

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 669
THIRD QUARTER, 2020

Bulletin



VIRTUAL

**MID-SUMMER GENERAL
EXECUTIVE BOARD MEETING**

INSIDE: ► VIRTUAL GENERAL EXECUTIVE BOARD MINUTES

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 _____

Home Address _____ City _____ State/Zip Code _____

Billing Address _____ City _____ State/Zip Code _____ Occupation/Employer _____

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

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James B. Wood
 Editor



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FINANCIAL RELIEF AVAILABLE FOR IATSE MEMBERS AFFECTED BY RECENT NATURAL DISASTERS IOWA TORNADOES, HURRICANE LAURA AND CALIFORNIA, OREGON AND WASHINGTON STATE WILDFIRES

IATSE members needing financial assistance should submit a written request to their local union. The local union will forward the request to the Walsh/Di Tolla/Spivak Foundation for review. For more information visit <http://iatse.co/disaster-relief>

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Our Flickr stream: www.flickr.com/groups/iatse



IATSE Training Trust Fund: www.iatsetrainingtrust.org

Rising to our Challenges

We must stand together like never before in this war against the pandemic. We are now stronger, and better positioned to fight to our full potential for our families, our prosperity, our health and our lives than ever before. We must continue to strive for return to work plans that protect the membership. And while it is the employers' ultimate responsibility to provide a safe work environment, we must be active participants in our own safety, strictly adhering to the protocols aimed at keeping our workers safe.



We must exercise zero tolerance with respect to deviating from safety whether we are fighting COVID-19 or any other hazard on the job. Each of us as individuals and as a collective group, has it within our power to be part of the eventual end to this fight, a fight we did not pick but one we must face and win. Health and safety in our workplaces, homes and communities depends upon our commitment to follow the science and medicine, and to participate and encourage those around us to follow the rules that are our only weapons against the enemy virus. I encourage you to be active agents for safety, to hold one another accountable to lapses and to make it clear that you will not tolerate poor judgement that jeopardizes the safety of anyone at the workplace and elsewhere. Please be careful, safe, vigilant and absolute in your resolve, lest we look back in regret that we had not done all we can.

There is another war that must be fought with equal fervor and stand just as united against our common enemy. Racism. It's time the conversation turns to action. Real, measurable change that removes all barriers against self-fulfillment and full potential, against the rewards to us all of full and equal participation. It will be difficult, uncomfortable at times and involve sacrifice. But none so great as those faced each day by being oppressed by an unjust system. To that end I am reconstituting the Diversity Committee into a Diversity and Inclusion Committee that will be charged with guiding the union's efforts to effectively move the IATSE forward in our commitment for fairness and inclusion. Additionally,

the General Executive Board has approved the engagement of outside consultants to evaluate and guide us in our efforts to succeed in this overdue endeavor. We must take responsibility for what we are today. There are no excuses for inaction. The fact is that opportunity has not been equal and we, regrettably, do not reflect an equal open system that inspires and encourages the change necessary. But we can accept responsibility and move forward with an indefatigable commitment to fighting for what's right. There must be tangible, measurable progress in this fight. We must awaken to the reality that it's easier to explain away injustice than face it and deal with it. We are a union. We fight together for the strength, health and prosperity of all. ALL. For the betterment of those we represent now and into the future. Through vision not blindness. Through action not indifference. Through love not hate.

People show who they are in hard times. I know that we in the IATSE have the courage and strength to step out into the light and lead. It's going to take a commitment from all of us. I ask for action, support, accountability and solidarity now. Being proud of who we are in the days ahead depends largely on what we do today.

Sisters, Brothers and Kin, we have survived wars, diseases, natural disasters, strikes, terrorist attacks and the relentless scourge of anti-union and anti-worker efforts against us since 1893. Together we will rise again, together, as we always do.

Be safe and be well.



OFFICIAL NOTICE

The regular Mid-Winter meeting of the General Executive Board is scheduled to be held at the Sheraton Puerto Rico Hotel, 200 Convention Center Blvd., San Juan, Puerto Rico, 00907. The meeting will commence at 10:00 a.m. on Monday, January 25, 2021 and will remain in session through and including Friday, January 29, 2021. 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 Sheraton Puerto Rico Hotel by calling 1-866-932-7269. The guest room rate for the IATSE is \$239.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for this meeting you must identify your affiliation with IATSE.

Cut-off date: December 23, 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.

PER CAPITA TAX WAIVER

As a result of the COVID-19 situation, the General Executive Board approved the waiver of second quarter per capita payments for all local unions. As second quarter reports are submitted, a credit immediately appears in the Local's account. As of the end of August, 278 local unions have submitted their second quarter reports and almost \$7.5 million in credits have been issued. Of that amount, Locals have already applied over \$2.2 million for new per capita stamp orders. Credits can be used all at once or in portions as orders are placed. Locals should contact the Finance Department in the General Office when they want to apply their credit for an order.

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

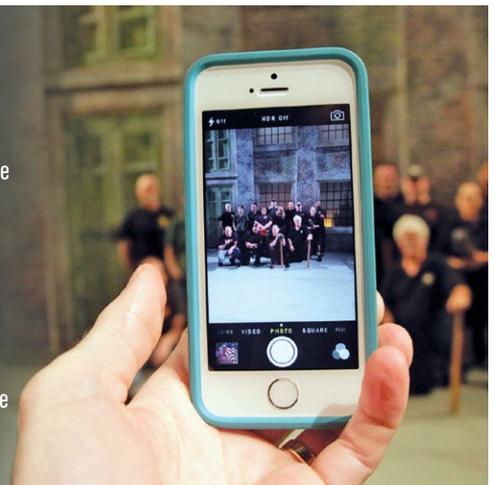
Please send your Bulletin submissions to bulletin@iatse.net.

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.

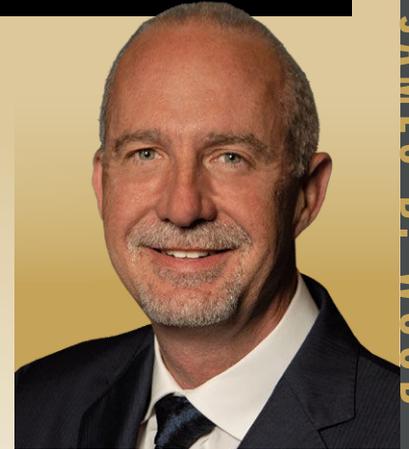
Please do not crop or otherwise modify photos - the original version usually has the highest quality.

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.



Not Our Usual Day

On Monday September 7, 2020 we celebrated Labor Day (Labour Day for our Canadian members). This year it was far from the usual celebration. Gone were the parades, the picnics or whatever other gathering usually marks the day in your town or city. The latest in a long list of things affected by the ongoing pandemic.



And yet during these turbulent times it is still important to recognize the critical role that labor has played in our society. Not only have we been the driving force behind all of the work standards that society now takes for granted such as the 8-hour day, the right to time off and numerous health and safety protections, we have also often been the social conscious of what is just and right in society.

Naturally we have pursued specific agendas over the years aimed at bettering the working lives of our members. One may say that is our primary job. However, during the course of history we have also developed and supported ideas that would make our world a better place. While that may seem like two different goals, I would argue that our members can only achieve true success if their working lives are protected within a world that is progressive and good.

And with the spotlight shining brightly now on the upcoming U.S. election, these goals could not be timelier. Every citizen in the United States will soon be given the opportunity to have a say in not only their future, but more than perhaps ever before, a say in the future for their children. We have heard in previous elections that this is the most important one of our lifetime, but this time it may very well be accurate.

The differences in policies and philosophies between the two political parties have never been starker and the ability of the President to nominate and the Senate to confirm not only Supreme Court justices but court of appeals and district court judges make the votes we cast in the Presidential and Senate elections particularly critical. It is the courts which ultimately shape our future society because they are the firewall to political overreach. They can stop it, or they can enable it depending on what philosophy they have brought to the bench.

The opinions you have on various candidates and issues in this election is a personal one, but opinions don't matter much unless you cast your ballot. However, before you do, please investigate where the politicians you are considering supporting stand on labor issues and whether they have been a supporter of or an opponent of laws affecting working people. Also consider in what direction will the policies of the politicians you are supporting take our society. Not only in the short-term, but in future years when you are retired, and your children are trying to raise a family. What kind of world do you want to leave for them? Once you have answers that you are satisfied with then take the final step and make sure you vote!

Reporting your job has never been more critical

As production ramps back up, while new COVID-19 safety protocols and testing procedures are still being developed, reporting your jobs, both union and non-union, has a new level of importance. Currently, the Industry Wide Labor Management Safety Committee's White Paper must be adhered to.

The Unions and Guilds also released the Safe Way Forward document, which built upon the White Paper, and instituted zones and the frequency of COVID-19 testing. Currently, we are negotiating with the AMPTP-represented companies for specific compensation, sick leave, zone requirements and definitions and more, along the lines of the Safe Way Forward document. If we are able to come to agreement, this temporary COVID-19 Agreement will standardize safety across the U.S. and Canada for features, episodic television and streaming productions.

Commercials and music video Producers are also expected to adhere to the Industry White Paper. The White Paper lays out the basic safety protocols for companies to resume work safely, and was negotiated and agreed to by the AMPTP and the entertainment industry Unions and Guilds and subsequently adopted by California and New York. The AICP, which represents the commercial producers, issued their own protocols, without input from the Unions and Guilds. Although there are ongoing talks between the IATSE, the DGA and the Commercial Producers, until there are agreed-to safety standards, the White Paper shall apply as the minimum standard. Currently, the prevalence of pre-employment COVID-19 testing, compensation for such testing, the presence of a Health and Safety Supervisor on set, and other COVID-19 considerations will be addressed on a case-by-case basis. However, when a jurisdiction (such as NY and Los Angeles) has adopted most of the White Paper, the safety minimums contained therein apply for

all entertainment productions. We can only monitor and verify compliance if your local union is aware of the job.

Music videos are even less structured than commercials and require an even higher level of diligence. There have always been bad employers that ignore the rules, hoping not to get caught, and that has not changed. Even in jurisdictions that have adopted the White Paper or similar requirements for any entertainment production to resume, there are those who are flouting the law or producing in areas of the U.S. and Canada where there are very few regulations in place. The brief nature of commercials and music videos can also be problematic.

For these reasons, calling in your jobs as soon as you are booked allows the IATSE to contact your employer to ensure proper safety protocols are in place prior to anyone walking onto set. This approach is far more successful in advance of production. When we have to intercede mid-production, it is hard to correct course, especially for a one or two day shoot. If we don't know



about a project, we can't demand a company provide a proper diagnostic PCR or equivalent molecular test for COVID-19, instead of an antibody or antigen test, prior to employment. Once on set, it's impossible to rewrite the past.

When your local has advance warning, the IATSE has time to review the safety protocols for the production and, if necessary, provide guidance to the company. We ask questions like, can you provide enough PPE to every crew member? When and what type of COVID-19 testing will be performed? Do you have adequate handwashing stations and restrooms? Who is your Health and Safety Supervisor and

what is their relevant training? We will also negotiate for COVID-19 sick pay, compensation for testing and training, and, if quarantining is required, adequate payment for that time.

If the company refuses to provide a safe work environment, which is a requirement for all employers, the IATSE works with SAG-AFTRA, the DGA, and other Industry Unions to decide the best course of action to protect the workers.

For non-union productions, we will work to organize your production so that we can speak with one unified voice to provide the safest workplace possible. Recently, we've brought non-union productions under contract,

and demanded they implement the White Paper immediately. Non-Union productions that ignore the rules and disregard the laws and guidance from the affected health agencies put the personal health and safety of every member and their families at risk. The bad players also put the entire Industry at risk of an outbreak and another shut down.

Calling in your job has never been more important. Your safety is of the utmost importance to your local and the International. While we want our Industry to recover and thrive, the workplace needs to be as safe as possible for the protection of the workers, their families, and communities.

GO GREEN! GO MOBILE!

SIGN UP TO RECEIVE THE OFFICIAL BULLETIN ELECTRONICALLY.

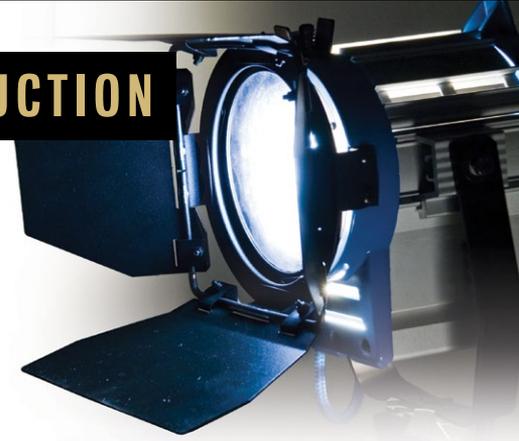
This not only allows for us to save paper and reduce emissions, but enhances the experience with linkable content, optimization for mobile devices and more! Go online now and sign up!

admin.iatse-intl.org/Bulletin.aspx

The advertisement features three devices: a laptop, a smartphone, and a tablet. The laptop screen displays a news article titled "Restoring Communities: IATSE Members Give Back with Food Drives" with several photos of members in yellow shirts. The smartphone shows a person wearing a blue IATSE shirt and a face mask, with a "FaceGear Friday!" sign. The tablet displays the "IATSE Bulletin" cover with the IATSE logo and the text "VIRTUAL MID-SUMMER GENERAL EXECUTIVE BOARD MEETING".

