon and others continue to work regularly with IATSE's Canadian lobbyist to arrange meetings with politicians from all political parties to establish open lines of communication in anticipation of the upcoming federal election in the fall of 2019 and the possibility of a change in government.

### *Federal Election*

Canada is heading into a federal election in the fall of 2019. In anticipation of this election, IATSE has joined forces

with other labour organizations on two different initiatives. First, IATSE has partnered with the Directors' Guild of Canada and other industry unions and guilds on a non-partisan member engagement campaign. Called "Just Ask", the goal of the initiative is to get as many members as possible out to campaign events where members can pose questions to candidates to gauge their support for the entertainment industry and/or knowledge of the issues affecting the industry. The initiative seeks to secure pledges from members to attend at least one town hall or all-candidates meeting to ask at least one question of candidates and to also request that candidates sign a card confirming their support for the industry. The initiative has an online presence with a website and various social media accounts and is being spearheaded by a full-time organizer.

Second, IATSE has once again joined forces with other labour organizations in Engage Canada, a union-run group overseen by veteran Liberal and New Democratic Party strategists. The focus of Engage Canada is to run a concerted campaign against Federal Conservative Leader Andrew Scheer in hopes of ensuring the Conservatives do not form the next federal government. Funding for pre-election period television, radio and digital ads run by Engage Canada was derived from union donations, which included donations from IATSE Locals ranging from \$500 to \$40,000 and a donation from the International in the amount of \$25,000 for a total of \$130,000. Representative Hurdon played an "Engage Canada" ad for the General Executive Board.

## **Provincial Update**

### *Saskatchewan*

In late 2017, the Government of Saskatchewan introduced a law allowing survivors of domestic or sexual violence ten unpaid days of leave. In May 2019, the province amended this legislation to allow survivors five paid days of leave from work and five unpaid days. All Canadian provinces, with the exception of Alberta, now have leave for domestic violence, whether it is paid, unpaid, or a combination of the two. This recent amendment to Saskatchewan's legislation is a great victory for all survivors of domestic and sexual violence as well as a celebration for the IATSE as the issue of paid leave for all such survivors was identified as a priority by IATSE at the Saskatoon Canadian Convention back in 2015.

### *Alberta*

Alberta's labour friendly National Democratic Party was defeated by the United Conservative Party in the provincial election held in April 2019. The UCP, led by former federal cabinet minister Jason Kenney, netted 63 of the 87 seats in the Legislative Assembly and formed a majority government. This is a disappointing result for organized labour and one that is likely going to translate into many of the progressive labour friendly laws passed by the NDP being repealed and/or significantly amended in the months and years to come.

### *Prince Edward Island*

PEI's incumbent Liberal Party government was defeated by the Progressive Conservative Party in the provincial election held in April 2019. The PC's will form a minority government with the



Green Party forming the official opposition for the first time in Canadian history.

#### *Newfoundland & Labrador*

The incumbent Newfoundland and Labrador Liberal Party government called a snap provincial election in May 2019. The Liberals ended up losing seven seats to form a minority government with the Progressive Conservatives forming the official opposition.

#### *British Columbia*

Over the past year, the governing New Democratic Party in British Columbia undertook a comprehensive review of its labour and employment legislation using panels made up of both labour and business representatives. The IATSE made submissions to both panels and in May 2019, several of IATSE's recommendations became law. Although there are many positive amendments that flow from this review, the most important amendment for IATSE members working in British Columbia is a change to the Employment Standards Act which prohibits collective agreements from undercutting the minimum protections set out in the ESA. Other notable amendments include quicker turnaround times between the filing of an application for certification and a representation vote, provisions permitting mail balloting, better access to first contract mediation without the need for a strike vote and increased powers of the Labour Board to award automatic certification when employers engage in unfair labour practices.

#### *Ontario*

Ontario's Provincial Conservative Party government, led by Doug Ford, has

continued its attacks on working people, the environment, healthcare, education, and minorities. The Ontario Federation of Labour continues to organize conferences, rallies and protests around the province in an attempt to demand change. Representatives Hurdon and Jeremy Salter attended one such conference, the "Power of Many" Conference, which was aimed at assisting unions in encouraging their rank-and-file members to fight against the Ford cuts.

President Loeb commended the Canadian Office and all Canadian Locals for their efforts in helping shape a political landscape that is more worker friendly in Canada through activism and outreach. In doing so, he encouraged all Locals to be especially engaged in the upcoming federal election to ensure the interests of IATSE members are properly represented by those elected to power.

#### **PRIDE AT WORK**

Locals 884 and 871 Business Representative Doug Boney reported to the General Executive Board about various Pride at Work events.

Boney attended the Pride at Work National Executive Board Meeting, which was held in Chicago from March 30-31, 2019. Bob Reiter, President of the Chicago Federation of Labor, welcomed the Board members. After a series of reports, Pride at Work Executive Director Jerame Davis gave an overview of attendance and financial information from the 2018 convention, noting that it was the highest attended and most financially successful convention in Pride at Work's history.

While at the meeting, Boney reported to the Pride at Work board on the success

of the IATSE Pay TV negotiations, which resulted in the inclusion of the model non-discrimination language Boney received while at the Pride at Work convention. This led to a discussion of other issues Pride at Work should work on to share with unions for their negotiations and benefit plans that affect LGBTQIA+ workers, such as bathroom access for trans and non-binary individuals, inclusive healthcare coverage for trans individuals in every stage of their journey, complete coverage of all antiretroviral medications for HIV treatment and coverage of PREP, a prophylactic medication taken to reduce the transmission of HIV.

Joan Jones, President and Director of the National LGBTQ Workers Center then provided a presentation on its work. Their focus is advocacy, training, and support for low wage workers that identify as LGBTQIA+, centered on historically oppressed workers within the community, such as individuals who identify as trans and people of color. Joan stressed that lifting up the wages, working conditions, and respect for these vulnerable workers benefit everyone in the fight for economic justice.

The second day of the meeting involved discussions on the Queer Working People's Agenda and the Future of the Queer Worker, a collaboration of Pride at Work with multiple LGBTQIA+ organizations and labor unions. The purpose of this study is to illustrate that the queer community is not a monolith, but is comprised of people from every ethnic and religious background, every gender identity, different familial and relationship structures, and from all income levels. The study plans to iden-



tify and come up with solutions for the challenges of organizing and supporting everyone from these widely varied backgrounds, but who are also part of the same queer community.

Boney then discussed his attendance at the Pride at Work 25th Anniversary Solidarity Celebration held in Washington, DC at the AFL-CIO on June 20th. Former Pride at Work President Shane Larson was honored for his continued advocacy and work for LGBTQIA+ workers along with the Lambda Legal Staff Union for their extended and ultimately successful journey to their union's recognition and first contract. The Pride at Work anniversary coincided with the 50th Anniversary of the Stonewall Riots and each one of the speakers and honorees recognized these milestones by acknowledging how far the movement has come, but also recognizing how much work is left to be done. Jerame Davis provided welcome remarks at the beginning of the event and specifically recognized the IATSE as a key ally of Pride at Work.

Finally, Boney reported that he has been assigned to attend the Equality California Awards in Los Angeles on September 28th. Equality California is the largest statewide LGBTQ+ civil rights organization in the country and through education, mobilization, and advocacy it works towards electing pro-equality leaders, passing pro-equality legislation, and fighting for social justice in the courts, not just in California, but across the United States. They recognize the role of labor in their work and see unions as an integral part of their success. Key political allies of Equality California are Speaker Nancy Pelosi, CA State Senator

Scott Wiener, and Congresswoman Katie Hill to name a few.

Boney noted that, as he was preparing his report, he kept hearing, over and over again, President Loeb's words after so many reports to the General Executive Board that "Growth Equals Strength." Some take this to mostly mean growth in numbers, but growth is also what attendees to Board meetings learn and bring back for the benefit of their members. Boney said that he is grateful to President Loeb for appointing him to the Pride at Work Executive Board so that he can learn and grow as a leader, bringing that knowledge back to share, thereby growing the knowledge of the entire IATSE, making the Union stronger.

Boney concluded his report by thanking President Loeb and the General Executive Board, along with the leadership of his IATSE sisters, bothers, and kin, thanking everyone for their support of Pride at Work and its mission to advocate and provide a voice for LGBTQIA+ workers in the United States.

President Loeb thanked Boney for his report. Advocacy and a voice are not things that just happen, rather they are the result of the Union's presence and involvement. Using the Union's strength to advocate on social justice issues is important, and the International will continue to be front and center in these fights.

### **RADIOHEAD STAGE COLLAPSE CORONER'S INQUEST**

International Vice President and Director of Canadian Affairs John Lewis and International Representatives Peter DaPrato and James "Jim" Brett reported to the General Executive Board on

IATSE's participation in the Office of the Chief Coroner of Ontario's inquest into the death of Radiohead drum technician Scott Johnson.

On June 16, 2012, during the setup by a non-union service provider at Toronto's Downsview Park for the final concert of Radiohead's North American tour, the roof of the temporary stage collapsed, killing drum technician Scott Johnson and injuring three other members of Radiohead's road crew. Over a three-week period in March 2019, the Chief Coroner of Ontario conducted an inquest into the circumstances that gave rise to this workplace death. IATSE applied for and was granted standing as an interested party to participate in this Coroner's Inquest. As an interested party, IATSE was afforded the opportunity to cross-examine witnesses, call witnesses and make recommendations to the jury with a view to preventing similar workplace tragedies from occurring in the future. During the course of the inquest, IATSE was represented by Vice President Lewis and Representatives DaPrato and Brett as well as legal counsel Lauren Tarasuk from Koskie Minsky LLP during the course of the inquest.

Although IATSE members did not work on the construction of the temporary staging that collapsed and killed Mr. Johnson, the IATSE had a vested interest in the health and safety issues at stake in the inquest, as both an expert and leader in the live performance industry. For this reason, IATSE actively participated in the inquest by engaging in pointed and relevant cross-examinations of all witnesses and by calling Representative DaPrato as a witness to give evidence



on how and why this workplace tragedy was preventable. The IATSE also took an active leadership role in helping to formulate twenty-eight jury recommendations aimed at improving workplace safety for all similarly-situated live performance workers in Ontario, including IATSE members. All recommendations supported by IATSE were adopted by the jury. As a direct result of IATSE's participation in this inquest, IATSE will be one of the constituent members of a permanent working group funded by the Ontario Government consisting of live performance industry professionals and professional engineers who are charged with the responsibility of developing and maintaining a fully integrated and consistent approach to the processes involved in the live performance industry, including the construction and use of temporary staging, to ensure similar workplace tragedies do not occur in the future. The report concluded with the General Executive Board and meeting attendees rising to observe a moment of silence on behalf of Scott Johnson.

President Loeb thanked the Canadian Office for its report. In doing so, he confirmed that the IATSE will continue to be committed to ensuring that the health and safety of IATSE members remains a top priority for the Alliance and that the International will always support any initiatives aimed at improving the health and safety of all workers in the entertainment industry.

## **REALITY TELEVISION ORGANIZING CANADA**

International Vice President and Director of Canadian Affairs John Lewis,

International Representatives Peter DaPrato and Jeremy Salter and Canadian Office Operations Manager Nate Richmond reported to the General Executive Board on IATSE's reality television organizing initiatives.