MOTION PICTURE & TELEVISION PRODUCTION

SAFETY IN THE TIME OF CORONAVIRUS: HOW TO CHART A PATH FORWARD FOR FEATURES, EPISODIC TELEVISION AND STREAMING AS PRODUCTIONS RESUME



Since March, when production ground to a halt almost overnight, the leadership of the Locals and International have been working on protocols for a safe return to work. We knew that productions would resume eventually, and we needed to be prepared.

First, the Industry Wide Labor Management Safety Committee worked tirelessly to create basic minimum safety requirements. This committee, made up of representatives of AMPTP-represented Employers and the Industry Unions and Guilds, has traditionally addressed issues related to CSATF training, bulletins, and other safety concerns. They pivoted to creating the details for how to safely return to set in this tumultuous time. Both sides retained the counsel of epidemiologists and other medical experts and got down to work; time was of the essence. The Governors of New York and California turned to us for rules that would make them feel comfortable enough to allow for work to resume in our sector and wanted guidance by July 1st. Thus, the White Paper was born. This document lays out basic rules, including the presence of a Health and Safety Supervisor, safety training, the use of PPE and social distancing requirements. Once agreed to by both sides, the White Paper was presented to the Governors, who then incorporated the vast majority of the Paper for New York and California. The Industry White Paper has been distributed to every state.

In an unprecedented collaboration, the IATSE, DGA, Teamsters, Basic Crafts and SAG-AFTRA developed a companion document, titled "The Safe Way Forward." Each union had experts weigh in on the development of a zone system, with testing, based on science that applies as appropriate in each zone. The Safe Way Forward contemplates three zones determined by the proximity to actors that are not wearing personal protective equipment (PPE). The Safe Way Forward then became the basis for negotiations with the AMPTP for

COVID-19 specifics. The Producers are negotiating based on our recommendations, which puts us in a good position. President Loeb also requested protocols and proposals from the entirety of the Motion Picture and Television Locals in the U.S. and Canada. Those have been boiled down and folded into negotiations as well. A sub-committee of Locals representing various jurisdictions and crafts has been appointed. President Loeb and the leadership of the International continue to meet with both the U.S. and Canadian MPTV locals and the sub-committee as negotiations proceed.

Although everyone wants a temporary COVID-19 Agreement in place, it is a complicated process, with many partners and voices to address. We all feel the importance and weight of what we are negotiating for. To ensure the safety of our members, we must get this right.

In the absence of a completed Agreement, with some productions ramping up pre-production in July, and principal photography expected in August, the IATSE Motion Picture and Television Department have been reviewing safety plans, production by production. We negotiate payment for pre-employment testing and training, the presence of a Health and Safety Supervisor, and COVID-19 sick leave and quarantine pay. Also, we require a risk assessment of each location to assess an adequate number of bathrooms, handwashing stations, and other details. Finally, we confirm that the other Unions and Guilds have signed off on the production, and, if we find issues, we work with these other partners. It is incredibly time consuming work, for both the Unions and Producers, and everyone is eager to have one industry-wide standard in place.

As of this writing, the joint Unions, Guilds and the AMPTP were attempting to conclude the Return to Work safety protocol negotiations. If an agreement is reached, we will report on the specific details in the next Bulletin.

CREW SHOTS



United behind-the-scenes at opening night of Opera North Summerfest 2020. Proud of our Sisters and Brothers of Local 919. From left to right: Nicole Sanborn apprentice 919, Alecia Roy ON intern, Lily Ten Eyck apprentice 919 & her dog Chester, Ethan (Pickles) Sullivan Dupuis overhire 919, Tiger Stanley journeyman 919, Maria Kenny overhire 919, Jeremiah Brophy journeyman 919, Jean-louis Thauvin journeyman 919, Miles Sturges ON intern.



Pictured here are members of Local 30 at the Indianapolis Motor Speedway for the Indianapolis 500.



Local 493 members united and happy to work on a commercial shoot for Democratic candidate of US House IL District 13, Betsy Dirksen Londrigan. (Left to Right) Hair / Makeup Brandi Iverson, Audio Mixer Carlos Zuniga, Camera Assistant Anne Frievogel, Candidate Betsy Dirksen Londrigan, Local 493 Business Representative Gordon Hayman, Key Grip / Local 493 President David Kube, Teleprompter Candice Moran, Gaffer Tim Hawn, Swing / Local 493 Vice President Adam Reisz.

**REPORT OF THE
GENERAL EXECUTIVE BOARD
MEETING HELD VIA
TELECONFERENCE
MARCH 13, 2020**

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 12:00 noon on Friday, March 13, 2020 via teleconference.

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 E. 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 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, present for the meeting were General Counsel Samantha Dulaney, Associate Counsel Adrian D. Healy, West Coast Associate Counsel Jacob J. White and Canadian Counsel Ernie A. Schirru.

The Board convened to receive updates about the Alliance's planning and efforts surrounding the outbreak of the coronavirus disease 2019 (COVID-19), which has expanded to a growing number of countries, including the United States and Canada. Along with other territories, North America continues to report a significant number of new COVID-19 cases. To limit potential virus exposure, IATSE representatives and personnel in all IATSE offices will begin adhering to revised, temporary schedules and procedures in order to limit avoidable travel and avoid heavily populated facilities, including public transit.

The Alliance is preparing to roll out response activities to address the potentially devastating loss of employment stemming from government officials' efforts to curb the spread of the virus. To date, these measures have included declarations of emergency and bans on large public gatherings. Thousands of IATSE members will face hardships because of event cancellations due to these mandates. President Loeb is further preparing for

the outbreak's impact by addressing the procedures of local unions, which may be unable to conduct regular membership meetings or meet financial obligations. The Alliance is exploring possible courses of action that would provide financial security for affected members and secure needed benefits. The Alliance is also calling upon lawmakers to pass legislative relief measures to support entertainment-industry workers, including the federal Families First Coronavirus Response Act in the United States Congress.

The Board was urged to share and discuss all further concepts while implementing planned measures to protect members and staff against the risks associated with this illness. President Loeb noted that the members of the Board, the International's officers and staff, and the officials and members of local unions must continue to remain connected as the Alliance confronts this unprecedented epidemic.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:25 p.m.

**REPORT OF THE
GENERAL EXECUTIVE BOARD
MEETING HELD VIA
TELECONFERENCE
MARCH 17, 2020**

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special Meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Tech-

nicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 3:30 p.m. on Tuesday, March 17, 2020 via teleconference.

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 E. 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 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, present for the meeting were every Department Director, Assistant Director and all Representatives (with the exception of Steve Belsky who was in negotiations), General Counsel Samantha Dulaney, As-

sociate Counsel Adrian D. Healy, West Coast Associate Counsel Jacob J. White and Canadian Counsel Ernie A. Schirru.

The Board addressed immediate matters related to the worldwide coronavirus, COVID-19, which has spread rapidly across the globe, including within the United States and Canada. The disease, which has been declared an epidemic by the World Health Organization, will have a significant toll on the economy. Transmission has expanded around North America and government officials have imposed economic and health restrictions on businesses and the general public—including school closures, venue closures, event cancellations, and other initiatives designed to stem disease exposure by dramatically limiting crowds and public gatherings. These actions will undoubtedly disrupt daily life and create difficulties for members of the Alliance. While the IA continues to push government officials and agencies to take dramatic action in response to the threats surrounding this unprecedented illness, the Board took the following action.

To address the outbreak's impact and strain on the finances and operations of Locals of the Alliance, the Board unanimously approved an emergency allowance related to Article Nineteen, Section 13 of the International Constitution and Bylaws (Penalties for Delinquency). Locals having made First Quarter payments will not be considered delinquent in further payments for purposes of Article Nineteen, Section 13 of the International Constitution (nor subject to the loss of their charter) if they are behind three quarters in per capita payments (i.e., until the end of calendar year 2020).

President Loeb further noted that the members of the Alliance affected by this potential catastrophe—which reaches the Union's entire territorial jurisdiction—will likely face immediate needs for assistance. While the IA has survived significant obstacles and difficulties since 1893, it appears that the challenges surrounding COVID-19 may be long-term. To address immediate, critical needs of members displaced from work, the General Executive Board unanimously approved a total of \$2.5 million in donations to The Actors Fund, the Actors Fund of Canada, and the Motion Picture and Television Fund. President Loeb noted that these agencies are familiar to the Alliance, and they have turn-key capacity to assist our members in need.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 3:55 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE MARCH 23, 2020

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 11:00 a.m. on Monday, March 23, 2020 via teleconference.

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 E. 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 GLYNN,
Eleventh Vice President
JAMES J. CLAFFEY, Jr.,
Twelfth Vice President
JOANNE M. SANDERS,
Thirteenth Vice President and
Director of Tradeshow and Display

The Board convened to receive updates on the Coronavirus situation and discuss the financial impact on our local unions.

During the previous meeting on March 17, 2020 the Board extended the period of time before any local union would be considered delinquent. It has now become clear that the effects on work opportunities for our membership may

extend beyond what was initially contemplated and this will have an impact on members' dues payments to local unions. After a careful review of the financial impact on the International of providing some form of relief, the Board determined that an incremental approach was the most appropriate course of action at this time and agreed to reduce the second quarter per capita payments by one third (one month) with the hope that the shut-downs in place would be temporary.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 11:20 a.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE APRIL 14, 2020

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 12:00 p.m. on Thursday, April 14, 2020 via teleconference.

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 E. 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 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, present for the meeting was General Counsel Samantha Dulaney.

The Board continued to address immediate matters related to the worldwide coronavirus, COVID-19, pandemic which has spread rapidly across the globe, including within the United States and Canada. The disease has resulted in incalculable, devastating losses across all sectors of the industries in which the IATSE works. The IA continues to push government officials and agencies to take dramatic steps in response to the economic toll. President Loeb reported on the following actions.

To address the human toll of the pandemic, the IATSE Coronavirus Active Response and Engagement Service (IATSE CARES) was established to provide direct outreach and support to members. Specifically, it created a buddy system in which members register to have other members check-in with them as often as they wish/need. There is also a delivery-system component in which members may request supplies, groceries, or other items be brought to their doorsteps.

President Loeb also advised that stage, studio mechanics and wardrobe locals had used their resources and skills to retrofit facilities for field hospitals; to make face shields; and to make masks.

He reported that the IA National Benefits Funds had approved relief for participants so that health coverage would be extended, and members and their families will have benefits as long as possible during this pandemic.

He advised that the motion picture and television and live events industries were beginning to draft and discuss safety plans for re-starting the industry and bringing workers back to work safely.

With regard to the IATSE International, President Loeb reported that he and General Secretary-Treasurer James B. Wood are monitoring the International's finances and operations. He reminded the Board of the relief of per capita tax payments granted to local unions and charitable donations to the Actors Funds of America (AFA) and Canada (AFC) and the Motion Picture and Television Fund (MPTF) all totaling \$2.5 million. President Loeb will receive reports from the AFA. Vice Presidents Michael F. Miller, Jr. and John Lewis advised that

they would follow up with the MPTF and AFC, respectively regarding the International's donations.

In light of the catastrophic impact on members' employment, the Board approved an additional grant of \$2.5 million in charitable donations. In addition, upon motion duly approved and seconded, the Board authorized President Loeb and General Secretary-Treasurer Wood to monitor the amount of charitable funds remaining from the International's original \$2.5 million contribution and use portions of the additional \$2.5 million as and if required.

During its meeting on March 23, 2020, the Board reduced local union per capita obligations for the second quarter by one-third (one month). As a result of the continuing pandemic, the Board reviewed the finances of the International and made the decision to extend the previous relief and waive the entire second quarter per capita payments for all Locals. It is hoped that the Local's will pass this relief along to members who are facing massive unemployment. President Loeb noted that along with the actions taken in March, the International has authorized more than \$10 million in expenditures to benefit the members.

President Loeb expressed his appreciation to the Board for their efforts. He implored everyone to stay safe and healthy in order to continue the work on the long road ahead to the resumption of any normalcy in our industries.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:30p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE MAY 18, 2020

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 1:00 p.m. on Monday, May 18, 2020 via teleconference.

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 E. 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 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, present for the meeting was General Counsel Samantha Dulaney.

The Board continues to address immediate matters related to the global coronavirus, COVID-19, pandemic. The disease continues its devastation across all sectors of the entertainment industry in which the IATSE works. The IA continues to push government officials and agencies to take dramatic steps in response to the economic toll. President Loeb reported on the following actions.

President Loeb and General Secretary-Treasurer Wood updated the Board on the upcoming semi-annual, mid-summer meeting of the General Executive Board as mandated by Article Eleven Section 2 of the IATSE International Constitution.

President Loeb explained the format for the upcoming meeting would be online with reports from the General Secretary-Treasurer, the International's Board of Trustees, the Defense Fund, and each Department of the International. He reported that the meeting would take place over two days and would focus exclusively on the impact of, response to, COVID-19 across the IATSE.

President Loeb also updated the Board on the back-to-work protocols being drafted and discussed by government and industry employers. He stated that the International's Motion Picture

and Television Locals had agreed to be a part of a single bargaining-unit in order to address the challenges posed by COVID-19. He advised that this is unprecedented, and he commended the Locals for their efforts.

With regard to the Stage Locals, President Loeb advised that he had appointed a committee to address safety protocols in live events. Vice President Daniel Di Tolla added that the goal on the live performance side is to include all stakeholders and to build upon the Alliance of Motion Picture and Television Producers Industry-Wide Labor-Management Safety Committee Task Force White Paper and/or whatever is agreed upon for the resumption of work in television and motion picture production. He stated that the stagecraft protocols will be shared with all Stage Locals.

Concerning the operations and finances of the IATSE International, President Loeb advised that all staff employed by the International would have their vacation benefits reduced by one week. This "shared sacrifice" will help to reduce costs as the economic impact of the pandemic continue.

Finally, upon motion duly made and seconded, the Board unanimously endorsed Joseph "Joe" Biden for President of the United States. Vice President Biden is the presumptive Democratic nominee for the Presidency. It was noted that Vice President Biden has a strong record on issues important to the middle-class and he understands the concerns facing the IATSE.

President Loeb thanked the Board for their efforts and implored them to continue to focus on ways to benefit the membership.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 1:30 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA TELECONFERENCE JUNE 24, 2020

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) of the International Constitution, a Special 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 12:00 p.m. on Wednesday, June 24, 2020 via teleconference.

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 E. 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 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, present for the meeting was General Counsel Samantha Dulaney.

The Board continues to address immediate matters related to the global coronavirus, COVID-19, pandemic. The disease continues its devastation across all sectors of the entertainment industry in which the IATSE International works. The IA continues to push government officials and agencies to take dramatic steps in response to the economic toll. President Loeb reported on the following actions.

President Loeb updated the Board on the status of the industry-wide negotiations with the Alliance of Motion Picture and Television Producers. He told the Board that the major unions and guilds in television and motion picture production—the IATSE International, Directors Guild of America, the Screen Actors Guild, the International Brotherhood Teamsters, the Laborers' International Union, the International Brotherhood of Electrical Workers, the Plasters, Studio Utility Employees and Plumbers and Pipefitters—in an unprecedented alliance are negotiating with Producers in an effort to return to work safely.

President Loeb also addressed a letter titled "The Ground We Stand On" written by artists and craftspeople to stakeholders in the live theatre industry—primarily Broadway—regarding equity and diversity. Upon motion duly seconded and approved unanimously, the Board approved a statement in response to the letter. The Board authorized President Loeb or his designee to meet with the authors of the letter, producers, employers, and other unions and guilds to discuss a more equitable and inclusive work environment in the live arts.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 12:30 p.m.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD VIA ZOOM WEBINAR JULY 28 – 29, 2020

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 Tuesday, July 28, 2020 via Zoom Webinar.

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 E. 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 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 Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; 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; Political and Legislative Director Tyler McIntosh; Assistant Political and Legislative Director Jackson Rees; International Representatives Ben

Adams, Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Jim Brett, Justin Conway, Dan'l Cook, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, John Gorey, Benjamin Hague, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Brendan Kierans, Mark Kiracofe, Brian Lawlor, Daniel Little, Tanya Mahn, Rachel McLendon, Julia Neville, Jeremy Salter, Stasia Savage, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Special Representatives David Garretson, John Gates, Don Martin, Brian Munroe and Joseph Short.

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; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 9, Syracuse-Rome-Oneida-Utica, NY; 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; 14, Albany-Schenectady-Amsterdam-Troy, NY; 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; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Vir-

ginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-MT. Clemens-Port Huron, MI; 39, New Orleans, LA; 42, Omaha-Fremonte, NE/Council Bluffs-Sioux City, IA; 44, Hollywood, CA; 46, Nashville, TN; 51, Houston-Galveston, TX; 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; 63, Winnipeg, MB; 69, Memphis, TN; 74, Southern Connecticut; 85, Davenport, IA/Moline-Rock Island, IL; 99, State of Utah/Noise-Nampa-Caldwell-Twin Falls-Sun Valley, ID./Southern Idaho; 105, London, ON; 107, Alameda City-Oakland-Berkley-Contra Costa City-Solano City-Richmond, CA; 115, Jacksonville-Tallahassee-Gainesville, FL; 118, Vancouver, BC; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 140, Chattanooga, TN; 154, Ashland, OR; 160, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 168, Vancouver, Island, BC; 205, Austin, TX; 210, Edmonton, AB; 212, Calgary, AB; 232, Northampton-Amherst, MA; 251, Madison-Columbia-Sauk County, WI; 262, Montreal, QC; 295, Regina-Moose Jaw, SK; 300, Saskatoon, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 321, Tampa-Clearwater-Lakeland-St. Petersburg, FL; 322, Charlotte-Greenville, NC;

336, Phoenix-Prescott, AZ; 347, Columbia, SC; 354, Tulsa-Ponca City, OK; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 412, Bradenton-Sarasota, FL; 415, Tucson, AZ; 417, Durham-Chapel Hill, Raleigh, NC; 442, Santa Barbara County-Ventura County-San Luis Obispo County, CA; 470, Oshkosh-Fond Du Lac-Green Bay-Wisconsin Rapids-Marshfield-Wausau, WI; 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; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 501, Lititz, PA; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 611, Watsonville-Santa Cruz-Salinas-Gilroy-Hollister-Monterey-Pacific Grove-Seaside, CA; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 635, Winston-Salem-Lexington-Thomasville, NC; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 680, Halifax-Dartmouth, Nova Scotia/Saint John-Moncton-Fredricton, NB; 690, Iowa City, IA; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 709, Province of Newfoundland and Labrador; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 745, Minneapolis, MN; 750, Chicago, IL; 751, New York,

NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 772, Washington, DC; 775, Boston-Plymouth-Cape Cod, MA; 783, Buffalo, NY; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 787, Pittsburgh, PA; 793, Pacific Northwest; 795, San Diego, CA; 798, New York, NY; 800, Los Angeles, CA; 803, Dallas-Fort Worth, TX; 810, Kansas City, MO; 822, Toronto, ON; 828, Province of Ontario; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 863, Montreal, QC; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 883, Cleveland, OH; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 906, Charlottetown, PE; 927, Atlanta, GA; 938, British Columbia; USA829, United States; ATPAM, New York, NY; B4, Boston, MA; B20, Portland, OR; B173, Toronto-Hamilton, ON; B192, Hollywood, CA; and B778, Vancouver, BC.

INTRODUCTIONS

President Loeb opened the General Executive Board by sharing a few remarks on the unprecedented crisis IATSE has had to face due to the pandemic of the Coronavirus. A moment of silence was observed for the lives lost to COVID-19.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Winter Meeting – January 27-31, 2020 – Dallas, Texas

Special Board Meetings –March 13, March 17, March 23, April 14, May 18, and June 24, 2020 –Teleconference Meetings.

President Loeb called upon the General Executive Board to approve the Minutes of the regular Mid-Winter meeting of the Board held in Dallas, Texas, the week of January 27-31, 2020.

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

President Loeb called upon the General Executive Board to approve the Minutes of the Special Board Meeting – Teleconference Meetings that were held on March 13, March 17, March 23, April 14, May 18, and June 24, 2020.

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

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer Wood began his report by acknowledging the tremendous commitment of his staff during the past four months. The need for paper handling in the Finance Department made it virtually impossible for a complete transition to a remote work environment and if not for the efforts of Wesley Vega and the accounting team of Mildred Aguila and Melanie Co, things would have ground to a halt and the completion of the annual audit and Department of Labor Form LM-2 in a timely manner would not have been possible.

Thanks were also extended to the Director of Human Resources and Operations Asha Nandlal and Davel Hamue of the President's Department who also reported to the General Office regularly to ensure continued operations, and to Jimmy Rainey who, while on paternity leave, remained completely available to assist everyone as the challenges of everyone suddenly being thrust into a remote work environment had to be addressed.

Recognition was also given to our local union officers, particularly the Secretaries and Treasurers, who demonstrated

professionalism and patience as everyone found their way through the communication challenges that were imposed on everyone.

COVID-19 Financial Response

When the pandemic first started shutting down workplaces, the General Executive Board immediately recognized that there would be a financial impact on IA members and Locals. While it was not clear in mid-March just what that impact would be, the Board met via teleconference on March 17, 2020 to discuss two major actions to address those issues.

The first was a decision to reduce the stress on IA local unions in terms of delinquency in per capita tax payments. Article Nineteen, Section 13 of the International Constitution provides for a Local to have its charter revoked if it is two quarters behind in per capita payments. The Board determined that any Local that had paid its first quarter per capita payments would not be considered delinquent until it was three full quarters behind which decision by the Board would carry those Locals until the end of the year.

The second decision of the Board was to unanimously approve a \$2.5 million charitable contribution to three different charities. The Actors Fund, the Motion Picture and Television Fund and the Actors Fund of Canada were selected because of their previously proven ability to assist IA members and because they have the necessary infrastructure in place to provide timely assistance.

In late March, the Board met again and recognized that it would be necessary to provide some relief to Locals in terms of per capita payments. Since the future was still cloudy at best, the Board took an in-

cremental approach to relief and reduced by one-third (i.e. the month of April) the amount of second quarter per capita that would be due to the International.

By mid-April, it became clear that the crisis was going to take longer to resolve than initially predicted by the experts. In order to provide Locals with some financial clarity and planning ability, the General Executive Board approved the waiver of the remaining amount of second quarter per capita. Local unions were encouraged to pass along those reductions to their members.

The waiver of second quarter per capita payments is being handled as a credit on each Local's account. As soon as a local union files its second quarter report, the finance system has been programmed to calculate a credit based on the numbers reported and that credit can be immediately used to purchase per capita stamps. As of July 27, 2020, \$3,064,720 of credits have been issued to 145 Locals and \$1,589,145 has already been used by thirty-four local unions. Locals should contact Wesley Vega at wvega@iatse.net when they want to apply their credit.

In total, the second quarter per capita waiver resulted in lost revenue of \$2.3 million in this just completed fiscal year and another \$4.7 million loss will appear on next year's financials. When combined with the \$2.5 charitable contributions, a total commitment of almost \$10 million has been made by the International in response to the pandemic.

Audited Financial Statements

The audited financial statements for the year ending April 30, 2020 have been completed and the Form LM-2 (a record 359 pages) has been filed in advance of the

deadline of July 30, 2020. In keeping with past practice, the financial statements will appear in the Third Quarter issue of the Official Bulletin.

In an overall sense, the investment strategy of capital preservation and investment in fixed income vehicles has served the International well during the crisis. As many bond yields headed towards zero the value of the International's investment portfolio increased beyond normal annual returns. This increase in returns combined with a close control on expenses enabled the International to offset the portion of the revenue decline applicable to the per capita waiver (one third) for the just completed fiscal year.

Total net assets of the International declined from \$50.5 million to \$48 million which in the most simplistic terms equates to the \$2.5 million contributions that were made to the three charities.

General Secretary-Treasurer Wood and President Loeb continue to closely monitor the finances of the International as the pandemic continues to cause disruption.

National Benefit Funds Response

Employer contributions during the first quarter ending March 31, 2020 were up by 15.39% over the previous year. As the shutdowns began to ripple through industries, receipts began to decrease towards the end of March and throughout April and for the months of May, June and July contributions have been down over 80% over the same months in 2019. Year-to-date contribution totals as of July 24, 2020 are down 40.43% over the same period last year.

In recognition of the impact that the lack of work is having and therefore the

lack of contributions into participants' plans, the Trustees have taken a number of significant actions.

Annuity Fund Participants: a COVID-19 hardship withdrawal was implemented which relieved participants under the age of 59 ½ from the IRS excise tax penalties.

For Health Plan C Participants: if coverage lapsed on April 1, 2020 because of a failure to make a required copayment, coverage was automatically reinstated to the level of coverage in place on March 31, 2020 (1,418 participants were assisted); for those enrolled in coverage at June 30, 2020, no payment was required in order to remain enrolled in the existing coverage option for the quarter starting July 1, 2020 (6,942 participants were assisted); and, the October 2020 quarter relief is being carefully reviewed and will be announced by mid-August.

For Health Plan A Participants: participants enrolled for coverage on March 1, 2020 and who received contributions to Plan A in 2020 will receive credit for ten days of work for the months of June and July in order to assist with continued coverage. Additional consideration is being reviewed and will be announced in mid-August.

Pension Plan: some limited relief will be implemented to prevent a permanent break in service for some participants. Anyone who has already incurred four consecutive years of breaks in service prior to 2020 and who incurs a break in service in 2020 due to the pandemic will have the account reviewed for potential relief. Any participant in that group who returns to work in 2021 will have the 2020 break eliminated thus preventing a forfeiture of

their credits prior to 2020. The Trustees have agreed to consider additional relief once the full year is completed and the Fund's status can be evaluated.

It is important to note that each of these actions carries a cost to the Funds and this must come from surplus. Thus far, over \$12 million has been allocated from surplus to participant accounts. These levels will need to be closely monitored.

President Loeb thanked General Secretary-Treasurer Wood for his report and noted the tremendous amount of work being done by the General Secretary-Treasurer and his staff. The International reacted immediately to the crisis, committing roughly \$10 million to help the members and the Locals. The International can sustain the lost revenue and weather the storm in large part because of the positive financial position of the International. Had that not been the case, the International would not have been able to offer this relief.

With respect to the National Benefit Funds, President Loeb noted that the members deserve the protections and relief that the General Secretary-Treasurer described. Protecting the members will continue to be the priority of the International.

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

APPEARANCE: CONGRESSMAN BRENDAN BOYLE/PAC EVENT

International President Loeb and IATSE Political and Legislative Director Tyler McIntosh hosted United States

House of Representatives third term Democratic Congressman Brendan Boyle representing the 2nd Congressional District of Pennsylvania since 2019 for a virtual IATSE Political Action Committee (PAC) event.