The nature and scope of reality and/or factual television in Canada has increased over the last decade with the licensing of Canadian versions of several successful United States reality-based shows. In an effort to organize the workers in this industry, the IATSE and the Canadian Media Guild (CMG), an affiliate of the Communications Workers of America (CWA), officially formed a council in May 2019 - the Factual Television Joint Counsel. The Council is governed by a constitution which sets out the respective jurisdiction of the two unions.

The Council has identified a number of organizing targets and is currently in the process engaging with some of those target employers with a view to reaching collective agreements and/or filing applications for certification in the near future.

President Loeb thanked Vice President Lewis and the others for the report. In doing so, he noted that reality television workers in Canada deserve workplace representation and the IA is both capable of providing it and willing to commit the resources to making it happen.

## **STEWARD TRAINING**

International Trustee and Education and Training Department Director Patricia White reported to the General Executive Board regarding steward training developments.

White reported that IATSE Steward

Training materials are now available to local unions upon request. The training materials are designed for local trainers to use and customize to fit their own Local's needs, and include a main PowerPoint presentation, a supplementary scenario presentation, the IATSE steward glossary, and an instructor's manual. The presentation runs about two to three hours long. While it is customizable to fit each Local's needs, it can also be used without any further alteration. The training is available in versions for both U.S. and Canadian Locals.

International Representative Dan Little conducted the first pilot training in Philadelphia for eleven Local 8 stewards on June 10, and Special Representative Don Martin followed up with a session on June 29 with a session for twenty stewards from Locals 329 and 82. International Representative Peter DaPrato piloted the Canadian version for eighteen participants from Locals 58, 129, 828 in Hamilton, Ontario. Small alterations were made based on instructor feedback from these sessions, to produce the finished version. The training has also been shared with Richard Negi, Education Director of Local 600 and Mandie DeMiskey, Head Steward at Local 52. Both gave helpful input, which will be incorporated into customized training at those Locals later this summer.

White thanked the representatives already mentioned for their willingness to test the materials, to International Vice President and Director of Canadian Affairs John Lewis, International Vice President Dan Di Tolla and Assistant Stagecraft Department Director Joe Hartnett



for their advice, and to Safety and Training Outreach Coordinator Hannah D'Amico for doing great work to put the materials together. Credit goes to Special Representative Don Martin who was persistent in his advocacy for course development. This presentation is available to local unions upon request, by emailing Hannah D'Amico in the General Office [hdamico@iatse.net](mailto:hdamico@iatse.net).

President Loeb thanked Department Director White for her report and the great work on this issue. In the industries IATSE members work in, stewards must have different skills and tools than stewards in other industries, and this training is tailored to those needs.

## USITT

International Trustee and Director of Education Patricia A. White, International Representatives Radar Bateman, Mark Kiracofe, Daniel Little, and Allison Smartt, IATSE Safety Committee Chair Kent Jorgensen, and ICAP Member Alan Rowe reported on the 2019 United States Institute for Theatre Technology (USITT) Conference and Stage Expo.

The 59th annual USITT Conference and Stage Expo was held in March in Louisville, KY. This event has historically fostered close collaboration between educators and stagecraft professionals. Throughout the convention IATSE representatives, university faculty, vendors, students, potential members, and current members interact at meetings and education sessions. Exchanging information, promoting the IATSE, and displaying union values to a coming generation of workers makes USITT an invaluable opportunity. Coordinated, strategic, and long-term planning surrounding this

event helps build union power. The IA activities and topics and at USITT generally include, the IA exhibition booth, educational panels, industry safety, technical theatre, student outreach, and equity, diversity, and inclusion.

The IATSE booth on the exhibition floor acts as the center for IATSE representatives to educate students, university faculty, and potential members on the values and functions of the union and provide them with information about various Locals. With hundreds of exhibitors, including vendors, and industry professionals, the exhibition floor gives IA representatives opportunities to meet with various groups and discuss potential IATSE member training and employment opportunities for young workers. The event also sparks thoughts about future organizing opportunities. In addition to the International, Locals One, USA829, and 705 also had booths on the show floor.

In addition to staffing the booth and attending relevant panels, IATSE representatives also participate in and led a wide-range of sessions including ESTA meetings, Technical Standards meetings, and ETCP council meetings. Leading up to the conference on March 18 and 19, ICAP members Joe Aldridge, Kent Jorgensen, and Alan Rowe, assisted by IATSE members Mike Murphy (Local 369) and Michael Pittman (Local 13), taught a two-day OSHA-10 general entertainment safety course. Dozens of people attended the course. Attendees were fully engaged and appreciative of the content. Eddie Raymond was one of the principal organizers for the ESTA's second annual New World Rigging Symposium, a meet-

ing which drew 175 attendees, the majority of whom are IATSE members.

USITT 2019 included many presentations that focused on equity, diversity and inclusion, which was a prominent theme and a topic that many young technicians care genuinely about. One panel focusing on parenthood in the theater featured an IATSE member who spoke highly of her 'union family' and their role in helping raise her child. Representatives also attended panels sponsored by the USITT Safety and Health Commission and established connections with commission principals. This year, the Safety and Health Commission placed special emphasis on mental health awareness.

Representatives attended several relevant panels on technical theater, including information about working as an employee as opposed to an independent contractor. These panels lacked union involvement, but Representatives nonetheless participated to initiate union-friendly discussions. This year's conference included the Digital Media Commission's inaugural meeting. This area of importance to the future of many IATSE crafts provided an opportunity to connect with the Commission's leadership, which expressed interest in working with the IATSE at future conferences.

This year's IATSE-sponsored panel titled "Backstage to Big Screen," featured IATSE members from Locals 481, 764, and Local USA829, and its purpose was to highlight the similarities and differences between live theatre and the motion picture industry. Locals also hosted education sessions. Local 764 sponsored a panel about the essentials of working in wardrobe, which fea-



tured members of Locals 764, 705, and USA829. It emphasized the interconnection of all entertainment industry crafts. Local USA829 also hosted a panel of its own, as in recent years, which featured USA829 members and informed attendees about being a United Scenic Artist member.

The Roundabout Theatre Company Theatrical Workshop Development Program (TWDP) Fellows attend the USITT Conference as part of their first-year training. A group of many IATSE representatives and officials from Locals attended a breakfast with the TWDP Fellows to welcome them to the Conference, and appeared at USITT's annual skills competition, known as the "Tech Olympics," to cheer on the TWDP Fellows.

Those reporting concluding by noting the USITT Conference is a multifaceted event that can greatly influence our relationship with incoming professionals in the entertainment industry. They noted the importance of the IA's presence and the Alliance should strive to increase union presence at panels and commissions during future USITT Conferences. It provides opportunities

to connect with students who are passionately interested in their crafts. By establishing a greater union presence, the Alliance will maintain its positive, supportive image in the eyes of students, instructors, and future members.

President Loeb remarked that the IATSE had a great team at this year's USITT Conference. They were able to relate with and communicate with people entering the industry and the IA will continue to attend and support it.

### **WEST COAST OFFICE REPORT**

General Secretary-Treasurer James B. Wood, International Vice President Thom Davis, International Vice President and Motion Picture and Television Department Director Michael F. Miller Jr., and International Representative Peter Marley reported to the Board on developments in the West Coast Office.

Vice President Miller reported that the IA West Coast Office continues to be very involved with various events within the greater Los Angeles community by participating in events such as the May Day Parade, the LA Pride Parade, Postal Workers Food Drive, the United Way

Home Walk, and supporting the UFCW in their negotiations.

So far in 2019, the West Coast Office has turned out over 200 volunteers to participate in these events. This activism has been noticed by labor colleagues at both the County and State levels and it is known that the IATSE is committed to making a difference.

The IA will be sponsoring an event for Congressman Adam Schiff (D - CA). This event will be hosted by the IA at Local 80's union hall. Officers, members, and staff of the IA Locals are encouraged to attend and support one of the Union's good friends in Congress.

The Chase Arena in San Francisco is opening soon, and Miller and International Representative Marley have been deeply involved with Local B-18.

Miller also reported that a labor peace agreement was signed at the beginning of the construction process for the new Rams Stadium in Los Angeles. In addition to the stadium, it is anticipated that there will also be a venue for live entertainment. The West Coast Office continues to closely monitor the situation.

For the second year, Vice President



**International Vice President Thom Davis, General Secretary-Treasurer James B. Wood, International Vice President Michael F. Miller, Jr. IT Administrator James Rainey and International Representative Peter Marley reporting on the West Coast Office developments.**





Miller moderated a panel at the Motion Picture Academy along with representatives of various West Coast Studio Locals. The panel was titled “Demystifying the Unions and Guilds” and was presented to all of the Academy interns. These are 3rd and 4th year college and film school interns that are looking to get into the Motion Picture Industry. Getting to these students early in their careers and while they are still in college to educate them about the IA has been very successful and is well received by these students.

Vice President Miller and General Secretary-Treasurer Wood reported on the sale of the current West Coast Office building and the renovations and move to the new building at 2210 W. Olive Avenue, in Burbank, CA. The new building is on schedule and the office will move on August 22. The current property will close escrow on August 31 and be turned over to the new owner. The new building will significantly increase the IA’s ability to conduct more business as there are better and larger meeting and bargaining facilities, room for expansion and space to hold events, both indoors and outside. Miller recognized and thanked General Secretary-Treasurer Wood for his help and guidance as well

as experience in handling the building renovations. Jimmy Rainey has been instrumental in coordinating technical and IT in the Olive Avenue building. Miller also acknowledged the work of West Coast Office Manager Buffy Snyder in managing the details and specifics of the renovations of the new building and the move itself. Change of address notices will go out at the beginning of August. The phone number will remain the same.

Miller concluded his report by thanking President Loeb for his support through the process of moving the West Coast Office to the new building on Olive Avenue.

General Secretary-Treasurer Wood then discussed the long process of moving to the new building and expressed his appreciation for Vice President Miller’s work in that regard.

President Loeb remarked that it is important to have a space that will allow the Union to grow in the future and be the center of the Alliance’s activities in Los Angeles, and the new West Coast Office will allow the Union to do those things. He thanked General Secretary-Treasurer Wood and Vice President Miller for their hard work in making this a reality.

## WORLD PRIDE AND NYC PRIDE MARCH

Assistant Motion Picture and Television Production Department Director Dan Mahoney, International Representatives Wade Tyree and Rachel McLendon, Canadian Office Operations Manager Nate Richmond, Local 631 Secretary-Treasurer Kimberly Holdridge, Local 798 Secretary-Treasurer John “Jack” Curtin, and member Cynthia O’Rourke, Local 884 Business Agent Doug Boney, and Local USA829 Business Representatives Patrick Landers and Carl Mulert provided the General Executive Board with a report on the IATSE’s participation in World Pride and the 2019 New York Pride March.

World Pride is an event established nineteen years ago to promote LGBTQ+ issues around the world through parades, festivals and related activities. During that time different international cities have been selected periodically to host World Pride. In 2019, New York was selected to host World Pride to coincide with the 50th anniversary of the Stonewall Uprising, a riot that took place in June of 1969 at the Stonewall Inn located in New York’s Greenwich Village by members of the LGBTQ+ community



in response to raids and arrests that targeted New York's LGBTQ+ community.