Director McIntosh commenced the PAC event by underscoring the important role IATSE's PAC plays in the fight against anti-worker and anti-union political agendas on behalf of IATSE members and working families and the urgent need for continued and new support from IATSE members.

President Loeb then proceeded to introduce Congressman Boyle, noting that Congressman Boyle has a long and respected history of being a fierce advocate on behalf of working people and labor and that the IATSE is not only proud to have him attend the PAC event but also call him an ally and friend.

Congressman Boyle began his comments by noting it is always a pleasure working with IATSE on issues facing workers. He then went on to confirm his understanding of the struggles facing working families and, in particular, the struggles faced by IATSE members arising from the COVID-19 pandemic and the vital role government has to play in order to move beyond this health crisis.

President Loeb and Congressman Boyle then engaged in a question and answer session which touched on a variety of topics including the nature and scope of further government COVID-19 relief initiatives. Congressman Boyle also discussed the importance of the Right to Organize Act to the US economy and organized labor and confirmed his commitment to continue the fight to make the Right to

Organize Act law in 2021. Congressman Boyle then went on to discuss his views on the landscape of the Presidential election race in Pennsylvania, noting that Pennsylvania will be a key battle ground that may prove to shape the outcome of the election. Congressman Boyle concluded his remarks by stating this current crisis presents an opportunity for the government to pursue a "New Deal" like landscape and he is committed to play his part in making that happen.

APPEAL: MIKE MASSIMO V. IATSE LOCAL NO. 720, LAS VEGAS, NV

The General Executive Board considered Mike Massimo's May 22, 2020 appeal of President Loeb's decision dated May 18, 2020. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Massimo's appeal and resolved to communicate this decision to Massimo in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

APPEAL: KELLY MOON V. IATSE LOCAL 891, VANCOUVER, BC

The General Executive Board considered Kelly Moon's June 23, 2020 appeal of President Loeb's decision dated June 8, 2020. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Moon's appeal and resolved to communicate this decision to Moon in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**APPEAL:
ROSE MARIE THOMAS V. IATSE
LOCAL 822, TORONTO, ON**

The General Executive Board considered Rose Marie Thomas' June 30, 2020 appeal of President Loeb's decision dated June 10, 2020. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Thomas' appeal and resolved to communicate this decision to Thomas in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**APPEAL:
DINA LIPTON (LOCAL 800, LOS
ANGELES, CA)
- ELECTION PROTEST**

The General Executive Board considered Dina Lipton's November 7, 2019 appeal of President Loeb's decision dated October 31, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Lipton's appeal and resolved to communicate this decision to Lipton in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**APPEAL:
STEVE SAMANEN (LOCAL 800,
LOS ANGELES, CA) - ELECTION
PROTEST**

The General Executive Board considered Steve Samanen's November 1, 2019 appeal of President Loeb's decision dated October 31, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Samanen's appeal and resolved to communicate this decision to Samanen in writing in accordance with

the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**APPEAL:
MARCIA HINDS (LOCAL 800,
LOS ANGELES, CA)
- ELECTION PROTEST**

The General Executive Board considered Marcia Hinds' November 1, 2019 appeal of President Loeb's decision dated October 31, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Hinds' appeal and resolved to communicate this decision to Hinds in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**APPEAL:
ELAINE O'DRISCOLL V. LOCAL
NO. 705, HOLLYWOOD, CA**

The General Executive Board considered Elaine O'Driscoll's January 9, 2020 appeal of President Loeb's decision dated January 9, 2020. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied O'Driscoll's appeal and resolved to communicate this decision to O'Driscoll in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

**IATSE STAGECRAFT
DEPARTMENT**

International Vice President and Director of Stagecraft Department Daniel Di Tolla reported on the Department's activities. Following the shut-down of Broadway and touring shows in March due to the COVID-19 pandemic, negotiations took place with the Broadway League,

Disney Theatricals and Non-League Companies over compensation and benefit contributions (pursuant to the notice and closing provisions of applicable collective bargaining agreements). After extensive negotiations, the bargaining parties agreed to extended wage payments and health contributions

Vice President Di Tolla reported that some companies voluntarily extended health contributions for their crews, including the producers of Hamilton, who agreed to make Plan A health contributions for the duration of the pandemic. The producers of Wicked agreed to make health contributions effective July 5, 2020 for an indefinite period of time. The Barclays Center agreed to pay employees for all cancelled events through May and then extended payments for two-days per week through the end of August. Members of Locals 4, 306, 751, and 764 received those payments.

Vice President Di Tolla also reported that the Department worked with the team of epidemiologists/occupational safety doctors and the International's Craft Advancement Program on the development of safe reopening protocols to ensure proper safety procedures and practices are in place for members returning to work. The guidelines have been distributed to all Stagecraft local unions, many of which have returned to work.

Finally, Vice President Di Tolla reported on Action Builder. Action Builder is a phone-based organizing database application that assists organizers with tracking contacts during campaigns. Action Builder was used during the pandemic as part of a successful organizing campaign by Local 22. It allowed organizers to connect

members with workers. Vice President DiTolla remarked that the database will be employed in other unionizing campaigns.

President Loeb noted that he was pleased that Locals had been able to retain contact and keep workers unified in organizing drives that were begun pre-pandemic. He observed that tools like Action Builder will be of use to the International regardless of the pandemic because they streamline connectivity between people. He observed that while in-person contact is desirable, Action Builder shows workers that the International can deal with their individual issues.

President Loeb observed that the members of the Department are all busy—working as hard as they were pre-shutdown. He noted that the return to live performances will likely be dependent upon several things—a deployable vaccine, proven/reliable treatment, air filtration systems, etc.; but the Department must stay abreast of developments in order to be ready immediately to assist crews who will be employed by productions.

President Loeb expressed thanks to the Department for assisting Stage and Wardrobe local unions through the most challenging health and economic circumstances the IATSE International has faced in its existence. He noted that with the efforts of the International Vice President Di Tolla and the Department, the Stagecraft local unions will be poised to resume work upon being called.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. re-

ported the activities of the Motion Picture and Television Production Department.

The rapidly escalating pandemic shuttered productions across the U.S. and Canada beginning in early March, and productions are now beginning to prepare to start principal photography in late summer and early fall, with some already commencing principal photography in locations with lower infection rates such as Canada, New Zealand, Germany, etc. While almost all live action production was shut down, some work did continue. Animation work was mostly unaffected as the transition to working remotely was very fast. Post-production was also able to continue working in many cases as well. Additionally, some staff studio employees and facility people were able to continue working. The Department will better evaluate the impact upon each craft once the second quarter hours report is received.

When companies began announcing their shutdowns, the focus and primary goal was to obtain relief pay for the crews who lost their jobs. Initially, the employers went on a tentative hiatus, which quickly evolved into a global industry shutdown.

Negotiations over the shutdown began with each Studio and major employer almost immediately. Lay-off or hiatus pay is not traditionally a component of motion picture work. IATSE members found themselves out of work due to no fault of their own and the employers, ultimately, recognized the need to provide help during these desperate times. In the end, most employers provided at least two weeks of wages and benefits, with some, such as Netflix, ultimately providing up to eight weeks. This relief pay provided millions of dollars of wages and benefit con-

tributions for the workforce. In this area, employers stepped up to assist members in a meaningful and unprecedented show of support for workers in the motion picture industry.

The Department did have quite a few challenges with productions that continued to produce content remotely, such as talk shows and non-scripted competition shows. Many of these remote productions attempted to use the pandemic as an excuse to allow others to do IA-covered work. Others tried to get along with the absolute minimum crew possible. As of this report, the Department is handling various outstanding grievances to address inadequate staffing. There were also a good number of productions that continued to pay the whole crew when working remotely, recognizing the value of their employees.

Concurrently, the Union and its Locals shifted into a social safety net for the members, providing information about resources for financial assistance, how to file for unemployment, mental health counseling, and connecting them with Industry-specific charities for additional help.

The Motion Picture and Television (MPTV) representatives were in constant communication with the Locals. Like the International, Local leadership adapted to their membership needs and redefined their roles and that of their officers and staff along the way. At one point, the Department was sending information updates three or more times per week.

Once the Industry had shut down, the Department immediately looked towards the future and the question on everyone's mind about the safe return to work. The

existing Industry Wide Labor Management Safety Committee began meeting in March to create a list of safety protocols that would serve as the minimum requirements to allow production to resume. New York's Governor Andrew Cuomo requested this document and California Governor Gavin Newsom quickly followed suit. With the clock ticking, the Committee, co-chaired by Local 80 member and IA Safety Committee Chairman Kent Jorgenson, worked hard to develop the Industry Wide Safety Committee White Paper. The White Paper was a result of the governments of New York and California requesting input regarding return to work protocols. Both the unions and the employers recognized that it was far better for the Industry to generate these jointly than to allow the government to do it for them. President Loeb insisted that the Industry Wide Safety Committee be expanded to include other stakeholders such as Studio Mechanics and New York Production Locals. The IATSE, in partnership with the Directors Guild of America (DGA), Screen Actors Guild (SAG-AFTRA), the Teamsters and Basic Crafts, negotiated to finalize the document with the Alliance of Motion Picture and Television Producers. New York and California issued guidelines that closely adhered to the White Paper; the International's safety protocols set the standard for the IA Industry. This document is held up as an example of how an industry can return to work responsibly and in partnership between labor and management.

With the White Paper in place, the DGA created a document entitled The Safe Way Forward. President Loeb included the IA Motion Picture Locals from

the U.S. and Canada into the negotiations along with the Teamsters, SAG-AFTRA and the Basic Crafts Unions to amend the DGA document in a way that allowed for each craft union to deal with issues specific to their represented crafts while also allowing for all of the unions to speak with one voice. This joint union partnership has not been attempted at this level previously. This concept, while complicated and time consuming, has demonstrated that the unions, working jointly, have exponentially more strength. Had President Loeb not intervened, it is likely that each union would have gone in its own direction and there would not be a common set of protocols to keep everyone safe. Contained in The Safe Way Forward are descriptions of Zones; the amount of testing that should be performed for crew members in each Zone. Doctors and epidemiologists helped to create models that showed the importance of frequent testing. This paper was presented to the AMPTP as the basis for the post-White Paper safety negotiations. Vice President Miller offered to provide the Board with both the White Paper and The Safe Way Forward.

The White Paper created the foundation of returning to work safely. The public release of The Safe Way Forward provided additional topics and a specific structure for discussions with the Studios, both financially and practicality.

Each Union and Guild has met with the AMPTP for union/craft-specific safety protocol discussions. The IA approach was to solicit input from Locals across the U.S. and Canada and address specifics for each craft, department, and type of production. They are practical solutions and processes

and are already in use on sets and stages. In addition, these protocols were distributed by each craft union to their respective membership as guidance and advice for member working in the fields. The effort that many of the IA Locals put into these protocols was very apparent and will continue to serve the members long after 2020.

The Department is addressing common issues during the return-to-work negotiations which sometimes include 180+ people. These discussions involve all the IATSE MPTV Locals in the U.S. and Canada, as well as the other Unions, Guilds, and Producers. President Loeb and Vice President Miller meet regularly with the heads of the DGA, SAG-AFTRA, the Teamsters and Basic Crafts to help shape the message.

As of this writing, the return to work safely procedures are still being negotiated with the AMPTP. In the meantime, the MPTV Department is addressing return to work requests on a case by case basis, using the White Paper and the discussion points as the basis for granting companies permission to return to work safely. IA Representatives, along with IATSE Safety Committee Chair Kent Jorgenson and IA Legal Counsel, as well as various affected Local leadership, review and approve show-specific risk assessments and safety protocols every day. The IA negotiates payment for testing, training, sick leave and quarantine pay, while fighting off any attempts to erode the jurisdiction or staffing requirements. It is incredibly time-consuming work and everyone looks forward to Industry wide standards and compensation being agreed to by the Unions and Producers.

Various negotiations were underway when production ceased. Of particular note are the on-going negotiations with Netflix. Vice President Miller reported at the last Board meeting on the status of these talks. The bargaining committee, assigned by President Loeb, and Netflix representatives have met twice, with the second round of negotiations occurring February 11-13 at the IATSE West Coast Offices.

The bargaining committee is cognizant of the importance of this agreement and the precedents it will establish. All of the old distribution models are being rendered irrelevant by new ones, and potentially hastened by the pandemic. Fair wages, sustainable pension and health benefits, safe working conditions, appropriate staffing as well as trade and craft jurisdiction are critical.

When production has found its footing and productions are underway again, negotiations are expected to resume for a stand-alone agreement with this streaming giant.

Vice President Miller then reported on the state of commercial production. Commercials were some of the first work to resume during the COVID crisis. Before any commercial productions began, Assistant Department Director Daniel Mahoney and International Representative Steve Aredas began negotiating safety protocols with each employer. Many of the earlier spots were shot prior to the creation of the White Paper and the Safe Way Forward documents so the Department had to ensure every employer had the IATSE crew's safety in mind and were following the latest CDC safety guidelines, which included temperature checks, use

of Personal Protective Equipment (PPE), social distancing and cleaning/disinfecting recommendations.

Once the Industry Wide Labor Management Safety Committee's White Paper and the Unions and Guild's Safe Way Forward safety protocols were created, it became standard for IA Representatives to recommend the adoption of these documents.

By May and June, the Tyler Perry Studio (TPS) was in the Trades for their plan to reopen and begin production in the upcoming months. The affected Locals and Assistant Department Director Mahoney and IA Representative Tyree worked with the company to keep IA members safe and address any and every safety concern that they could think of. TPS is unique and worthy of specific mention because of their practice of paying crew to quarantine on sight at TPS to prevent spread of COVID through the crew.

The Department's commitment to organizing does not abate during this time. During this crisis, Employers continue to attempt to produce non-union. This is particularly problematic in unscripted TV. The IA has successfully organized in this area, addressing safety issues that employers felt they could avoid during this period of high unemployment. There are several additional targets and the Department will continue to utilize all of the tech and resources to continue to organize in new and creative ways.

As the November elections loom on the horizon, the IA is actively working to make sure all the Political Media Consultant companies are re-signed so that the barrage of political commercials will be produced union. Various other organizing

targets are being pursued as workers are worried about their health and know the unions have the clout to demand appropriate testing regimes and safety measures.

Both before and during the pandemic, the Department has been communicating with the unrepresented film, television, and commercial production workforce in Utah. They are gaining real traction with the technicians in this jurisdiction. Approximately fifteen people in MPTV crafts made application for membership. In addition, they have established a process for the Local's Business Representatives to make contact with non-member crew. They have transitioned now to providing guidance and input as productions attempt to take advantage of Utah's lax return to work practices and limited restrictions to MPTV production in Utah.

No different than every other sector of the economy that has been upended by the pandemic, VFX workers and game workers are now living in a very different reality than they were six months ago.

The participants in the Motion Picture Industry Pension and Health Plans (MPIPHP) and IA National Benefit Funds have been the beneficiaries of several plan changes that have helped the members maintain healthcare throughout this crisis, without regard for the lack of work. Both plans have significantly amended their respective eligibility and premium requirements to continue health care. The plans have adopted amended cost-sharing for COVID related events and have absorbed the additional COVID related tests and charges. The MPIPHP adopted a modified prescription drug refill program and created an entirely new Individual Account Plan (IAP) hardship withdrawal

plan which will remain in effect through at least the end of the year. Both benefit plans have been fortunate that over the last several contract cycles, practical and effective funding and administration of the plans has provided the trustees of both plans with the necessary tools to keep this important safety net under IA participants. While this crisis and lack of employment will inevitably impact the plans, the plans ability to weather this storm is a testament to the hard work of the plan trustees and administrative staff.

Vice President Miller committed that the Department will continue to work with productions of all sizes and budgets, implementing the White Paper and the appropriate protocols on every production. The connection between local unions has never been stronger throughout North America. Everyone is working together, supporting each other, and maintaining a unified front as the IATSE moves forward into the temporary abnormal of this pandemic age.

Vice President Miller also reported to the Board regarding recent activities in the IATSE West Coast Office (WCO). The staff and representatives in the WCO began working remotely in March and the transition was quick, although not without issues. The WCO team stepped up in every way to ensure that nothing was missed and that the work of the office continued uninterrupted. Two of the IA staff members in the WCO contracted COVID in early March as confirmed by subsequent anti-body tests that confirmed what the employees believed. The WCO are fortunate to not have had additional spread throughout the office.

Vice President Miller worked with

Vice President Thom Davis and the LA County Labor Federation and California Employment Development Department to hold a webinar for entertainment industry workers in April. Over 5,000 industry members signed up for this event hosted by Vice President Miller and LACFL President Ron Herrera. The staff of the California EDD reviewed California unemployment insurance specific to entertainment industry workers to help educate them through the process as well as advise them as to how the EDD was processing the volume of calls. There were sixteen specific topics covered over several hours and the feedback from the members was very positive.

As was previously reported, Motion Picture and Television Fund and the Actors Fund were chosen to distribute relief funds to IATSE members. The Staff at the WCO helped to facilitate these relief funds by confirming membership data for the MPTF to expedite the distributions to the members.

Vice President Miller also reported that the West Coast Office hosted three food banks in partnership with the LA County Food Bank and The Labor and Community Services Department of the LA Federation of Labor. Volunteers from all the LA-based local unions joined with the IA staff to distribute almost 3,000 boxes of food to needy entertainment industry workers. The new WCO was perfectly suited for this type of drive through distribution. Utilizing the front and rear driveways allowed the recipients to remain in their vehicles while volunteers in PPE loaded the food, in boxes of thirty-five pounds each, into the vehicle. This allowed the West Coast Office to keep both

the recipient and volunteer safe. Vice President Miller offered his appreciation for all who volunteered, pointing out that there were far more volunteers than there was space to accommodate. The West Coast Office has maintained a list of those who signed up to access them for future volunteer duties. This community support was recognized by the City of Burbank, Congressman Brad Sherman and reported widely in the local news.

The West Coast Office has been preparing to reopen and, as soon as it is safe to do so, regular office operations will resume.

Vice President Miller concluded his report to the Board by commenting that this has been perhaps the busiest time in the Motion Picture and Television Department in at least the last twenty-years. He also pointed out that during a crisis the core, guiding principles of a union are thrown into stark relief: protect worker safety, fight back against erosion of hard-won gains, and provide guidance and help during times of need. The pillars of the IATSE will continue to drive the work of the Motion Picture Department.

President Loeb thanked Vice President Miller for his report. The IA and the Department have never been busier. The efforts to bargain industry-wide safety protocols, and the resulting coordination with the other industry unions and guilds, has put the IA on solid ground going forward. The bargaining power is apparent, and clearly recognized by the producers. Regarding the AICP, the union does not accept its unilaterally promulgated safety protocols.

As Vice President Miller noted, organizing continues despite the pandemic. In

unorganized areas, workers were unprotected when the pandemic hit, and were forced to accept whatever their employers implemented. This has resulted in a renewed interest in organizing in these areas among the work force. Regarding the benefit plans, the IATSE must ensure that workers continue to maintain coverage at the greatest possible level throughout this time.

President Loeb commended the work of the West Coast Office, specifically mentioning Vice President Davis and his work in the political arena. That activism has proved especially helpful during this time, as a means of protecting workers as they return to work. The food drive demonstrates that people show who they are in times of crises. It is gratifying to hear that the IATSE's people came out in force to help the community during these difficult times.

IATSE TRADESHOW AND DISPLAY DEPARTMENT

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders provided an update of Departmental activities.

Outreach to Locals

At the outset of the pandemic, the Tradeshow Department began doing regular calls to Locals. The outreach included but was not limited to collecting information on the numbers of shows being postponed or cancelled; tracking economic losses to the Locals; providing assistance with accessing resources; directing officers regarding PPP payments; and engaging volunteers for community outreach efforts.

International Representative Dan'l

Cook provided assistance to Locals 13 Minneapolis, 15 Seattle, 28 Portland, 33 Los Angeles, 50 Sacramento, 336 Phoenix, 415 Tucson, 423 Albuquerque, and 665 Hawaii.

Local 13 reported losses of over twenty-thousand labor hours resulting in approximately \$600,000 in lost wages to its members. They have assisted members by providing Unemployment Insurance (UI) updates and a walk-through of the application process. They have also partnered with the Minneapolis Regional Labor Federation, Unite-HERE, and Restaurant Opportunity Center (ROC) to create a Twin Cities Relief Fund, featured in the AFL-CIO blog Twin Cities Relief Fund. The fund offers small cash grants and support from donations provided by Community Partners. Navigators from affiliated Unions assist workers if they are in need. Local 13 has tasked their office manager and lead call steward as navigators. To date, more than 250 workers have accessed the program. In addition to direct services, Business Representative Matt Terwilliger was also working on lobbying efforts to ensure robust safety protocols are in place when people return to work.

Seattle Local 15's losses included 750 workdays and just over 37,000 work hours. The economic impact to the membership was just shy of \$900,000 dollars and rising. The Local's President and Executive Board immediately set up resources for their members, to include weekly online unemployment calls giving the members an opportunity to help each other through the process of filing unemployment claims. The Local also set up an online crowdsourcing Resources and Opportunities Document, providing links to a variety

of community resources, training opportunities, and updates. Members could edit it as they discovered other resources. The Local hosts virtual Donut Day Coffee Breaks providing members a safe place to talk about the ongoing protests and self-isolation. In addition, the Local modified its well-established Meals-on-Wheels program, originally set up for injured workers, to include any member in need. The program provides a \$50 grocery store gift card to people who request support. The Tom Adams Fund, established by the Local to assist injured members to pay their per capita stamps, has now been expanded to consider requests from any member due to the Public Health Emergency.

International Representative Carlos Cota has been routinely working with Locals 15 Seattle, 16 San Francisco, 33 Los Angeles, 50 Sacramento, 107 Oakland, 122 San Diego, 134 San Jose, 504 Anaheim, 611 Santa Cruz/Monterey, and 614 San Bernardino.

Local 33 reported losses for the pandemic period just over \$4.3 million. Local 134 reported \$10.1 million, and Local 504 reported \$350,000 in lost wages and benefits. As with several Locals, these represent both stage and tradeshow gross earnings.

Representative Cota joined with local union members to volunteer weekly at the San Diego Area Food Banks. The Central Labor Councils (CLC) were instrumental in providing financial assistance. The San Diego and Imperial Counties "Feeding San Diego" effort completed at least fifteen food drives, feeding over 20,000 local families. Representative Cota also assisted local unions in navigating unemployment insurance claims and Actors Fund applications. He provided information about the

U.S. Federal Coronavirus Aid, Relief and Economic Security Act and distributed information related to the International's website, IATSEcares.org. Locals and Central Labor Councils in the San Diego area also sponsored hot meals for health care workers. This supported both the front-line workers as well as a family owned restaurant that produced the more than 200 meals. Emergency funds were also set up to assist members of Unite HERE Local 30 and IATSE Local 122. Those in need were given \$100 grocery cards from stores under contract with United Food and Commercial Workers Union around the city. Last but not least, the Locals purchased supplies and materials for the Local's mask makers.

International Representative Don Gandolini worked in conjunction with Locals 17 Louisville, 31 Kansas City, 39 New Orleans, 51 Houston, 76 San Antonio, 126, Ft Worth, 127 Dallas, and 205 Austin.

In comparing March through May of 2019 to 2020, Local 17 reported losses in excess of \$2.6 million. They were fortunate in that two of the Exhibitor Appointed Contractors (EAC), Sho-Link and Nth Degree, received Paycheck Protection Program loans which provided eight weeks of pay at forty hours per week for a handful of their members. The payroll period ran from April 14 through June 8, 2020.

Comparing March to May 2019 to 2020, Local 31 suffered \$2.6 million in lost wages and benefits. The Local's payroll company, TEC, applied for and secured an emergency loan through the Small Business Association in order to continue operations at least temporarily.

Over the past twenty-five years, Local

39 has struggled with an unsuccessful trade show strike, Hurricane Katrina, the 2008 Recession, the BP oil spill, and now the COVID pandemic. Time after time, just when things were coming back together, another major setback hit. Nonetheless, they persist. The Local estimated that the pandemic has cost their members at least \$950,000 in wages and benefits through June. Eleven of their members received PPP checks from Nth Degree for forty hours per week through June 8, 2020.

Texas Locals 51, 76, and 126 reported losses ranging from a high of \$1.7 million to a low of \$750,000. Austin Local 205 was anticipating a record-breaking year. As reported previously, the Local was added to the Freeman AV National Agreement. Finally, they had achieved a solid foundation upon which to build for the future. The Local was on the cusp of loading in the city-wide annual South by Southwest Music Festival when the pandemic hit. They have determined that they suffered a loss of just under \$800,000 through June.

International Representative John T. Gorey has been actively assisting Locals 99 Salt Lake City, 115 Jacksonville, 321 Tampa, 631 Orlando, 647 Naples, 720 Las Vegas, and 835 Orlando.

Local 115 has participated in community activities including food drives, mask and surgical gown making, the AFL-CIO Workers First Caravan on behalf of the US Postal Service, and other community outreach where the need was greatest. The masks and gowns were donated to Wolfson's Children Hospital in Jacksonville, Florida. The Local estimates \$1.1 million in lost wages and benefits since the outset of the pandemic.

Local 500 South Florida has provided assistance with UI applications, participated in CLC events, community food banks, United Way drives, and local political demonstrations. At this time, they estimate a loss of \$2.5 million dollars in wages and benefits.

Local 631 has been heavily engaged in volunteer activities in support of their members and the community. These included Food Drives throughout Orlando, Black Lives Matter Rallies, AFL-CIO Actions, and mask making. In addition, members participated as volunteers for IATSE CARES. The Local also provided Peer to Peer personal support via Zoom, Unemployment Filing, and assistance with applications to the Actors Fund, Behind the Scenes, and the IATSE Annuity fund. The Local contributed \$1,000 to Feed the Need Florida, which provides food and hot meals to the creative community. Members who operate farms or gathered food from farms were generous in sharing with others. Since the onset of the pandemic through late June, the Local estimates \$1.9 million in lost wages and benefits.

Local 720 has been actively engaged in the Las Vegas area supporting their members and the community at large. CaseCraft, a shop under contract with the Local, produced over 300 ear-savers for masks. These are plastic bands worn on the back of the head that attach to the ear cuffs of masks and alleviate pressure on the back of the ear. CaseCraft also produced 775 children's face shields for St. Jude Children's Hospital, and laser-cut the buttons required for fabric headbands. Many thanks to Brian Judd, a member of Local 15 who owns CaseCraft, who

opened his shop to members of Local 720 as his road box business came to a screeching halt. The Local was very supportive of the Culinary Workers Union Local 226. Thousands of their members were facing a return to work with no knowledge of what policies would be in place to protect them. On May 29, Local 720 members joined thousands of Culinary workers for a CARavan on Las Vegas Boulevard. Thousands of Union members from throughout the area participated. To keep the membership updated, the Local hosts monthly town hall meetings via Zoom. In addition, they offer regularly scheduled online Steward Training in collaboration with Local 720 counsel Weinberg, Roger and Rosenfeld. Since the beginning of the shutdown, Local 720 estimated losses of around \$33.3 million.