The June 2019 New York Pride March, which took place as part of the World Pride festivities covered 2.5 miles of Manhattan, included roughly 150,000 marchers and drew an overall crowd of millions. The IATSE was among the groups participating. President Loeb marched alongside a diverse IATSE contingent of over 320 members and their families and friends from all over North America, which included members of Locals One, 4, 52, 161, 477, 600, 631, 700, 751, 764, 798, USA829, 835, 871, 884, and ATPAM. The event also marked the first public appearance of the IATSE Pride Committee since the committee was established. On this momentous occasion, marchers signed the New York Pride March banner created by USA829 members that the IATSE contingent marched behind. At the conclusion of the report, the banner was presented to President Loeb as a token of thanks for the Alliance's support of the IATSE LGBTQ+ community and its participation in World Pride and the 2019 New York

Pride March. Those reporting also gave special thanks to all individuals and Locals that contributed to the IATSE's participation in this historic event. President Loeb proudly accepted the march banner and, in doing so, thanked everyone involved in making the IATSE's participation in the 2019 New York Pride March a success.

### **LOCAL NO. 8, PHILADELPHIA, PA**

#### **Re: Pennsylvania Convention Center**

Vice President Michael J. Barnes, International Representative Daniel Little, Local 8 Officers Joseph Baliski, Recording Secretary, and Phillip Effinger, Associate Business Agent reported on the extension of the agreement covering Local 8's work at the Pennsylvania Convention Center (PCC).

The PCC opened in 1993 and after renovations in 1995 and 2006 has a footprint of one million square feet. During that time, there existed operational issues which were resolved in 2004 through the negotiation of a Customer Satisfaction Agreement (CSA) between the PCC and six participating unions that worked in the Convention Center, including Local 8.

While the jurisdictional inter-union disputes amongst the six unions at the PCC decreased significantly after the negotiation of the 2004 CSA, customer complaints and the overall reputation of the Center continued to suffer until 2013 setting the stage for contentious negotiations in 2014. Two of the unions—the International Brotherhood of Carpenters and the International Brotherhood of Teamsters—refused to sign the CSA. Those unions filed multi-jurisdictional litigation against the PCC Authority.

Significant changes were made to the CSA as a result of the 2014 negotiations, including a redistribution of trade show work among the four remaining unions—IATSE, IBEW, Laborers and Riggers.

Immediately after the signing of the 2014 agreement, public perception began to change from negative to positive. Several large trade shows have returned to Philadelphia and the PCC. The good reports about the turnaround at the PCC led to union work for the Papal Visit in 2015, the Democratic National Convention in 2016, and the NFL Draft in 2017.



**Vice President Michael J. Barnes, International Representative Daniel Little, Local 8 Officers Joseph Baliski, Recording Secretary, and Phillip Effinger, Associate Business Agent reported on the Pennsylvania Convention Center.**



The CSA extension will not expire until 2029. It provides annual wage and benefit fund contributions to workers represented by the Local, as well as the Creation of a Safety, Training, and Marketing jointly administered trust fund.

Vice President Barnes reported that the impact of this agreement for the unions at the PCC cannot be overstated. The CSA provides a foundation that will give Local 8 stability to continue to grow and provide jobs that allow members to pay their bills, maintain their health insurance, finance their retirement, fund their training programs, and sustain their political action efforts.

The success of the IATSE over the last five years and the success of the PCC and hospitality industry in Philadelphia are related. Convention bookings have risen more than three hundred percent. Economic studies put the impact of the 2014 CSA at close to \$3.0 billion for Philadelphia; \$1.1 billion in 2015 alone.

Local 8 has undergone a fifty-four percent growth in membership over the last five-year period. To keep pace with its expanded jurisdiction, the Local began mining workers from the non-represented stagehands in the regional theaters, rock and roll clubs and hotel A.V. crews. Through the organizing and communication techniques provided by the International, Local 8 successfully organized workers at the, Bristol Riverside Theater, Media Theater, Philadelphia Theater Company, Wilma Theater, Tower Theater, Theater of the Living Arts, Filmore East, The Met and over twenty hotels under PSAV management.

With tremendous assistance from the International's training curriculums,

Local 8 has developed a sophisticated ongoing training program to train the Philadelphia workforce. In 2018 alone, Local 8 in coordination with the IATSE-TTF scheduled forty-five courses for 1013 attendees providing 258 industry recognized certificates.

The Local competed above its weight class using community activism and social media to increase the IATSE profile. The IATSE Four Pillars—Leadership, Skills and Safety, Activism and Communication—were used extensively throughout Local 8's strategic plan.

Vice President Barnes expressed his appreciation to President Loeb and the International, stating that President Loeb's vision to make training, political action, activism, communication and organizing Union priorities directly led to Local 8's Growth and Strength.

President Loeb observed that Local 8 is an excellent example of external and internal organizing success, forever changing the face of the Local. He commended the Local for taking advantage of all the training offered by the International, thereby not only helping individual members but also raising the Local's reputation and profile as a leader in a dynamic, skilled, educated, active, and involved membership.

#### **LOCAL NO. 193, PEORIA, IL Re: Bloomington Center**

At the request of Local 193 Business Manager Kevin Paxton, President Loeb assigned Vice President Craig Carlson to assist the Local in its negotiations at Bloomington Center for the Performing Arts (BCPA), which was organized in 2014 with help from the International.

After meeting with the employer and

presenting proposals, the collective bargaining parties reached agreement on a successor contract that includes wage increases, improved working conditions and additional holiday. Local 193 ratified the agreement.

Vice President Carlson expressed his appreciation to President Loeb for the opportunity to assist Local 193 and for consistently providing leadership training, annual seminars and regular classes that prepare Representatives and staff for their assignments. On behalf of Local 193, Vice President Carlson extended their heartfelt thanks to President Loeb.

President Loeb thanked Vice President Carlson for his diligence. He commended the Local for a solid, successor collective bargaining agreement at the BCPA.

#### **LOCAL NO. 217, ROCKFORD, IL Re: SMG BMO Arena and Coronado Theatre**

At the request of Local 217 for assistance with its negotiations for the BMO Harris Arena and the Coronado Theatre in Rockford Illinois, President Loeb assigned Vice President Craig Carlson. SMG operates both venues on behalf of the Rockford Metropolitan Exposition Auditorium and Office Building Authority.

After several internal discussions, the Local formulated a prioritized list of proposals for the BMO-Coronado negotiation with SMG.

After negotiations, the parties reached a three-year agreement including wage increases, improvements in working conditions and jurisdiction. The Local 217 membership ratified the agreements. They send their gratitude to President Loeb for his support in making



certain they achieved good contracts for these important venues.

President Loeb commended the Local and Vice President Carlson for their preparation and effort which culminated in solid collective bargaining agreements providing middle-class wages for the workers.

#### **LOCAL NO. 514, MONTREAL, QC**

##### **Re: Montreal Film Organizing**

International Vice President and Director of Canadian Affairs John Lewis, International Representatives Jason Vergano and Jeremy Salter, Local 514 Business Agent Christian Bergeron and Local 667 Business Agents David Rumley and Christian Lemay reported to the General Executive Board on the status of the Quebec Labour Code Bill 32 open period and IATSE's bargaining rights in Quebec.

It was explained that Bill 32 establishes four bargaining sectors and clarifies which unions may possess the bargaining rights for employers operating in those sectors:

Sector 1: For all Non American producers, regardless of the size of the production budget, domestic (local) production and co-production: AQTIS

Sector 2: For all US productions produced and financed in whole or in part by a member company of the AMPTP or any affiliated or related company including Dark Castle Entertainment: IATSE

Sector 3: For all American independent productions with budgets of less than \$35M; \$1,615,000 for a 30 min. TV production; \$2,690,000 for a 60 min. TV production and productions by Lions Gate Entertainment and Walden Media: AQTIS

Sector 4: For all American independent productions with budgets of more than \$35 million; \$1,615,000 for a 30 min. TV production; \$2,690,000 for a 60 min. TV production (excluding productions by Lions Gate Entertainment & Walden Media): IATSE

Bill 32 provides for an open period every five years during which any affected party can seek to raid the bargaining rights of another union or to ask the Quebec Labour Board to amend the four designated bargaining sectors.

After extensive consultation with Locals 514 and 667, the Locals filed applications with the Quebec Labour Board seeking to be recognized as the sole bargaining agents for all Sector 3 workers currently represented by AQTIS. The Director's Guild of Canada also filed applications seeking recognition as the sole bargaining agent for a variety of Sector 1 and 2 positions currently held by AQTIS. In response, AQTIS filed applications seeking to raid IATSE in Sectors 2 and 4 as well as the DGC positions across all four Sectors plus the advertising film sector. AQTIS has also sought to have the Quebec Labour Board modify the budget parameters separating Sectors 3 and 4.

IATSE's applications have been supported by an extensive Facebook and social media campaign called "La Piece Manquante" ("The Missing Piece"). This campaign was launched at a very successful social event attended by over 130 people and included Quebec Federation of Labour President Daniel Boyer and Vice President Lewis as speakers. The IATSE campaign continues to enjoy significant support from affected workers.

The parties now await direction from the Quebec Labour Board on how these various applications will be processed and whether and how representation votes will take place to determine which union will end up representing workers in the various sectors.

President Loeb thanked the Canadian Office as well as Locals 514 and 667 for the continued efforts to protect the IATSE's bargaining rights in Quebec. He confirmed that the IATSE will continue to commit time and resources to protect IATSE's jurisdiction and bargaining rights in the motion picture industry in Quebec and defeat the AQTIS applications.

#### **LOCAL 835, ORLANDO, FL**

##### **Re: General Service Contractors Agreement**

International Vice President and Director of Tradeshow and Display Department Joanne M. Sanders, Local 835 Secretary-Treasurer Charles Bruno, Local 835 Business Agent Mark Hardter and Local 835 President Herman Dagner reported on recent Florida General Services Contract negotiations.

Vice President Sanders and the Tradeshow Department began assisting the Florida Locals in negotiations for their General Services Contract beginning in the fall of 2018. As was earlier reported to the Board, the largest employers in the exposition services industry in this area are signatory companies Brede/Allied, Freeman, GES, and Shepard. However, many other employers also customarily adhere to this agreement. The contract expired on October 1, 2018 and negotiations commenced thereafter. The expiring contract was extended through



December 31, 2018 and again through February 28, 2019.

Worker retention has been a difficulty in the Orlando area. To address this and other market forces, the Locals proposed sizable wage increases, which would be phased in during the contract term (thus keeping industry employers competitive with other regional corporations phasing in a \$15.00 per hour minimum wage by 2021). The companies accepted the Locals' proposals to increase wages by \$1.50 per hour in the first year of the new contract. Additionally, to address the increased cost of living in the Orlando area, the new contract will result in sizable wage increases. Wage increases were retroactive. Local 835, the largest participating Local in Florida overwhelmingly ratified the proposed contract at its meeting on February 20, 2019. Similar meetings were scheduled by the other Locals and the contract was ratified.

Once the General Services Contract was completed, negotiations began for the Florida Freight Contract, starting with Freeman, GES, and Brede/Allied. Many similar market issues affect the freight and warehouse sectors of the exposition industry. Therefore, the employers agreed it would be in the best interests of the industry to adopt the economic package set forth in the new General Service Contract. Further Freight Contract negotiations significantly clarified certain contract language. Ratification meetings were held in May 2019 and the Freight Contract was overwhelmingly accepted. Thereafter, the Tradeshow Department assisted the Locals in completing the

freight contract that covers other signatory employers, and which often serves as a model when new employers enter the area market. Those efforts have now yielded a uniform agreement for the coming several years. Finally, it was noted that Florida negotiations for the Exhibitor Appointed Contractors will soon commence in advance of that contract's August 31, 2019.