Local 835 Orlando is the largest IATSE Exhibition Local in the country, having jurisdiction over the venue ranked number two in the country, the Orange County Convention Center (OCCC). The pandemic shutdown has been devastating for Orlando members. Each year from January through May, the Local dispatches from 600 to 1,200 people per day routinely. And those workers earn the majority of their annual income in that period. Not so this year. The last payroll received by the Local was on or about March 20. As of the end of March, their estimated loss in wages and benefits was \$10.1 million. That represents 323,213 lost work hours. The Local has reduced office staff but has been able to assist members in filing UI claims, submitting Annuity withdrawal requests, and accessing resources available in the greater Orlando area. Several members received PPP payments from Nth

Degree for the period April 14 through June 8, 2020. Others received PPP from Eagle Management Group from May 3 through June 30, 2020. The OCCC was anticipating reopening in June, but the rising COVID-19 numbers delayed that. Since the building was empty, the Local held its first in person meeting there on July 7 at no cost, following all appropriate safety guidelines. It was a good morale booster for the members to come together. The OCCC hosted the AAU Jr National Volleyball Tournament on July 14 and Together Again Expo on July 24, a virtual and in person tradeshow.

International Representative Benjamin Hague continues to assist Locals 2 Chicago, 11 Boston, 18 Milwaukee, 19 Baltimore, 22 Washington DC, 27 Cleveland, 30 Indianapolis, 38 Detroit, 110 Chicago, 251 Madison, 470 Green Bay, and 618 Bloomington.

As the state of Illinois and the city of Chicago remain under tight restrictions, both Locals 2 and 110 have struggled since the shutdown. With the announcement of the reopening of Navy Pier, some work will return although most of the events there will be held outside. Local 110 is concerned that there may be no relief for labor organizations in the next round of so-called stimulus. As of the end of June, Local 110 estimates losses of \$6.6 million.

As reported previously, AV Tranquility, based outside Chicago, signed a national agreement in 2018. As with most other Trade Show companies, their business came to a halt in March. The onset of the pandemic prompted the company to pivot into other areas of business. In April, CEO Jason Gobeyn and some of his associates started America First Products, an

effort to secure items related to combating the spread of COVID-19. Initially they sourced masks, infrared thermometers, infrared thermal gates, and thermal glasses. Since then, they have expanded their offerings to include UVC doors which can scan and disinfect people and even vehicles. With any luck, this may provide work for Local 2 referrals under their shop agreement once they begin building and installing UVC doors.

In late March, Local 11 Boston, Massachusetts began work on the Charlestown Facemask Project with a small local manufacturer Dark Monk. The company shifted its production from fire equipment to plastic face shields for health care workers. Local 11 members volunteered on 6-8 hour shifts for about six weeks, creating 30,131 shields, some of which were shipped to the Navajo Nation to protect front line workers in Arizona and New Mexico. The Local estimated lost wages and benefits for the month of March at \$196,000.

Bloomington, Indiana Local 618 took advantage of the shutdown to provide virtual training and recruitment. Representative Hague was able to present a PowerPoint about the IATSE created by Local 2 member Gordon Granger. The presentation is designed for outreach and recruitment of college students. Local 618 is affiliated with Indiana University, giving Hague access to the students in the Theatre Department.

Local 618 members received PPP from a university employer in the first round of payments from April through June.

Since late 2019, Representative Hague was working with several Locals requesting AV Essentials Training. Chicago Locals

2, 19, 110, and 251 all had classes scheduled but had to cancel as a result of the pandemic.

International Vice President C. Faye Harper assisted Locals 78 Birmingham, 99 Salt Lake City, 417 Durham/Chapel Hill, 834 and 927 Atlanta.

During the pandemic, Local 78 member, Pastor Patrick Diggs, and his congregation provided a food bank for members who were unable to purchase food on their own. Member David Guest who works for the Department of Labor in the unemployment division, assisted Local 78 members with filing their unemployment claims.

To assist Local 99 members during the pandemic, the International Trustees and staff provided the members with an assortment of online resources including the Behind the Scenes Mental Health Portal, IATSECARES.org, the Actor's Fund, IATSE National Benefit Funds, Motion Picture Industry Pension and Health Plan, IATSE Coronavirus Update, and a list of community resources. They also created a Local 99 Help Committee to assist with unemployment filing assistance, and to provide access to information about free or reimbursable training. In addition, to bring members together and to stay connected, the Local hosts Friday Happy Hours on Zoom. Regular phone calls are made to members just to check in.

Local 417 Durham/Chapel Hill/Raleigh has been regularly making phone calls to check in on their members. Business Agent Rob McIntire has been active with the AFL-CIO and is using this downtime to prepare for the upcoming election by making sure Local 417 members have registered to vote.

IATSE Local 834 started a Facebook group called 834's Emergency Response Committee to give members and referrals the most up-to-date information and resources on COVID-19 and to stay connected with members and referrals. As with other Locals, there were a large number of people who were having problems filing their unemployment. The Response Committee was successful in getting all of the claims filed and processed.

Local 927 members have volunteered in a series of Food Drives in collaboration with the Georgia State AFL-CIO and United Way of Greater Atlanta to help provide food for union families. Local 927 Trustee Kazz Walding has been assisting members with filing their Unemployment and Pandemic Unemployment Assistance (PUA) claims.

International Representative Mark Kiracofe has been assisting Locals 5 Cincinnati, 7 Denver, 12 Columbus, 46 Nashville, 53 Springfield, 69 Memphis, 99 Salt Lake City, and 140 Chattanooga.

Local 7 assisted in the field hospital installation at the Colorado Convention Center. It is scheduled to remain in place through the end of 2020, so work will not likely return to that facility until 2021. A few members of the Local received PPP from some of the Exhibitor Appointed Contractors including Nth Degree. These workers received pay covering forty hours a week from April 14 through June 8, 2020.

Local 69 was approached by Czarnowski Display Services for work on a 400-bed field hospital project in the old Commercial-Appeal building. The Local reached agreement in April to cover the build. The project employed thirty Local 69 referrals for ten days. This was the first

time Czarnowski worked in the Local's jurisdiction and will hopefully lead to an ongoing relationship.

Representative Kiracofe was contacted by Local 140 Secretary Skip Gienapp regarding available resources for members, procedures for remote meetings, and state unemployment issues. Gienapp invited both District Secretary Andrew Oyass and Representative Kiracofe to participate in the Local's first web-based membership meeting on April 7. Forty of the seventy members logged on. The membership has stepped up its engagement in community activism during this shut down. They have also used this opportunity to increase their training initiatives.

Representative Kiracofe also coordinates the IATSE participation in tradeshow and conferences each year. At the outset of the pandemic, he received notification that the Game Developers Conference, USITT and ExhibitorLive had cancelled their March dates. Soon after, InfoComm and Siggraph reformatted to virtual platforms for their 2020 events. At this writing, the next scheduled in-person event is LDI in Las Vegas at the end of October.

Tradeshow Canada – COVID-19 Impact

International Representative Jim Brett has done outreach to Locals 56 Montreal, 58 Toronto, 63 Winnipeg, 105 London, 118 Vancouver, 210 Edmonton, 212 Calgary, 822 Toronto and 863 Montreal.

Although most provinces have significantly relaxed restrictions brought on by the COVID-19 crisis, the Tradeshow sector has been very slow to recover. In most large population centres, tradeshow

work remains virtually non-existent. While various provincial and municipal health authorities are allowing convention centres and meeting facilities to re-open, the mandated restrictions are prohibitive to the actual production of an event. Limits to the maximum number of people allowed in a group combined with restrictions on the overall number of people allowed as a percentage of venue capacity, continues to make it financially impossible for most organizations to hold their events. More than twenty major trade-shows, conventions and events that would have been serviced under Local 58 contracts were cancelled. Also, due to these challenging circumstances, there has been no report of progress in the negotiations between Local 58 and PSAV at the Sheraton Centre or for the Freeman unit (now PSAV) at the Metro Toronto Convention Centre.

Hotel X, on the grounds of Exhibition Place in Toronto, where PSAV is the in-house AV provider, has continued its refusal to use Local 58 for work that falls within the jurisdiction of the Local under its contract with the Board of Governors of Exhibition Place. Numerous grievances have been filed, one of which has proceeded to arbitration and resulted in a favourable decision for the Union. Exhibition Place has given notice of its intention to seek judicial review of that arbitration decision.

As is the case in Toronto, there is no report of progress with PSAV negotiations for the full-time employees at the shop in London represented by Local 105.

In early December of 2019, Local 118 filed a grievance against PSAV over their continued refusal to use Local members

under the terms of the National Agreement. On April 30, 2020, a settlement of the grievance was reached. Once work has resumed, this relationship will prove to be beneficial to not only the Local but to PSAV.

Return to Work Safety Protocols

Members of the Tradeshow Department participated in local and national efforts to define safety protocols to protect members as the opportunities to return to work began cropping up. Some of the industry associations worked through committees already serving as Labor Management Councils. Others created ad hoc coalitions to ensure that all perspectives were considered when defining what best suited the needs of employees.

Freeman Decorating reached out to Vice President Sanders early on and she participated in discussions that included the Carpenters, Teamsters and Painters Unions in addition to Freeman staff. The group continues to meet regularly updating protocols as new information is gathered.

Representative Gandolini serves on the Labor Management Council of the Exhibition Services and Contractors Association (ESCA). In the early stages of the pandemic, the Council began to realize the devastating impact of the pandemic and mobilized a Health and Safety Committee to begin the tedious process of developing return to work guidelines and protocols. Over a six-week period, the group developed protocols which are now in a document, Health and Safety Guidance for the Exhibitions Industry.

Representative Cota holds a seat on the San Diego Convention Center Board

and was asked to participate in the newly established California Convention Center Coalition to establish a statewide plan to re-open convention centers safely. The group released its Safe Reopening Plan Minimum Standards in early June 2020.

Vice President Sanders and Representatives Gandolini and Cota have worked with the International's epidemiologists to develop the IATSE Tradeshow Department Health and Safety Guidelines for COVID-19. They are guidelines specific to workers in the Tradeshow and AV industry covering major venues and warehouse jobsites. The Department anticipates finalization and dissemination of the guidelines shortly.

Association Partnerships

Go Live Together!

Midway through the pandemic, major employers in the Tradeshow Industry formed a coalition with the goal of engaging in lobbying or advocacy on behalf of the industry with various levels of government. Staff from Freeman reached out to invite the IATSE to become one of the sponsors of this coalition.

Exhibition Day 2020!

Each year in June, meeting planners, show managers, service contractors and union representatives from the Tradeshow Industry schedule a lobby day on Capitol Hill in Washington, D.C. Not surprising, this year's Lobby day was held virtually on June 3, 2020. More than 1,600 individuals participated in a webcast version of Exhibition Day 2020! Experts from various segments of the industry addressed participants on the changing environment, the revenue lost to communities since late February and the vast unemployment

driving those communities further into fiscal distress. Panels and lectures were followed by small group discussions. Participants were urged to reach out by email to their U.S. federal representatives, sharing the information for their area. The group provided individuals with a breakdown of economic parameters by state, to include the number of meetings, conventions, and tradeshows with corresponding numbers of participants and revenues generated.

Regular Work of the Tradeshow Department

Local 17 Louisville, KY

Expo Plus signed a new area standard trade show agreement with Local 17 that runs through December 31, 2022. Representative Gandolini assisted the Local in securing economic increases per year.

Local 33 Los Angeles, CA

Representative Cota was assigned to assist Local 33 in negotiations with Performance Company LA, LLC – SoFi Stadium. They continue to move forward despite the difficulty of scheduling meetings. The Local hopes to have an agreement in place prior to the first scheduled event on August 21, 2020.

Local 69 Memphis, TN

In February, Representative Kiracofe assisted in getting an agreement with Freeman for a three-year successor contract for their work in Memphis. This successor contract achieves parity with other General Service Contractors in the jurisdiction. Highlights of the contract are economic increases to wages and benefits over the term as well as improved rest and meal period language and an additional paid holiday.

Local 99 Salt Lake City, UT

Representative Kiracofe finalized negotiations with local General Service Contractors, Modern Expositions and JP Display, in early March 2020; the agreement provides for wage increases retroactive to January 1, 2020.

Local 122 San Diego, CA

In July 2020, Local 122 won overwhelmingly its election to represent PSAV workers in the greater San Diego area.

Local 336 Phoenix, AZ

Representative Cook assisted the Local in the negotiation and ratification of modification to the GES shop and C&C machine operators' language following the relocation of C&C's operation from Las Vegas to Phoenix. The modifications add additional job categories for shop employees and overtime start times for shop work only.

Local 611 Santa Cruz, CA

Representative Cota continued to work with the Local on its PSAV organizing drive in Monterey Bay. A petition for election was filed on March 4, 2020. The Regional NLRB Director issued a decision in June 2020 denying the Local's petition. The Local has filed for an official review this Regional NLRB Director decision and is awaiting response from the NLRB.