President Loeb thanked those reporting for their efforts and participation in these negotiations and remarked upon the significant gains in these contracts, which will provide stability in this area over the coming years.



### **RETIREMENT OF INTERNATIONAL REPRESENTATIVE SCOTT D. HARBINSON**

In the presence of his wife Beth and daughter Sara, as well as his International and local union colleagues, International Representative Scott D. Harbinson succinctly and sincerely tendered his resignation to the Board, effective January 1, 2020.

In a heartfelt response, President Loeb recounted Representative Harbinson's assiduous work for the International over the past thirty years. Presi-

dent Loeb recalled that in the late 1980s/early 1990s, motion picture production in the southeastern United States was non-union. He said that at the time, the industry was akin to the wild-wild West with employers pitting local unions and workers against each other which often resulted in a race-to-the-bottom regarding wages and working conditions. President Loeb recollected that this was the environment when he, along with Representative Harbinson and Local 600 Eastern Regional Director Jim Hovey began to strategize and organize television and motion picture production. President Loeb recalled working long days for years on end to lock up television and motion picture production work and make it union. He noted that Representative Harbinson committed himself to this effort with hard work and sophistication. He expressed heartfelt thanks to Representative Harbinson for all of Scott's efforts, specifically observing that "organizing in the southeast would not have happened without Scott." President Loeb extended to Representative Harbinson the appreciation of the Alliance, saying that "Scott was a big part of establishing the foundation for locking up motion picture and television work and making it union." He commended Representative Harbinson for a "great job and well-earned retirement." Those in attendance saluted Representative Harbinson with a sustained standing ovation.

### **ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 10:30 a.m. on Friday, July 26, 2019.



**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE  
LE WESTIN HOTEL • MONTRÉAL, QC • JULY 22, 2019**

Since the last meeting of the Defense Fund Committee in Austin, TX on February 4, 2019 the following local unions requested and received approval to seek assistance from the Defense Fund, and the following disbursements have been made pursuant to Article Fourteen, Section 8 of the International Constitution. In accordance with the above-stated provisions of the International Constitution, invoices have been paid for the express purposes reflected below:

Local No. 2, Chicago, IL, (Milwaukee L18) Article Fourteen, Section 8(d) - Organizing	\$ 10,058.23	Local No. 504, Orange County, CA, Article Fourteen, Section 8(d) - Legal	14,159.97
Local No. 12, Columbus, OH, Article Fourteen, Section 8(d) - Legal	13,238.85	Local No. 540, Baton Rouge, LA, Article Fourteen, Section 8(d) - Legal	5,030.52
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	14,010.88	Local No. 611, Santa Cruz, CA, Article Fourteen, Section 8(d) - Legal	5,018.65
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) - Legal	108,406.25	Local No. 634, Sudbury, ON, Article Fourteen, Section 8(d) - Legal	7,367.78
Local No. 38, Detroit, MI, Article Fourteen, Section 8(d) - Legal	2,937.29	Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) - Legal	11,762.27
Local No. 51, Houston, TX, Article Fourteen, Section 8(d) - Legal	4,463.29	Local No. 757, Detroit, MI, Article Fourteen, Section 8(d) - Legal	4,446.70
Local No. 58, Toronto, ON, Article Fourteen, Section 8(d) - Legal	26,410.38	<b>SUBTOTAL: \$ 383,171.32</b>	
Local No. 69, Memphis, TN, Article Fourteen, Section 8(d) - Legal	3,477.50	<b>INTERNATIONAL</b>	
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	27,533.31	IATSE - Article Fourteen, Section 8(c) and (d) - Legal - Life Briefly, NASCO & Project X/Transfer of Jurisdiction, Netflix File, Strategic Communications, The Coalition Huntsville	34,259.70
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	2,175.00	IATSE - Article Fourteen, Section 8(d) - Legal - AQTIS	7,095.34
Local No. 158, Fresno, CA, Article Fourteen, Section 8(d) - Legal	30,783.45	IATSE - Article Fourteen, Section 8(c) - Legal/Collective Bargaining - Basic Agreement	6,212.50
Local No. 168, Vancouver Island, BC, Article Fourteen, Section 8(d) - Legal	12,302.33	IATSE - Article Fourteen, Section 8(c) - Legal - Misc.	18,293.83
Local No. 262, Montreal, QC, Article Fourteen, Section 8(d) - Legal	34,300.11	<b>SUBTOTAL: \$ 65,861.37</b>	
Local No. 311, Middletown, NY, Article Fourteen, Section 8(d) - Legal	12,226.00	<b>LOBBYING AND CONSULTING</b>	
Local No. 363, Lake Tahoe, NV, Harrah's Reno - Legal	9,205.56	Article Fourteen, Section 8(c) - Thorsen French Advocacy	60,000.00
Local No. 417, Raleigh, NC, Article Fourteen, Section 8(d) - Organizing	500.00	<b>SUBTOTAL: \$ 60,000.00</b>	
Local No. 480, Santa Fe, NM, Article Fourteen, Section 8(c) - Legal	18,894.50	<b>EDUCATION</b>	
Local No. 491, Savannah, GA, Article Fourteen, Section 8(c) - Legal	4,462.50	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers	13,235.38
		Article Fourteen, Section 8(f) - Misc. Training/Instructors	244,755.48
		<b>SUBTOTAL: \$ 257,990.86</b>	
		<b>GRAND TOTAL: \$ 767,023.55</b>	





**CALLING  
ALL  
CANADIAN  
MEMBERS!**

# “Just Ask” Federal Election Campaign

Going into this fall’s federal election, the I.A.T.S.E has partnered with the DGC (Directors’ Guild of Canada), and ACTRA (Alliance of Canadian Cinema, Television and Radio Artists) on a member engagement campaign called Just Ask (ou Je m’implique, en français). The goal is getting members – people who make their living in the arts & culture sector – out to campaign events such as local candidates’ debates, and having them ask the candidates key questions about issues facing our industry. Members are being asked to pledge to attend at least one town hall or all-candidates meeting and ask at least one question. The questions are listed on the Just Ask / Je m’implique website, and interested members can sign up there to participate.

Last year, the Canadian film sector created over 179,000 FTE (full-time equivalent) jobs. That’s a significant number, and doesn’t take into account the thousands of jobs across the live performance sector. Entertainment is big business for Canada – bigger than agriculture or forestry – and we need to ensure that our elected representatives understand and support the industry. That’s really what this campaign is all about. Interested members can sign up, or find more info on the campaign website at [www.justask2019.ca](http://www.justask2019.ca) or [www.jemimplique2019.ca](http://www.jemimplique2019.ca).



**WWW.JUSTASK2019.CA • WWW.JEMIMPLIQUE2019.CA**



## Minister of Canadian Heritage Tours Local 873 Training Facility

**O**n August 15, Local 873 provided the Minister of Canadian Heritage, Pablo Rodriguez, and members of his staff, a tour through their offices and training facility. As the official responsible for Canada's arts and culture sector, it's important to ensure the Minister has a strong understanding of how the motion picture and television industry operates in Canada, and what role the IATSE plays. The day opened with a fulsome discussion on the positions we represent, our incredible growth, and the training that Local 873 offers to facilitate that growth. Minister Rodriguez spoke with Local 873 Key Scenic Artist Cameron Brooke and Set Decorator Shane Vieau about their careers - how they've evolved as the skill base has increased

and what technological change has meant for technicians and artisans in the motion picture industry. Shane even brought along his Academy Award for *The Shape of Water*! The Local also invited MPA-Canada President Wendy Noss and Take 5 CEO John Weber, an Emmy Award winning Toronto-based Executive Producer, to participate, which rounded out the discussion. Two classes were in session during the tour – Elevated Work Platforms and Working at Heights, so the Minister was able to see the training facility in action. It was a really positive day, and the Minister's questions and interest really underscored how important it is for IATSE Locals to engage with government so that decisions affecting our sector are educated ones.



From left to right: Local 873 President Wayne Goodchild, Key Scenic Artist Cameron Brooke, Set Decorator Shane Vieau, Canadian Heritage Minister Pablo Rodriguez, Local 873 Business Agent Monty Montgomerie, Producer John Weber, and International Representative Krista Hurdon pose with Shane's Oscar Award for *The Shape of Water*!

## NEW JERSEY OFFICER PASSES THE GAVEL TO NEW LEADER

On June 5, 2019, International President Matthew Loeb graciously attended the swearing-in ceremony to administer the Oath of Office to all incoming Local 632 Officers, Delegates, and Stewards. Congratulations!



From left to right: Newly-elected Local 632 President John O'Krinsky, International President Matthew Loeb, and outgoing Local 632 President Kevin O'Brien.





## LABOR AND MANAGEMENT SHOW RESPECT AND SOLIDARITY FOR RETIRED PRESIDENT

In February 2019, Local 3 President, Robert Olinger, retired from office after serving for twenty-four consecutive years. Brother Olinger has been a member of Local 3 for forty-four years and in those years served on many committees and additional offices to help improve the livelihood of Local 3 members.

In honor of Brother Olinger's dedication and mutually respected working relationship with the arts organizations in Pittsburgh, The Pittsburgh Cultural Trust, which owns and operates numerous venues, parks, and organizations in the Pittsburgh Cultural District, hosted an exclusive dinner party

in Brother Olinger's honor to show their appreciation for his achievements.

The cocktail hour and dinner was held at member's only Circles Lounge in the Benedum Center and hosted by The Cultural Trust's President and CEO Kevin McMahon and attended by invited guests from Local 3, Cultural Trust management, and Brother Olinger's family.

**ABOVE:** From left to right, Steve Schultz (Local 3 Vice President), Shawn Foyle (Local 3 Secretary-Treasurer), Mick Lohrer (Benedum Center Head Carpenter), Robert Olinger (Local 3 Retired President), Robert Brown (Local 3 Business Agent), and Brother Ed Lohrer.

## IATSE PARTICIPATED IN DEVELOPEMENT CONFERENCE



Electronic Theater Controls and High End Systems hosted their fifth CUE Professional Development Conference on July 17-21, 2019 in Madison, WI. This professional development conference is for end users of lighting technologies including IATSE members who work as technicians, programmers, and designers. IATSE Locals One, 8, 13, 16, 22, 38, 51, 52, 85, 115, 187, 251, 300, 470, 481, 490, 578, 680, 690, 728, and USA829. were represented at CUE 2019. Members participated in classes and workshops covering topics such as console operation, rigging, troubleshooting, color science, IP networking, routine maintenance, and safety preparation.

PHOTO BY BROTHER PHIL REILLY, LOCAL 481



## LOCAL UNION NEWS

### PENNSYLVANIA LOCAL HONORS LONG-TIME MEMBER

At a recent membership meeting, Chautauqua/Jamestown Local 266 President Mel Swanson presented Brother John Samuelson with a 50-year Membership Scroll.



From left to right: Local 262 Brothers Irv King, Les Buhite, David Damcott, Business Agent Gordy Pugh, William Samuelson, Daryl Damcott, John Samuelson, President Mel Swanson, Jim Wilson, Steve Bush, Jim Jones, David Levandowski, Jack Sherwood, John Oberg, and Chris Wilson.

### PORT JERVIS LOCAL NEGOTIATES CONTRACT AT LEGENDARY SITE

On June 6, 2019, after successful contract negotiations between Local 353 and Bethel Woods Center of the Arts, a photo opportunity was taken at the original 1969 Woodstock site.