DNC and RNC

Local 18 will experience significant reductions in available work that would have otherwise arisen from the Democratic National Convention (DNC) in Milwaukee arising from COVID related changes to the convention. Local 115 inherited the Republican National Convention (RNC) when President Trump advised the RNC would be moved to Florida

following North Carolina's confirmation that it would strictly enforce COVID-19 guidelines should the RNC proceed in North Carolina. The RNC has since been recently cancelled.

International President Loeb thanked Vice President Sanders for her report. In doing so, President Loeb noted that although the Tradeshow Department's members have suffered devastating financial losses as a result of the COVID-19 pandemic, the IATSE will work diligently with industry stakeholders to get the industry back up and running as soon as possible with safety protocols in place to protect the health and safety of members. President Loeb concluded his remarks by confirming he was proud of the Department's communications with and assistance offered to members throughout the crisis.

IATSE COMMUNICATIONS DEPARTMENT

Communications Department Director Jonas Loeb updated the Board concerning the activities of the Department since the Mid-Winter Meeting of 2020. During that time, with the COVID-19 pandemic shuttering the entire entertainment industry overnight, unprecedented numbers turned to the internet and traditional media for answers. Thus, the work of the Communications Department has never been more critical to the mission of the Alliance. Ultimately, longstanding commitment to expanding its capabilities allowed the Communications team to rise to the occasion and deliver the message of the International during this crisis.

In February, the Department welcomed Megan Greene as Communications Outreach Coordinator. With a

background in journalism, Greene brings experience in feature writing and media relations. Additionally, certain Canada-focused work has been increasingly handled by International Representative Krista Hurdon and Canadian Office Operations Manager Nate Richmond, who ensure Canadian members are informed with frequent email updates and website press releases.

Over the last six months, the Department's responsibilities have expanded to include press relations and print (the Official Bulletin) in addition to email, social media, SMS texting, and website development. The Department worked to deliberately focus on the interactions between these mediums to build an effective, repeatable, and scalable cycle of engagement.

Email endures as one of the most reliable ways to reach IA members and Locals. Through the Action Network email platform, over seventy-five email blasts were distributed in the first half of 2020. This exceeds the number of emails sent by the Department in any full year since assuming responsibility for the program in 2016. Over two-thirds of emails sent so far in 2020 were dispatched in March and April, with the Department sending twenty-three and twenty-one email blasts in each month, respectively. For reference, the previous record number of emails sent in a single month since 2016 was eleven.

In addition to providing a tool to send informative emails, the Action Network platform allows the Department to quickly craft and distribute online events, petitions, letters, and other actions. These online actions have become immensely useful in raising awareness of workplace

matters and communicating with legislators in a variety of campaigns. The action-based approach allows the Department to broadly engage the entertainment and labor communities through the new IATSE advocacy email list. When individuals participate in an IATSE-sponsored online action through Action Network, they may also opt in to receive future IATSE updates. Through this strategy, the IA's advocacy list has grown from under 8,000 in January to over 170,000 in July.

The IA social media pages have seen rapid expansion as news sources for members as well as a pathway to facilitate collective action. Since January, the IATSE Facebook page has grown by 2,800 likes for a total of 32,800—a growth rate of over nine percent. The IATSE Twitter page grew by over 3,500 follows to 18,500—an exceptional growth rate of twenty-three percent. The IATSE Instagram page reached an important milestone by eclipsing 10,000 followers, thus acquiring a coveted “swipe up for link” feature. In March, a letter writing campaign to, “tell Congress to include displaced entertainment workers in relief package” received over 60,000 actions from social media pages alone, accounting for over half of the total letters sent to Congress. The Department widely shared the campaign in various Facebook groups.

The important aid work that IATSE members conducted during the pandemic has been successfully reported on social media. In April, a time lapse video of Local 8 members building a temporary field hospital was viewed 200,000 times. Other posts featuring IA members using their skills to craft much-needed personal protective equipment also received tens of thousands of views. Other notable areas

of member activism include the strong presence of IA kin at Black Lives Matter protests. Social media pages also continue to be a source of news for membership during the volatile and fast-changing environment created by the pandemic. One of the most engaging posts on the Facebook page was President Loeb's April 1 video address to members, which was viewed over 40,000 times on YouTube and Facebook.

In the first half of 2020, the Communications Department also began securing press placements and earned media. The Department has used innovative software to monitor media, manage press lists, and distribute press releases. Since January, the Department distributed nineteen press releases covering a variety of topics. Many of these press releases led to articles published by prominent entertainment industry trade publications (including Variety, The Hollywood Reporter, PlayBill, Broadway World, The Wrap, and others).

The Department has also utilized mobile messaging to send important text updates to members who have opted into its text list. Anyone who would like to sign up for alerts may do so. In one case, SMS texts blasts were used in collaboration with the Broadcast Department in an organizing campaign. Workers opted in and received information about labor rights and unions. The International also added peer-to-peer texting as part of the C.A.R.E.S. mutual aid program. With peer-to-peer, each text is sent by person. This allows more natural two-way communication. The application was used to distribute information about IATSE C.A.R.E.S. to over 5,000 members in a single day during the pandemic.

The Department has also begun website design and development. In March 2020, the Department unveiled www.iatsecares.org, described elsewhere to the Board. The website spent less than a week in development in-house, saving the international an estimated \$10,000-\$30,000. As the hub for the IATSE mutual aid program, the site was visited by over 100,000 users in just three months.

Additionally, in June 2020, the Department completed and launched two new sites, which will be used in organizing. These sites, developed in collaboration with International Representative Tanya Mahn, show how next-generation digital technology can be used to support organizing. A more modern www.iatse.net website has also been in progress but has been set back substantially as a result of the COVID-19 pandemic.

In February, the Communications Department assumed further responsibility for the IATSE Official Bulletin. While General Secretary-Treasurer Wood remains the publication's editor, Communications Outreach Coordinator Megan Greene assists in collecting and curating content. Coordinator Greene helped prepare the first and second quarterly editions of the Bulletin while working from home. These special pandemic issues featured essential information from the IA, health resources, mental wellness services, and information about the non-profit aid organizations the IATSE partnered with. The inclusion of content from the IATSE's digital program benefited the Bulletin's recent content. For example, the second quarter edition of the Bulletin featured a collage highlighting members' mutual aid work during the COVID-19 pandemic,

and many of these photos were secured from online sources.

In March, the Department began to showcase the activism of members and demonstrate the impact of COVID-19 with member stories. The "Your Story, Our Story" campaign involved interviews with members who volunteered to be featured and subsequently shared their stories on the newly created www.iatsecares.org site and in the Official Bulletin. The program has featured twenty-seven member stories thus far. These articles were well-received and the AFL-CIO featured several in their daily briefing emails. The Wrap interviewed and featured three IATSE members, integrating the member stories into press relations strategy. The Communications Department continued to interview for and produce member stories covering a variety of topics, including Pride Stories, stories featuring black, indigenous, and people of color, Black Lives Matter protest stories, general activism stories, and unemployment insurance advocacy stories. These stories will continue in the future.

The Department continues to work closely with the Political & Legislative Department to push issues before the U.S. Congress, especially during the COVID-19 pandemic. As described above, on March 16, the Department launched a letter-writing campaign advocating for entertainment workers in federal COVID-relief legislation. Over the next two weeks, over 100,000 letters were issued to Congress, making it the largest IATSE-sponsored online action ever. The same strategies have been applied in a follow-up action to inform lawmakers of "top priorities for entertainment workers in subse-

quent COVID-19 legislation." Just under 40,000 letters have been sent in connection with that action.

The Communications Department also continues to strive to bolster the communications capacity of IATSE's local unions. The Department began offering office hours on a weekly basis that allow Local personnel to discuss specific questions on a case-by-case basis. Similarly, the Department continues to train Locals communicators on how to use Action Network. In the first half of 2020, the Department trained twenty-two Locals. The Department recently launched an online form for Local officers to complete to begin the process of setting up an Action Network account (available at www.iatse.co/actionnetwork).

Digital communication is critical to everything the IATSE does, from engaging with members to assisting with organizing in all sectors of the entertainment industry. As demonstrated throughout the COVID-19 crisis, the Alliance will continue building the Communications Department's capabilities to ensure preparedness for unfamiliar situations. Director Loeb concluded by thanking President Loeb and the General Executive Board for the opportunity to lead the Department during a time as difficult as the COVID-19 crisis.

IATSE CORONAVIRUS ACTIVE RESPONSE AND ENGAGEMENT SERVICE (C.A.R.E.S.)

Director of the Communications Department Jonas Loeb delivered a report to the General Executive Board on the IATSE C.A.R.E.S. Mutual Aid Program. The IATSE's online response to COVID-19 began before the World Health Or-

ganization formally declared the virus a pandemic. On March 9, 2020 following an urgent meeting of Department Directors, the Communications Department published the IATSE's coronavirus update portal on the International's website. Two days later the World Health Organization officially declared COVID-19 a global pandemic. On March 13, the U.S. also issued a proclamation declaring the outbreak a national emergency. At this point, entertainment productions of all types across the United States and Canada began to close and cancel work, leaving the overwhelming majority of IATSE members without work.

As reported elsewhere to the Board, the Communications and Political & Legislative Departments quickly released a successful letter-writing campaign urging lawmakers to consider the needs of entertainment industry workers in COVID-19 relief legislation. Ultimately, the U.S. Congress passed the Coronavirus Relief and Economic Security (CARES) Act, one phase of federal relief, in late March.

Meanwhile, on March 18 President Loeb held a conference call with the Disaster Response Committee and the Young Workers Committee calling for the two committees to collaborate on a comprehensive mutual aid campaign for members affected by the COVID-19 crisis. On the call, Local 52 Steward Mandie DeMiskey described a New York community-based nonprofit called Invisible Hands Deliver. The organization was designed to allow volunteers to deliver essentials like groceries, prescriptions, and other supplies to individuals at-risk for COVID-19 or those who otherwise could not put themselves in danger by running errands

for their own essentials.

It was determined that the IATSE could implement a similar program for IA members. Within twenty-four hours of President Loeb's directive and several further discussions weighing detailed options, it became clear that the Communications Department had existing capabilities to quickly build a website to serve as the program's hub. Further, an in-house approach would allow the website to be continuously updated, rebuilt and modified over time.

At this point, the development team landed on the name "IATSE C.A.R.E.S." for the IA's mutual aid program and website. This offered a memorable domain name (www.iatsecares.org), and a descriptive acronym for the "Coronavirus Active Response and Engagement Service." Additionally, #IATSEcares appears on Twitter as far back as 2015. Information Technology Administrator Jimmy Rainey worked closely with the Communications Department to secure the domain name, and create the shared email address that would be used for the duration of the campaign, iacares@iatse.net. The IATSE created and used the "CARES" acronym days before the U.S. Congress introduced the CARES Act in March.

The program started with three basic concepts. Individuals could sign up to volunteer, sign up as a member in need of a delivery, or sign up to receive phone calls from volunteers (i.e., "buddy up"). Signing up as volunteer meant that individuals were willing to participate in the buddy system and check in on members who requested someone to speak with. Volunteers were also able to indicate their willingness to make deliveries to members in

need or do both. Director Loeb built the foundation for the website and 72-hours into the project on March 23, 2020 the first version of the website was translated into French and members of the IATSE C.A.R.E.S. team were ready to beta test the site.

When online form submissions were received, they would be immediately vetted by a General Office staff member to ensure the individual was an IA member. Individuals requesting to "buddy up" would be paired with a volunteer in their respective country and time zone. Matching requests for essential deliveries to appropriate volunteers offered additional challenges because prospective volunteers must be in close proximity to the member in need. Throughout the planning process, Canadian Counsel Ernie Schirru and Associate Counsel Adrian Healy helped ensure the program did not infringe on privacy or communication laws or endanger any members.

On March 26, Director Loeb and International Representative Wade Tyree met with Assistant Director of Stagecraft D. Joseph Hartnett and International Representative Daniel Little to integrate the new Action Builder web application into the program. Action Builder's interactive mapping features could help identify the closest volunteer to each member in need. Initially, the IATSE C.A.R.E.S. task force was divided evenly into districts, and each member of the team would be responsible for matching requests in their assigned district. Later, as the program gained popularity, this responsibility was shifted to General Office staff.

On March 27, 2020 the website officially launched. Thanks to email blasts

distributed by the Communications Department and general interest on social media, hundreds of volunteers signed up within the first forty-eight hours. Buddy and delivery requests began to roll in, and volunteers were swiftly dispatched. After only a week, 23,463 users had visited the site.

Almost immediately, Director Loeb secured free elite web hosting due to the COVID-19 mutual aid mission of the website. With increased technical capacity to accommodate the large numbers of website visitors, updates were made to expand it into a portal for broader COVID-19 related information. On April 1, President Loeb delivered a “state of the industry” address, which was embedded onto the homepage of the website. That day received the highest single-day traffic, with over 13,000 visitors. Further updates were subsequently integrated into the C.A.R.E.S. site, including dedicated sections for resources, news, member submitted articles, and embedded online petitions and letter-writing campaigns.

During this time, International Vice President Joanne Sanders organized members of the IATSE Women’s Committee in a call to action to create masks and personal protective equipment (PPE) for medical and non-medical use due to the international shortage of those materials. Thousands of masks were quickly being produced by IATSE members across the U.S. and Canada. Additionally, working closely with Assistant Director of Motion Picture and Television Production Vanessa Holtgrewe, Los Angeles Locals began providing PPE for UCLA Medical and other surrounding hospitals. The IATSE

C.A.R.E.S. website was amended to feature a new “mask crafting portal,” which included mask patterns from Local 705, 764, and 892, and University of Florida Health. A video tutorial was offered and viewers were granted an opportunity to request metal mask net pieces through the Sheet Metal, Air, Rail, Transportation Workers Union (SMART).