From left to right: Frank E. Love, Local 353 Trustee, Gary Sommers, Local 353 President, Eric Frances, General Manager and CFO of Bethel Woods, James Reilly, Senior Director of Production of Bethel Woods, Judy Feltus, Local 353 Business Agent, Santo Gramando, Local 353 Trustee and John Northrup, Production Manager of Bethel Woods.

On September 9, surrounded by his family, Brother Dave Walker received his Gold Card from the International. He has been a member of Local 33 since 1966.



Brother Dave Walker with his 25-year Gold Card and his 50-year Gold Card with Local 33.



## SOUTHERN CALIFORNIA MEMBERS SUPPORT FOOD DRIVE

On June 1, many IATSE members from Southern California came out to sort food that was donated during the Letter Carriers' Food Drive. The Los Angeles County Federation of Labor sorted over 1.5 million pounds for distribution to food banks and those in need.



## IATSE WOMEN SHOWS BIG TURNOUT AT UALE

This past July, many IATSE Sisters attended one of the United Association of Labor Education (UALE) regional Summer Schools for Union Women. This marks the largest number of IATSE women ever to attend.

These Summer Schools provide leadership, skills, networking, and educational programs to train & empower women to take on leadership roles in labor organizations.



**Top row:** Shawn Batey (52), Lauren Brown (52), Joanna Tillman (52), Pamela Hybridge (One), Joanna Staub (USA829), Melissa White (52)  
**Bottom row:** Valerie LaMourt (One), Kayleigh Truman (One), Cynthia O'Rourke (798- Instructor), Raven Jakubowski (764), Julienne Schubert (764), Eileen Macdonald (One - Instructor)



## LOCAL UNION NEWS

### TWO LOCAL 883 IN CLEVELAND, OH WELCOMED THREE NEW MEMBERS



President Regina Bukala (far right) swears in (from left to right): Sisters Kerry Patterson and Kaitlin Sweigard, and Brother Mark Snyder-Schulte.

### OLDEST WARDROBE LOCAL CELEBRATES 100 YEARS OF SOLIDARITY

Theatrical Wardrobe Union Local 764 celebrated its 100th anniversary at a gala celebration this past summer. International President Matthew Loeb joined hundreds of members and friends from many Locals and unions, along with other well-wishers, to celebrate the event. Both the City and State of New York, as well as the Borough President of Manhattan, Gale Brewer, issued proclamations declaring "IATSE Local 764 Day" to mark the occasion. In addition to music, food, dancing, speeches, and reflection on the past and future, the event also raised over \$18,000 for "Behind the Scenes", a charity that financially assists entertainment industry professionals in times of illness and distress.

The Local was originally chartered with the American Federation of Labor as an independent union on July 21, 1919 as the Theatrical Wardrobe Attendants Union Local #16770. Its oldest surviving written collective bargaining agreement is a two-page

contract with the Metropolitan Opera, dated 1929, which secures (among other things) a wage for tailors (the highest rate listed) of \$48.72 per week. Local 764's IATSE charter was granted at the Thirty-Sixth IATSE International Convention in Columbus, Ohio in June of 1942, and the group became IATSE Local 764. When NABET 15 (National Association of Broadcast Employees & Technicians) merged with the IATSE in 1998, its wardrobe workers joined and expanded Local 764's ranks. Since that time, all motion picture and television costume and wardrobe workers in the New York area are represented by Local 764. In 2010, Broadway's Child Actor Guardians organized and requested representation on the job and were welcomed as members. Local 764 is the oldest wardrobe union in the world, currently representing over 1,600 members, and continues to organize new venues and workers. All are invited to watch the commemorative anniversary video, which may be viewed at <https://vimeo.com/347359942>.



President Loeb, Local 764 President Pat White, and Director, Theatre Programs NYC Mayor's Office of Media and Entertainment Carla Hoke-Miller with Proclamation from the Office of Mayor Bill de Blasio.





# New Jersey Local Celebrates Milestone

**S**tage Local 21 celebrated its 125th Anniversary on July 10, 2019 at the Manor in West Orange, New Jersey. The event included dinner, dancing, award presentations, and was well attended by officers, members, New Jersey politicians and distinguished guests. Congratulations!



**Business Agent Gutowski and President Stas presented a special commitment award to International President Loeb at the event.**

**Assistant Department Director of Motion Picture and Television Production Dan Mahoney, Assistant Department Director of Stagecraft Joe Hartnett, International Vice President and Director of Stagecraft Dan Di Tolla, Local 21 Business Agent Stan Gutowski, International President Matthew Loeb, Local 21 President Mike Stas and General Secretary-Treasurer James Wood.**

## IATSE 118/891 MEMBER WINS GOLD MEDAL AT PANAM GAMES

Brian Maxwell, a member of both Locals 118 and 891, earned archery gold for Canada in the Men's Team Recurve at the Pan American Games. The team, consisting of Maxwell, Eric Lingfeng Peters, and Crispin Duenas, cinched top spot on August 11 in Lima, Peru. Congratulations to Brother Maxwell and his teammates!

**Brother Brian Maxwell with his PanAm Games Gold Medal – in his IATSE gear!**



**Brother Maxwell making the Gold Medal shot.**





# CREW SHOTS



IATSE's Fiserv Forum Crew in the arena's atrium during a break on the Carrie Underwood Concert set-up.



IATSE Local 917 Casual crew, Hard Rock full-time entertainment staff and the touring crew for "Jersey Boys" at the Hard Rock in Atlantic City, New Jersey.

Local 363 Load In crew at the "Steve Martin/Martin Short Show" at the Grand Sierra Resort in Reno, Nevada.





## CREW SHOTS



The Pink Contract and ATPAM employees in addition to local crew celebrating "Hamilton's" 1,000 performances in Chicago on March 13, 2019.



"Still Laugh-In: The Stars Celebrate" Netflix Special, March 8, 2019 at The Dolby Theatre. Pictured here are Local 768 Theatrical Wardrobe and Local 705 Motion Picture Costumers. Left to right: Dana Carr, Shana Albery, Mary Jane Wenzel-Hetrick, Kleeve Guessford, and Martha Gretsch.



## CREW SHOTS



Local 27 crew from this year's MLB All Star Game events in Cleveland, including the Home Run Derby, Celebrity Soft Ball Game, and "MLB Play Ball Park".

Pictured here are new members of Local 52 in Region 3 this past year during the shooting of "Odd Man Rush." From left to right: Peter Quinones, Justin Holbrook, Lizardo Reyes Jr., Clay O'Dell, Logan Pistello, (Kneeling) Catherine Morrissey and Kismet Thompkins.



Chicago Volta Local 769 Team Wardrobe: left to right: Dawn-Marie Hamilton, Melinda Moynihan, Krystina Lowe, Mary Ellen Park, Jessica Lowrie, Karen Tushaus, Hideyo Uedaira, Kirrah Perkins



## IN MEMORIAM

### LOCAL 769 REMEMBERS JOHN SALYERS

John Salyers passed away on the evening of August 16, 2019 at the age of 56.

Forty years ago, at the age of 16, John stepped backstage at the Cincinnati Playhouse in the Park and spent the rest of his life working in the theatre business. He was the first to admit what a fulfilling career it was.

In 1979, John began his career at the Cincinnati Playhouse. For fourteen years, he worked in such capacities as House Manager, Facilities Manager, Company Manager and Box Office. In 1993, he moved to Chicago and worked again as House Manager and Facilities Manager for the Goodman Theatre.

In 1996, John began his career as a Dresser for the Lyric Opera of Chicago. He was initiated into IATSE in 1999. His work at the Lyric would span 24 years. John also served as Lyric's Wardrobe Steward for 19 years. During his career there, he eventually assumed the position of Principal Male Dresser. He walked into every call with professionalism, warmth, humility, and humor that

acted as an example for so many people backstage. That energy was welcoming and steadfast and everyday contributed to successful performances.

Not only did John devote his life to the Arts, but he was passionate and driven to do more. For Local 769 members, John served as President of the Local for five terms, serving from 2003 to 2018. He always believed that one needed to be an active participant in serving others. Whether it be in the role of Local 769 leadership or helping others to understand the importance of the IATSE PAC fund, his devotion to education and involvement in terms of political importance will be sorely missed.

He was such a bright light on numerous levels. Friends and colleagues will forever remember the intelligence and beautiful spirit of John. He was an example of how to live a life full of grace, dignity, love and humor. Brother John will be irreplaceable.



### LOCAL 798 REMEMBERS JOHN F. JAMES

New York Make-up and Hair Local 798 lost long-time member John James on April 1, 2019. Brother James was born and raised in the Bronx, NY and styled hair and wigs for Broadway, television, and motion picture. Since being initiated into Local 798 membership April 4, 1988, he served Local 798 as a Pension Fund Trustee, Sergeant-at-Arms and Executive Board member as well as numerous Broadway contract negotiation committees over his many years as a faithful member. Known as the "gentle giant" with a booming laugh and a beautiful operatic voice, multi-talented Brother James will always be remembered for his kind heart, his gift for storytelling, and a wicked Scrabble game.

### LOCAL 66 REMEMBERS JAN SMOLINSKI

Brother Jan Smolinski passed away at home on April 12, 2018 of complications from cancer and Lambert-Eaton Myasthenic Syndrome. He was 71 years old.

Jan was born in Dayton, Ohio on March 19, 1947. He was the younger of two children. He went to Carrol High School and Fairmont High School in Kettering, but received a GED in 1966. He was in the army from 1966 and honorably discharged in 1972. Jan worked at Victoria Theater, Frigidaire, Channel 2 television, and Suttmiller's before joining Local 66 in November of 1969. During his tenure with the Local, he held the office of Trustee,

Secretary-Treasurer, Business Agent, and President. He was instrumental in implementing the Local's pension, health, and payroll system. Though he traveled around the city, and sometimes to other cities rigging, loading/unloading trucks, running sound or lights, his main house job was running sound at the Dayton Convention Center. Whatever and wherever he was needed, he would do what he could to put on a good show.

Jan will be truly missed.





# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
<b>Gerard S. Burns</b> April 28, 2019	1	<b>Herb Watt</b> June 9, 2019	27	<b>Mark Andresen</b> May 31, 2019	44	<b>Robert James Grow</b> May 19, 2019	107
<b>Edward Gallagher</b> May 12, 2019	1	<b>Donald H. Cameron</b> April 20, 2019	28	<b>Frank W. Brookshire</b> May 11, 2019	44	<b>Laurence A. Sode</b> February 8, 2019	110
<b>John F. Gorman</b> April 16, 2019	1	<b>Clarence E. Bond</b> December 30, 2010	31	<b>Lowell J. Chambers</b> May 3, 2019	44	<b>Raymond P. Swanson</b> May 5, 2019	110
<b>Stanley L. Lavalley</b> May 5, 2019	1	<b>Robert J. Giltner</b> June 29, 2011	31	<b>Dan Croot</b> June 11, 2019	44	<b>George L. Vanleuven</b> April 25, 2019	110
<b>Richard Liao</b> May 20, 2019	1	<b>James H. Hare Jr.</b> August 5, 2010	31	<b>Ismael Garcia</b> February 20, 2019	44	<b>David John Silver</b> May 11, 2019	118
<b>John Marsden</b> May 19, 2019	1	<b>James Mace</b> January 1, 2002	31	<b>John C. Kersey Jr.</b> April 11, 2019	44	<b>John Pavlovich</b> June 1, 2019	119
<b>Herbert Messing</b> April 2, 2019	1	<b>Raymond E. Maier</b> January 1, 2005	31	<b>Travis N. Millican</b> February 23, 2019	44	<b>Tony Tait</b> June 20, 2019	122
<b>Arthur Nedleman</b> April 16, 2019	1	<b>Patrick J. Manley</b> July 4, 2018	31	<b>Victor P. Nerone</b> May 2, 2019	44	<b>Adam J. Wilkinson</b> April 28, 2019	168
<b>Alan T. Wolpert</b> June 5, 2019	1	<b>Robert G. Taylor</b> December 30, 2017	31	<b>Lawrence B. Nichols</b> May 2, 2019	44	<b>R. Kirk Witherspoon</b> June 1, 2019	190
<b>Patrick F. McLaughlin</b> April 7, 2019	2	<b>Arthur W. La Plante</b> March 8, 2019	32	<b>Wayne E. Shepherd</b> January 2, 2019	44	<b>James W. Mcelheny</b> March 5, 2019	194
<b>Fredric P. Mussman</b> June 7, 2019	2	<b>Thomas E. Billick</b> April 9, 2019	33	<b>John E. Corbett</b> June 16, 2019	52	<b>H. Robert Anderson</b> January 23, 2016	219
<b>Thomas J. McCarthy</b> March 3, 2019	6	<b>Glenda Branam</b> February 26, 2019	33	<b>Patrick J. Dolan</b> May 19, 2019	52	<b>David L. Bourn</b> March 27, 2019	219
<b>Mark E. Duran</b> May 27, 2019	7	<b>Luis C. Echevarria</b> February 1, 2019	33	<b>Grant Gardner</b> May 10, 2019	52	<b>Kathleen A. White</b> June 29, 2019	306
<b>Mark E. Rhoads</b> June 10, 2019	7	<b>John D. Green</b> February 4, 2019	33	<b>Donald T. Ogle Sr.</b> May 25, 2019	52	<b>John J. Cronin</b> June 25, 2019	311
<b>Dennis J. Watson</b> January 12, 2019	7	<b>Keith R. Hays</b> March 2, 2019	33	<b>John E. Smith</b> April 8, 2019	52	<b>John Attkisson</b> May 20, 2019	336
<b>Donald T. Ogle, Sr.</b> May 25, 2019	8	<b>Wayne R. Hazelhurst</b> November 7, 2018	33	<b>J.J. Scott Forbes</b> June 17, 2019	58	<b>Tom Lewallen</b> April 9, 2019	354
<b>Stephen Livernash</b> May 14, 2019	11	<b>Faustino Huerta Jr.</b> March 4, 2019	33	<b>Nelson Zuniga</b> June 8, 2019	74	<b>Garry E. McNally</b> April 24, 2019	354
<b>Terry L. Chostner</b> March 23, 2019	16	<b>Gary G. McNutt</b> February 18, 2019	33	<b>Christopher Duffy</b> June 20, 2019	80	<b>Roger H. Kornegay</b> January 2, 2019	417
<b>Kevin J. Vowels</b> May 31, 2019	17	<b>William W. Young Jr.</b> January 2, 2019	33	<b>David A. McIntyre</b> May 19, 2019	85	<b>Sam Bertone</b> May 16, 2019	476
<b>Morris Jenkins Jr.</b> April 6, 2019	22	<b>William Kozemchick</b> May 26, 2019	38	<b>William Gentry</b> March 6, 2019	107	<b>Curt Frisk</b> April 19, 2019	476



# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Michael Glorioso	476	John Meiklejohn	600	Henry T. Havener	728	Brian Montague	873
April 7, 2019		April 13, 2019		June 2, 2019		April 8, 2019	
Danial J. Monckton	476	Dorothy Philips	600	Wayne A. Lee	728	Maureen Sless	873
April 2, 2019		April 2, 2019		May 5, 2019		April 12, 2019	
John E. Thomblason II	477	Carl Porcello	60	John Railton	729	Douglas Berry	891
May 2, 2019		June 17, 2019		June 20, 2019		April 29, 2019	
J. Michael Kimble	479	Susan Reiner	60	Patricia Carlson	745	David L. Cameron	891
May 14, 2019		April 17, 2019		May 14, 2019		June 13, 2019	
Kristen Blodget	480	Kalevi A. Natti	634	Jeremiah Cell	748	Kevin L. Eryvine	891
April 15, 2019		June 30, 2019		May 1, 2019		April 17, 2019	
Christopher A. Hemmingsen	480	Paul H.K. Thurston	665	Elliot Mergel	751	Don Gillie	891
October 8, 2018		June 1, 2019		April 30, 2019		June 27, 2019	
A. Bruce Lewis	480	Simon Dalrymple	667	John Corbo	764	Robert Harvey	891
February 17, 2019		May 30, 2019		October 21, 2017		May 12, 2019	
Sean T. Lewis	480	Stephen D. Dickhute	695	John James	798	Brent R. Morrison	891
October 1, 2018		April 2, 2019		April 1, 2019		May 15, 2019	
Jesse Hubbell	481	Theodor C. Schelling	695	Craig Lyman	798	Janet Sala	891
June 17, 2019		April 27, 2019		April 20, 2019		June 10, 2019	
Miles A. McCauley	484	Shelby G. Coffey	699	Kenneth Walker	798	Randall Christensen	892
June 17, 2019		April 12, 2019		May 7, 2019		June 16, 2019	
George D. Alvey	500	Kris A. Fenske	700	John G. Mohr	800	Reg Vessey	906
May 3, 2019		April 12, 2019		May 10, 2019		June 12, 2019	
Paul L. Robinson	500	Iden Kamishin	700	Fernando A. Pardo	800	Karl L. Armstrong	927
May 11, 2019		April 10, 2019		June 26, 2019		April 2, 2019	
Jonathan C. Scott	500	Barry Malkin	700	Chris Reccardi	839	John Caruso	18032
June 13, 2019		April 5, 2019		May 2, 2019		June 9, 2019	
Jerome Omasta	504	Susan Chevalier	705	Lynn Aber	871	Robert Kamlot	18032
June 10, 2019		April 11, 2019		June 21, 2019		April 22, 2019	
Daniel Auclair	514	Paul H. Thurston	705	Rosemary Dorsey	871	Ellen Leven	18032
April 27, 2019		June 1, 2019		November 28, 2018		April 11, 2019	
Howard A. Anderson Jr.	600	Keith Crary	706	Shelley M. Gilbert	871	Dorothy Olim Krone	18032
September 27, 2015		June 24, 2019		March 28, 2019		May 13, 2019	
Leonard Barenfeld	600	Jeanne Van Phue	706	Tory Bellingham	873	Harvey Sabinson	18032
May 13, 2019		May 5, 2019		June 25, 2019		April 18, 2019	
James A. Gavin	600	Kenneth Walker	706	Robert James	873	Alan C. Wasser	18032
June 10, 2019		May 5, 2019		April 16, 2019		April 13, 2019	
Donald Hale	600	Irmgard Cooper	720	Howard Kelloway	873	Gordon Chow	B18
September 22, 2018		April 24, 2019		April 25, 2019		January 1, 2019	
Matt Laethem	600	James Hamilton	720	Thomas P. McGrath	873	Erik Nilsen	B18
October 4, 2016		May 8, 2019		April 15, 2019		January 1, 2019	



# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Laurence A. Sode February 8, 2019	B46	Don Matsumoto January 18, 2019	B173	Stanley Graham May 9, 2019	USA829	Marc Weiss April 8, 2019	USA829
Ramon Hernandez May 6, 2019	B66	Felix Cochren May 6, 2019	USA829	A. Raymond Rutan June 26, 2019	USA829	Franco Zeffirelli June 17, 2019	USA829
Lolita Moreno May 22, 2019	B66	Delbert Dace June 26, 2019	USA829	Cliff Schorr May 6, 2019	USA829		

## 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 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.

<i>Contributor</i>	<i>In Memory Of</i>
Ambitions Productions, Inc.	Fund Contribution
Crazy Legs Productions Inc.	Fund Contribution
Samantha Dulaney	Keith Marshall/Juliet Mahoney
IATSE District 2	Fund Contribution
IATSE District 8	Fund Contribution
IATSE Local No. One	Juliet Mahoney
Brian Lawlor	Keith Marshall/Juliet Mahoney
Sourdough Productions, LLC	Fund Contribution
Turner North Center Productions	Fund Contribution
Patricia A. White	Keith Marshall



# LOCAL SECRETARIES AND BUSINESS AGENTS

## Reference Letters:

**AAE** Amusement Area Employees

**ADG** Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftpersons)

**AE** Arena Employees

**AFE** Arena Facility Employees

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

**AMTS** Admissions, Mutual Ticket Sellers

**APC** Affiliated Property Craftpersons

**ATPAM** Association of Theatrical Press Agents and Managers

**BPTS** Ball Park Ticket Sellers

**CDG** Costume Designers Guild

**CHE** Casino Hotel Employees

**EE** Exhibition Employees

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

**ICG** International Cinematographers Guild (inclusive of Publicists)

**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 Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)

**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

**MPP,VT&CT** Motion Picture Projectionists, Video and Computer Technicians

**MPSELT** Motion Picture Studio Electrical Lighting Technicians

**MPSG** Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)

**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

**MT** Mail Telephone Order Clerks

**O** Operators

**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

**S** Stage Employees

**S&FMT** Sound & Figure Maintenance Technicians

**SA&P** Scenic Artists and Propmakers

**SM** Studio Mechanics

**SM&BT** Studio Mechanics & Broadcast Technicians

**SS/C,C,A&APSG** Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild

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

**T** Theatre Employees

**T&T** Treasurers & Ticket Sellers

**TBR&SE** Television Broadcasting Remote & Studio Employees

**TBSE** Television Broadcasting Studio Employees

**TSA** Ticket Sales Agents

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

**TWU** Theatrical Wardrobe Union

**USA** United Scenic Artists (inclusive of Theatrical Sound Designers)

## CANADA

### ALBERTA

**S 210 EDMONTON, AB**-David Oudshoorn, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

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### BRITISH COLUMBIA

**S 118 VANCOUVER, BC**-Kate Rittenhouse, 206-2940 Main Street, Vancouver, BC, V5T 3G3. (604-685-9553) Bus. Agt.: Josef Chung.

**S 168 VANCOUVER ISLAND, BC**-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Karen Stack.

**ICG 669 WESTERN CANADA**-Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Peter Hayman, hayman@ia669.com.

**MPSPT 891 BRITISH COLUMBIA/YUKON TERR.**-Gwendolyn Margetson, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Rep.: Phil Klapwyk, philk@iatse.com.

### MANITOBA

**M 063 WINNIPEG, MB**-Stuart Aikman, 2nd Floor - 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Stuart Aikman.

**MPSPT 856 PROVINCE OF MANITOBA**-Jeremiah Milmine, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

### NEW BRUNSWICK

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### NEWFOUNDLAND AND LABRADOR

**ICG 671 PROVINCE OF NEWFOUNDLAND AND LABRADOR**-David Rumley, P.O. Box 13075, Topsail Stn. Main, Conception Bay South, NL A1W 2K1 (416-368-0072). Bus. Rep.: David Rumley.

**M 709 PROVINCE OF NEWFOUNDLAND AND LABRADOR**-Debbie Vatcher, secretary@iatse709.com; 55 Elizabeth Avenue, Suite 104, St. John's, NL A1A 1W9. (709-754-1746) (Fax: 709-754-1774).

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**M 848 SYDNEY/GLACE BAY, NS**-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.

**MPSPT 849 MARITIME PROVINCES**-Raymond MacDonald, 617 Windmill Road, 2nd Floor, Dartmouth, NS, B3B1B6. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Shelley Bibby.

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### ONTARIO

**S 058 TORONTO, ON**-Bryan Godwin, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.

**M 105 LONDON/ST. THOMAS/SARNIA, ON**-Stephanie Gonyou, secretary@local105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.

**S 129 HAMILTON/BRANTFORD, ON**-Natalie Stonehouse, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-536-9192) Bus. Agt.: Gary Nolan.

**M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON**-James Turner, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller, businessagent@iatse357.ca.

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**M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON**-Robert Vernon, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-931-1990) Bus. Agt.: Stacey Bonar.

**S 467 THUNDER BAY, ON**-Keith Marsh, keith@tbaytel.net; 380 Van Norman St., Thunder Bay, ON, P7A 4C3. Bus. Agt.: Terry Smith, 243 North Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

**M 471 OTTAWA/KINGSTON/BELLEVILLE, ON**-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-404-4717) Bus. Agt.: Mark Hollingworth.

**M 580 WINDSOR/CHATHAM, ON**-Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3X2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.



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**T B173 TORONTO/HAMILTON, ON**-Paul Williams, 615, 433 Jarvis, Toronto, M4Y 2G9. (416-526-5850) Bus. Agt.: George King.

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**M 523 QUEBEC, QC**-Sylvie Bernard, 2700, Jean Perin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage/Riggers) Eric Desamaris; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard; (Riggers) Sebastien Beaulieu.

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**S 142 MOBILE**-Thomas Browning, P.O. Box 968, Mobile, 36601. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: Philip Tapia.

**SM 478 MOBILE, AL/STATE OF LOUISIANA/SOUTHERN MISSISSIPPI**-Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504 486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

**M 900 HUNTSVILLE**-Robbie Holcombe, III; P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Kelly McManus.

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**S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA**-Jane E. Leslie, jel042@iatse33.com; 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Ronald Valentine, (Legit) Robert Pagnotta.

**APC 044 HOLLYWOOD**-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Tobey Bays.

**S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE**-Betsy Martin, secretary@iatse50.org; 1914 Terracina Drive, Suite 120, Sacramento, 95834. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

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**S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND**-Larry Hunter; 303 Hegerberger Road, Suite 204, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Omar Sabeh.

**TBSE 119 SAN FRANCISCO BAY AREA**-Matthew Johnson, P.O. Box 4878, Walnut Creek, 94596. (510-375-2417).

**S 122 SAN DIEGO/ PALM SPRINGS/PALM DESERT/HEMET/BANNING/ELSINORE/29 PALMS**-Rachel Eaves, madamsecretary@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-3840) Bus. Rep.: Richard Disbrow, Richard@iatse122.org.

**M 134 SAN JOSE/SANTA CLARA**-Elizabeth Overstreet, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather, businessagent@iatse134.org.

**S 158 FRESNO/MODESTO/STOCKTON**-Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) Bus. Agt.: Mark Irwin.

**O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY**-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

**O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES**-Stephan Shelley, mrsteff@sbcglobal.net; P.O. Box 29284, Oakland, 94604 9284. (510-470-2424) Bus. Agt.: Stephan Shelley

**M 215 BAKERSFIELD/VISALIA**-Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-862-0215) Bus. Agt.: Matt Beron.

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

**M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)**-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) Bus. Agt.: Frederick Flores.

**M 504 ORANGE COUNTY/PARTS OF CORONA**-David Earick, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Sam Bowers.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also Georgia, Illinois and New York) Stephen Wong; National Executive Director, Rebecca Rhine; Western Region Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Associate National Executive Director/Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Nhu Phan (Chicago/ Atlanta: 312-243-3841 / 404-888-0600).

**M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE**-Arman Boyles, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Rep.: Patrick Fitzsimmons, businessrep@iatse611.org.

**S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP**-Windy J.Maxon, windylocal614@gmail.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 951-769-9160) Bus. Agt.: Robert Szoke, (909) 677-3102; Local614ba@gmail.com.

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**MPC 705 HOLLYWOOD**-Bethany Jane Bohatila, 4731 Laurel Canyon Blvd., #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: David Swope.

**MAHSG 706 HOLLYWOOD**-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Rep.: Randy Sayer.

**MPSELT 728 HOLLYWOOD**-Patric Abaravich, 1001 W. Magnolia Blvd., Burbank, 91506. (818-954-0728) (Fax: 818-954-0732) Bus. Agt.: Patric Abaravich.

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**TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS**-Danyele Thomas, 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Ann Kelleher.

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## COLORADO

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## DISTRICT OF COLUMBIA

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## FLORIDA

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**M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE**-Bruce Hudgens, bhudgens@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

**M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG**-Christina Aikman, secretary@iatse321.org; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda, 321ba@iatse321.org.

**M 412 BRADENTON/SARASOTA**-Jeffrey Ellis, P.O. Box 1307, Tallevast, 34270. (941-914-1553) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

**SM 477 STATE OF FLORIDA**-Nancy Flesher, sec-treas@ia477.org; 3780 SW 30th Avenue, Fort Lauderdale, 33312 (305 594 8585) (Fax: 954-440-3362) Bus. Agt.: James Roberts, II.

**M 500 SOUTH FLORIDA**-Terrence McKenzie, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Terrence McKenzie.

**M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH**-Kimberly Holdridge, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Rep.: Sean Wilson.

**S 647 NAPLES/FT. MYERS/MARCO ISLAND**-Larry McDonald, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Peter Browning.

**MPVT/LT/AC&GE 780 (See also Illinois)**-Jaroslaw Lipski, jerry@iatse780.com; 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mgr.: Jerry Lipski.

**EE 835 ORLANDO/DAYTONA BEACH**-Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Mark Hardter.

**AE AE938 JACKSONVILLE**-Andy Canady, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Charles Bennett.

## GEORGIA

**M 320 SAVANNAH**-Matthew Haddock, iatse320treasurer@gmail.com; P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, iatse320@gmail.com.

**SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)**-Frank Hatcher, Jr., fhatcher@iatse479.org; 4220 International Parkway, Suite 100, Atlanta 30354. (404-361-5676) (Fax: 404-361-5677) Bus. Agt.: Michael Akins, mkins@iatse479.org.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA**-Andrew Oyaas, sectres@



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**S 629 AUGUSTA**-Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk, bbalk@mindspring.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Illinois and New York) Stephen Wong; National Executive Director, Rebecca Rhine; Central Region Director, Nhu Phan, 1355 Peachtree Street NE, Suite 1060, Atlanta 30309 (404-888-0600) (Fax: 404-888-6593). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275).

**MAHS 798 ATLANTA REGIONAL OFFICE** (See also New York)-Samantha Reese, sreese@local798.net; 4220 International Parkway, Atlanta, 30354 (770-855-0601).

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**EE 834 ATLANTA**-Danny Barrow, 4220 International Pkwy, Suite 200, Atlanta, 30354. (404-875-8848) (Fax: 404-361-4255) Bus. Agt.: Danny Barrow

**TWU 859 ATLANTA**-Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-757-6242) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

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## HAWAII

**M 665 STATE OF HAWAII**-Kay Carter, carter@iatse665.org; 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Irish Barber.

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**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO**-Trustees: C. Faye Harper, Peter Marley, Allison Smartt and John Gorey, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227).

## ILLINOIS

**S 002 CHICAGO**-Thomas L. Herrmann, 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL**-Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

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**S 124 JOLIET**-Tim Kelly, twk1415@yahoo.com, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, l\_lorin@hotmail.com.

**S 138 SPRINGFIELD/JACKSONVILLE**-James Rapps, P.O. Box 6367, Springfield, 62708. (217-414-4244) Bus. Agt.: Brian Aarup.

**M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/**

**JACKSONVILLE/ MACOMB/ PEORIA**-Sarah Short, iatselocal193@gmail.com; P.O. Box 6355, Peoria, 61601. (309-643-0049) Bus. Agts.: Donnie Bentley (Peoria), Michael Irvin (Bloomington).

**M 217 ROCKFORD**-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-670-9264) (Fax: 815-484-1085). Bus. Agt.: Richard Abrams.

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO**-Thomas Aken, iatse421@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

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**M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR**-Andrew Hall, andyh61801@yahoo.com; P.O. Box 3272, Urbana, 61803-3272. (217-766-7355) Bus. Agt.: Chad Schwenk, cshwenk27@gmail.com.

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## INDIANA

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

**S 049 TERRE HAUTE**-David G. Del Colletti, dcolletti@ma.rr.com; 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) Bus. Agt.: Dave Targett, davetargett@icloud.com.

**S 102 EVANSVILLE**-Mark Fehr, 1628 Lisa's Way, Evansville, 47720 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Steve VanMeter.

**M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDSVILLE**-Greg Palmer, iatse125@msn.com; 2905 DeKalb St.,

Lake Station, 46405. (219-718-8037) Bus. Agt.: Ruben Mendez, rmendez.iatse125@gmail.com.

**S 146 FORT WAYNE**-Steve Tarr, steventarr761@gmail.com, P.O. Box 13354, Fort Wayne, 46868. (260-494-9765) Bus. Agt.: Michael Barile, mbarile152@comcast.net (260-402-3257).

**M 187 SOUTH BEND/MISHAWAKA/ELKHART/ GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI**-Melissa Bialko, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

**TBSE 317 INDIANAPOLIS**-Kristen Smith, P.O. Box 1172, Indianapolis, 46206. Bus. Agt.: Mark Brooks.

**M 618 BLOOMINGTON/BEDFORD/COLUMBUS/ FRENCH LICK**-Mark R. Sarris, 24 East Vincennes Street, Linton, 47441. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

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**T B194 INDIANAPOLIS**-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

## IOWA

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**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL**-Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

**S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE**-Janelle Smith, iatse191@gmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Jeff Smith, smittygrip@gmail.com.

**M 690 IOWA CITY**-Charles Scott, sectreasl690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

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## KANSAS

**S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO**-Dan Pfitzner, 1321 Swift, North Kansas City, MO 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

**M 190 WICHITA/HUTCHINSON/EL DORADO**-Jon McKean, stj190@iatse.kscoxmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Benjamin Juhnke, ba190@iatse.kscoxmail.com.

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## KENTUCKY

**S 017 LOUISVILLE/FRANKFORT/DANVILLE**-Melinda McKenzie, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Matthew Dicken, iatse17@bellsouth.net.



**M 346 LEXINGTON**-David Richardson, david@twinhives.com; P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton, dburton@rupparena.com.

**M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH**-Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Greg Miranda.

**TWU 897 LOUISVILLE**-Lisa Green, info@budgetprint-center.net; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Melissa Gagliardi, iatse897@gmail.com.

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**M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK**-George J. Hollier, iatse260@juno.com; 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455). Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

**S 298 SHREVEPORT**-Debbie Graham, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Bobby Griffee.

**SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI/ MOBILE, AL**-Dawn Arevalo, 511 N. Hennessey Street New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

**M 540 BATON ROUGE**-Patrick A. Acampora, 1852 Hobbinton Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Lewis Rhodes.

**M 668 MONROE**-Dan Saterfield, dsaterfield@yahoo.com; P.O. Box 2561, West Monroe, 71291. (318-235-7090). Bus. Agt.: Ross Slacks, rossslacks@aol.com.

**TWU 840 NEW ORLEANS**-Lesly Davi, coda537@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie\_haase@yahoo.com; (985-320-1164).

## MAINE

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**S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA**-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseux.

**MPP,O&VT 181 BALTIMORE**-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-788-2856) Bus. Agt.: Karl O. Gilbert.

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) Bus. Agt.: David O'Ferrall

**M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV**-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

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## MASSACHUSETTS

**S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD**-Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

**S 053 SPRINGFIELD/PITTSFIELD**-Valentino Larese, viarese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

**M 096 WORCESTER**-Mark Dionis, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508-929-0385) Bus. Agt.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068.

**M 195 LOWELL, MA/NEW HAMPSHIRE**-David Demers, P.O. Box 6642, Manchester NH 03108. (603-402-0099) Bus. Agt.: Lowell Davis.

**M 232 NORTHAMPTON/AMHERST**-Cathleen Okeefe, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Paul Yager.

**SM 481 NEW ENGLAND AREA**-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

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**TWU 775 BOSTON/PLYMOUTH/CAPE COD**-Kim Delano, kimwardrobe775@comcast.net; 51 Myrtlebank Avenue, Dorchester, 02124 (617-212-4364) Bus. Agt.: Kim Delano.

**T B4 BOSTON**-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (857-204-5287)(Fax: 617-868-8194) Bus. Agt.: Carol Arlauskas.

## MICHIGAN

**M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH**-Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Robert Wilcox.

**S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON**-John Wendling, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Rep.: E. Joseph Miller.

**M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN**-Melissa Bialko, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

**MPP, VT&CT 199 DETROIT**-Paul Bratfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-786 4) (Fax: 248-399-7866) Bus. Agt.: David Pickering.

**S 201 FLINT/OWOSSO**-Steffan Minore, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-577-1541). Bus. Agt.: David Thompson.

**M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA**-John McDaniel, mcdani13@msu.edu; 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) Bus. Agt.: Matthew Woolman, balocal274@gmail.com.

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## MID-ATLANTIC AREA

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## MINNESOTA

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**M 416 ROCHESTER/AUSTIN/MANKATO/WINONA**-Wyatt Berekvam, P.O. Box 9095, Rochester, 55903-9095. Bus. Agt.: Chris Martin.

**SM 490 STATE OF MINNESOTA**-Bryan Bredahl, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-393-0550) Bus. Agt.: Brian Simpson.

**M 510 MOORHEAD, MN/FARGO, ND**- James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

**TBSE 745 MINNEAPOLIS**-Teresa Day, iatse745@gmail.com; P.O. Box 3278, Minneapolis, 55403 (612-267-8770) Bus. Mgr.: Charles Cushing.

**T B26 MINNEAPOLIS-ST. PAUL**-Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980). Bus. Agt.: Sue Lundquist.

## MISSISSIPPI

**SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA MOBILE, AL**-Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

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**M 589 JACKSON/VICKSBURG/NATCHEZ**-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

**M 616 MERIDIAN**-Benny Egglar, abeggler@comcast.net 8137 Rosewood Lane, Meridian, 39305. (601-286-5092). Bus. Agt.: Jerry Tucker, jerryglynntucker@aol.com.



**M 674 BILOXI/GULFPORT**-Paul J. McNally, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

**MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/ STATE OF TENNESSEE**-John Curtin, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

## 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.: Joseph M. Rudd.

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS**-Dan Pfitzner, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

**MPP,AVE&CT 143 ST. LOUIS**-Miron Vulakh, 1611 S. Broadway, St. Louis, 63104. (314-621-1430) (Fax: 314-621-4930) Bus. Agt.: Gordon J. Hayman.

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO**-Thomas Aken, iatse421@digitall.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

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**TWU 810 KANSAS CITY**-Shawn Sorrell, 4213 Kenwood Avenue, Kansas City 64110. (816-213-3644) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

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## NEVADA

**M 363 RENO/LAKE TAHOE**-Barbara Kneebone, P.O. Box 9840, Reno, 89507. (775-786-2286). Bus. Agt.: Stephen Ernaud.

**M 720 LAS VEGAS**-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Enrico Grippo.

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## NEW HAMPSHIRE

**M 195 LOWELL, MA/NEW HAMPSHIRE**-David Demers, P.O. Box 6642, Manchester, NH 03108. (603-402-0099). Bus. Agt.: Lowell Davis.

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**S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA**-Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

**S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH**-John Seubert, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

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**M 632 NORTHEAST NEW JERSEY**-Gerald Bakal, gbakal@msn.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani, stagehands632@yahoo.com.

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**S 004 BROOKLYN and QUEENS**-Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Kenneth Purdy.

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**S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY**-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-339-6159) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

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**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA**-Eric Bolling, local266unionsec@gmail.com; 3673 Pleasant Avenue, Jamestown, NY 14701. (716-355-2730) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).



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

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**M 311 MIDDLETOWN/NEWBURGH/KINGSTON/POUGHKEEPSIE**-Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatselocal311ba@gmail.com.

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**M 524 GLENS FALLS/SARATOGA**-Edward Smith, 222 Diamond Point Road, Diamond Point, 12824. (518-623-4427) (Fax: 518-623-4427) Bus. Agt.: Edward Smith.

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**EE/BPBD 829 NEW YORK**-Kenneth Kerrigan, 31 West 34th Street #7013, New York, 10001. (212-679-1164) (Fax: 212-679-1421).

**M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON**-Kevin James, P.O. Box 1272, Oneonta, 13820. (607-437-0218). Bus. Agt.: Scott O'Brien, sob373@gmail.com.

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**M 417 DURHAM/CHAPEL HILL/RALEIGH**-William Hanner, P.O. Box 91329, Raleigh, 27675. (919-422-0866) Bus. Agt.: Rob McIntire, iatse417@ureach.com.

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**M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE**-John Horsman, P.O. Box 24864, Winston-Salem, 27114-4864. (336-399-7382) Bus. Agt.: Benjamin Jones.

**ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York)** - John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

## NORTH DAKOTA

**M 510 FARGO, ND/MOORHEAD, MN**-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

## OHIO

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**T B148 AKRON**-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

**AMTS B754 CINCINNATI**-Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

## OKLAHOMA

**S 112 OKLAHOMA CITY, OK/WICHITA FALLS, TX**-Heidi Hamilton, iatse112.finsec@att.net; P.O. Box 112, Oklahoma City, 73101. (405 231-0025) (Fax: 405-231-2778) Bus. Agt.: Peter Burton.

**S 354 TULSA/PONCA CITY**-Emerson Parker, iatse354secky@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Rep.: Kerry Grisham.

**M 387 LAWTON/OKLAHOMA CITY**-Maryann Leday, 35 NW 28th, Lawton, 73505. (580-248-0830) Bus. Agt.: Barry Leday.

**SM 484 STATES OF OKLAHOMA/TEXAS**-Laura King, 4818 East Ben White Blvd., Suite 204, Austin, 78741. (512-385-3466) Bus. Agt.: Laura King.

**TWU 904 TULSA**-Maegan Swick, P.O. Box 563, Tulsa, 74101. (918-406-1593) Bus. Agt.: Debbie Furgerson (918-809-0850).

## OREGON

**M 028 PORTLAND/SALEM**-Jay Spottswood, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Rose Etta Venetucci.

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**TBR&SE 793 PACIFIC NORTHWEST**-Chris Taylor, P.O. Box 94282, Seattle, WA., 98121. (877-680-4853) Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

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## PACIFIC NORTHWEST

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## PENNSYLVANIA

**S 003 PITTSBURGH/NEW CASTLE**-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**-Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE. /GREATER PA.**-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 082 WILKES BARRE**-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

**S 097 READING**-David Sterner, iatse97@gmail.com; P.O. Box 6116, Wyomissing, 19610. (484-955-3009) Bus. Agt.: Jason Wingenroth, ba.iatse97@gmail.com.

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**S 113 ERIE**-Jillian Orr, P.O. Box 557, Erie, 16512. (814-474-1116) Bus. Agt.: Thomas Catalde.

**M 152 HAZELTON**-Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Drive, Beaver Meadows, 18216. (570-582-8898) Bus. Agt.: Nicholas J. St. Mary.

**S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM**-David Caddoo, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) Bus. Agt.: Frank lafrate, iatse200ba@gmail.com.

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**M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)**-Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.

**M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMS-**

**BURG/SELINGSGROVE/INDIANA**-Dustin Wagner; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Marina Nau.

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**SM 481 NEW ENGLAND AREA**-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

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## SOUTH CAROLINA

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**M 347 COLUMBIA**-Robert C. Lewis, P.O. Box 8876, Columbia, 29202 (803-240-0111) Bus. Agt.: Robert Porter.

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**S 140 CHATTANOOGA**-Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-421-9847) Bus. Agt.: Bob Hasselle, businessagent140@gmail.com.

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**TWU 894 KNOXVILLE**-Susan Elford, susyelfrod@yahoo.com; 1227 Beaumont Avenue, Sevierville, 37876 (865-414-3047) Bus. Agt.: Tammy King, king.t3047@gmail.com

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**S 076 SAN ANTONIO**-Daniel Vivier, spursan44@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell.

**S 112 OKLAHOMA CITY, OK/WICHITA FALLS, TX**-Heidi Hamilton, iatse112.finsoc@att.net; P.O. Box 112, Oklahoma City, 73101. (405 231-0025) (Fax: 405-231-2778) Bus. Agt.: Tina Saxton, iatselocal112@att.net.

**S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE**-Glenn Farmer, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Diane Freeman.

**S 127 DALLAS/GRAND PRAIRIE/MCKINNEY**-Senita Peck, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-329-0957) Bus. Agt.: Gregg Pearlman.

**M 183 BEAUMONT/PORT ARTHUR/ORANGE**-Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jamiestrawther@gmail.com.

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**O 330 FORT WORTH/DENTON/GAINESVILLE**-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

**M 331 TEMPLE/KILLEEN/BRYAN/WACO**-Holly Serfass, itsertf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-9773) Bus. Agt.: William Sproul, billrat2@centurylink.com.

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**TBSE 796 STATE OF TEXAS**-Van Williams, secretary-treasurer@iatse796.org; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen, kevincallen@windstream.com.

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**T B184 HOUSTON**-Omega C. Villanueva, ovillanueva@fcsh.net; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Denise Fabry, dfb184ushers@yahoo.com.

## UTAH

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO**-Trustees C. Faye Harper, Peter Marley, Allison Smartt and John Gorey, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227).

## VERMONT

**SM 481 NEW ENGLAND AREA**-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

**S 919 BURLINGTON, VT/HANOVER/LEBANON, NH**-Craig Mowery, P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

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**S 022 NORTHERN VIRGINIA/WASHINGTON DC SUBURBS, MD/WASHINGTON, DC**-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseux.

**M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON**-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164)

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**S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH/NEWPORT NEWS/HAMPTON/WILLIAMSBURG**-Kumi Blackwell, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502.(757-237-5058), Bus. Agt.: William J. Clark, III. businessagent@iatse285.com, (757-675-5768).

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**M 369 HUNTINGTON, WV/ASHLAND, KY/IRON-TON, OH**-Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Greg Miranda.

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