While the C.A.R.E.S. website received significant traffic, it was unlikely that all IATSE members would be able to use the site. Some members have limited internet access, including retirees, who may be particularly at-risk for COVID-19 complications. The IATSE C.A.R.E.S. task force embarked on a mission to contact every IATSE member to ensure members became aware of the help available through the C.A.R.E.S. program.

On the recommendation of the AFL-CIO, the Alliance secured an account for a digital phone banking tool. Through this platform, volunteers can log onto a website and connect with a member. When the call connects, a dynamic script appears, providing talking points based on each member’s responses to volunteers’ questions. A launch plan was developed and volunteers began making calls on May 4. The C.A.R.E.S. task force initially developed a call list of approximately 13,000 IA members. From May 4 through July 9, volunteers had individually called 7,064 of these members. However, Canada’s communication regulations meant that the phone platform could only be used to contact members in the U.S. The team looked for other options to reach Canadian members and SMS text messages offered a viable alternative to phone calls because a vast majority of contact num-

bers were mobile phone numbers. Director Loeb secured a special peer-to-peer COVID-19 text messaging account, which granted the C.A.R.E.S. team 10,000 free texts, and a significant means of reaching members in Canada.

Text messages in English and French were developed in collaboration with the Canadian Department. These were distributed to members throughout Canada on July 6, reaching every member on the English and French lists in a single day. The response to these texts was overwhelmingly positive, with roughly nineteen percent of recipients responding, and even more going on to visit the www.iatse-canada.net website.

The successful deployment of this peer-to-peer platform in Canada led Director Loeb to also deploy the same technology to reach members in the U.S. who had not yet received a C.A.R.E.S. call. On July 7, the C.A.R.E.S. task force sent 5,564 text messages, further building on the program’s outreach mission. These messages also saw high response rates, with fifteen percent of members responding. According to website analytics, around 1,500 visitors viewed the site as a result of these texts. In the following days, there was a noticeable increase in requests for buddies and deliveries from members in the U.S. and Canada.

The C.A.R.E.S. initiative has grown to be much more than a mutual aid program. As sisters, brothers, and kin of the IATSE, it was no surprise that members bonded with each other as they helped one another. Over a hundred members looking for someone to talk to were matched with a buddy, and in many cases, these matches blossomed into great friendships. The

task force observed a similar trend with deliveries. Over seventy members in need received essential deliveries and many of the volunteers kept in contact with their assigned member in need. In many cases, volunteers remained in touch with those members directly to provide subsequent deliveries. Eventually, the program became sophisticated enough to allow the task force to connect volunteers with members in need on the same street or block.

IATSE C.A.R.E.S. became a robust program for members and the lessons learned in launching it will continue to benefit the Alliance. With over 2,500 volunteers registered in the United States and Canada, the C.A.R.E.S. initiative helped create the most comprehensive list of activists the International has ever compiled. Locals may contact the C.A.R.E.S. task force to determine if their members registered as volunteers by emailing iacares@iatse.net. As the COVID-19 crisis continues, the C.A.R.E.S. team will continue activating volunteers in this manner.

Overall, the C.A.R.E.S. program was a tremendous team effort. Director Loeb thanked the Young Workers Committee, Disaster Response Committee, and Women's Committee for their contributions. Director Loeb thanked Assistant Stagecraft Director Hartnett and Representative Little for lending their Action Builder expertise to help integrate that technology into the campaign. He specially thanked the beta testers and volunteers who make the program work. Director of Human Resources and Operations Asha Nandlal and General Office staff members Vanessa Stacey, Puya Yoka, Matt Del Toro, Shayna Gentiluomo, and Ketiwe Boahene

were recognized for their administrative roles in implementing the program. He also thanked International Representative Tyree for his tireless work. Finally, Director Loeb thanked President Loeb for his vision and guidance in undertaking the www.iatsecares.org program.

IATSE YOUNG WORKERS COMMITTEE

During the Board's 2020 Mid-Winter Meeting in Dallas, energy and excitement surrounded the upcoming Young Workers Conference, which was scheduled to be held in April 2020 in Minneapolis. As with all previously scheduled events, the Conference was canceled due to COVID-19 travel and public gathering restrictions. Prior to its cancellation, hundreds of attendees had registered to attend and a member waitlist was growing. The Conference's curriculum, content, and guest speakers had been confirmed and the Committee members were prepared to network with the next generation of IATSE members. With everything in place except a physical location, The Committee elected to adapt portions of the event into an online format. Each portion of the would-be Conference would be held in a separate webinar over Zoom every two to three weeks.

On-line sessions from May through June included: The History and Structure of the IATSE by Assistant Director of Stagecraft D. Joseph Hartnett; COMET (Continuing Organizing Membership Education Training) by International Representatives Allison Smartt and Wade Tyree; Social Media for Union Action by Communications Director Jonas Loeb and Senior Communications Coordinator Steven Chaussee; The Impact of Elec-

tions on Labor Law, Unions, and Their Members by CPA James Heinzman; and, Winning for Workers-2020 IATSE Politics by Director of Political and Legislative Affairs Tyler McIntosh and Assistant Director Jackson Rees.

In addition to virtual programs, Young Workers throughout the Alliance remained active and involved during the COVID-19 shutdown. The Hollywood IATSE Young Worker Coordinating Committee meets once a month over Zoom to discuss the activities of each Local's Committee. The Local committees have participated in volunteer opportunities, including IATSE C.A.R.E.S. calls, Motion Picture and Television Fund (MPTF) grocery delivery and IATSE-sponsored food drives. Virtual platforms have allowed committee members to stay active in philanthropic activities as well. Local 729's Young Workers Committee created an infomercial encouraging their members to create fun and educational videos for MPTF's campus residents. Local 600's Young Workers Committee hosted a virtual yard sale, which raised over \$7,000 for the Local's hardship fund. Local young workers also remain politically active by participating in voter registration phone banks. When it is safe to do so, the Committee hopes to coordinate an educational outreach for high school students to allow members to share knowledge about jobs in entertainment and the benefits of union representation.

The Canadian Young Workers have also been busy. The chairs of the various Local committees in Canada meet bi-weekly on Zoom to discuss official business, while also holding virtual social events that welcome all Canadian young

workers. The Canadian Young Workers Committee chairs, on Monday July 27, hosted a virtual town hall event, which was open to all Canadian young worker members.

Director Loeb acknowledged the work and contributions of fellow Young Worker Committee members Wade Tyree, Allison Smartt, Nate Richmond, Carolyn Benane, Steven Chaussee, and Megan Greene for their continuing work and demonstrated flexibility during the COVID-19 crisis.

President Loeb thanked Director Loeb for reporting on behalf of the Communications Department, the IATSE C.A.R.E.S. task force, and Young Workers Committee. He commended the very thorough and exhaustive hard work of those groups during the last several months. As is evident from the length of the report, efforts have been ceaseless during the COVID-19 pandemic. He noted that the Communications Department has been an integral and essential contributor to the Alliance's campaigns and political programs and has been especially important during COVID-19. While the Young Workers Conference could not proceed as planned, the Committee nonetheless delivered valuable programming to members in an online format. The IATSE C.A.R.E.S. program demonstrates the overwhelming solidarity of IA members during these unprecedented events. The Alliance will continue to support that program, consistently work to refine it, continue examining the most appropriate ways to support the IATSE's members, and activate volunteers who in turn support one another. The C.A.R.E.S. team and all volunteers should be applauded for their efforts.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia White reported on the recent activities of the Education and Training Department, incorporating also the activities of the IATSE Training Trust Fund and the International Craft Advancement Program.

Union Leadership Training

With the onset of the COVID-19 pandemic, like all other in-person events requiring travel and large gatherings, planned in-person IATSE Leadership trainings, including 2020 Leadership Development Week, Local Union Trustee Training, Secretary-Treasurer 2.0, and Organizing 2.0 were all cancelled, as was IATSE 2020 Staff Training. As soon as health and safety conditions permit, these sessions will be rescheduled, and all Local officers who were enrolled will be contacted and encouraged to re-enroll. Fortunately, since the last General Executive Board meeting, a few sessions were held, and since March, the Department has begun a pivot to more remote learning opportunities for Locals and members.

IATSE Officer Institute

Friday, January 31, 2020 and Saturday, February 1, 2020, immediately following the Mid-Winter GEB Meeting in Dallas, Texas, two courses were offered for local union leaders: "Negotiations/Collective Bargaining" and "Public Speaking/Telling Our Union Story". These classes were previously presented as part of 2018's Leadership Development Week and had waitlists of students, and they were once again full, with forty-four students in the Collective Bargaining class and twenty-three

in Public Speaking.

"Collective Bargaining" is consistently one of our most popular class topics and Kim Cook, from Cornell's Worker Institute is one of our most popular teachers.

"Public Speaking/Telling Our Union Story" covers the fundamentals of public speaking and techniques and approaches to prepare for public speaking and combat nervousness from the perspective of storytelling and connection to the listener. Instructor Adam Wade guided the class toward clearly expressing their ideas.

The 20th session of the IATSE Officer Institute 1.0 was held February 10-14, 2020 in Phoenix, Arizona. Fifty-four students from thirty-five U.S. Locals attended. This class, which lays a foundation in basic union leadership skills is now in its seventh year, with 941 graduates from 222 different Locals in Canada and the U.S. As time passes and we see the natural turnover of Local officers, the Officer Institute is more and more a fundamental part of IATSE culture. Locals are now sending new Executive Board members to class, so that they can learn critical skills before possibly becoming the President, Secretary-Treasurer or Business Agent, and of course, experienced leaders still also attend and are welcomed, to fill in gaps and update their knowledge. Curricula is constantly revised, to remain meaningful and accessible to both veteran as well as new and rising leaders.

Since the pandemic, the Department has introduced a periodic email newsletter to graduates to connect them to resources and to each other and retooled the online portal of class materials and resources. Recognition was given to General Secretary-Treasurer Wood and IT Administra-

to Jimmy Rainey for their assistance with the portal. Officer Institute graduates with questions should send them to officerinstitute@iatse.net.

IATSE Online Learning

In 2009, the International set out to create a culture of continuous education and has succeeded beyond what was imagined. Unable to attend in-person classes, local union officers and members continued to reach out and request training. The Department is working hard to expand opportunities for both Local leaders and rank-and-file workers.

The Department's first online workshop for members was "The Impact of Elections on Labor Law, Unions, and their Members", presented on June 12, 2020. The original version of this class was presented in-person by James Heinzman of Schultheis and Panettieri, LLP at the mid-Winter GEB in Dallas, and afterward, over 100 Local leaders requested copies of the presentation to show their members, which were provided. Many Locals, along with the IATSE Young Worker Committee, requested Heinzman do the presentation for their members. International Vice Presidents John Ford and Colleen Glynn made personal requests that an online version be made available as the pandemic hit. On June 12, the webinar was presented, free and open to all IATSE members, and was watched live by 675 members and more having watched the recording since then. The webinar is still available, and Locals that wish to make the recording available to their members can contact officerinstitute@iatse.net.

On Thursday, July 30, again by popular demand, the U.S. version of the IATSE Road Show: "Why Unions Still Matter"

was presented online for all interested IATSE members. Since 2010, as an in-person training available to local unions, this course has taught IATSE members how unions and worker power build an economy that creates jobs, raises wages, and promotes a better quality of life for all. It is particularly relevant now, as the U.S. prepares for Federal Elections this fall, and workers need to remember the importance of electing representatives who will support the union rights we all enjoy. There are versions for both U.S. and Canadian Locals. The IATSE Road Show will once again be available as an in-person training when the current health crisis is resolved.

On August 12, 2020, another presentation, "Suicide Prevention and Emotional Wellness" will be given for any interested members, families and friends. This workshop is a natural outgrowth of the Behind the Scenes Foundation Mental Health & Suicide Prevention Initiative, in which the IATSE participates. The BTSF (an industry charity that provides financial support to industry workers with serious illnesses or injuries) started their Mental Health and Suicide Prevention Initiative in the Fall of 2019 in response to the rising number of suicides and the prevalence of alcohol/substance misuse within our industry. The goal of this initiative is to provide members of the entertainment technology industry access to information, tools, and resources regarding mental health and emotional wellness. International Trustee White and Local 849 Business Agent Shelley Bibby serve as IATSE representatives to the initiative.

Many Locals have invited Lori Rubinstein, Executive Director of BTS to

digitally address their members about the Emotional Wellness resources available to them, and this seminar will expand on that information, with an increased emphasis on suicide prevention.

Because of the importance of this topic, especially in the current moment, the first Officer Institute course for local union graduates of the Officer Institute 1.0 was held. The session, titled "Stress, Mental Health, Harassment & Bullying Hazard Awareness Workshop" was presented by Dominic Housiaux, Principle of Lankey & Limey LTD, ACT cardholder, and member of the BTS Mental Health and Suicide Prevention Steering Committee. Four sessions of the six-hour intensive training were held online, on June 29 and July 13, 14, and 15, 2020. The pilot Workshop was intended to raise awareness of psychological hazards that workers in the entertainment industry may face as well as provide Local leaders with tools to promote emotional wellness and psychological safety on the job. All sessions of the class were sold out, with 80 students attending, and more will be scheduled soon.

For more information about the BTSF and to access their Mental Health and Emotional Wellness resources, please visit their website: <https://wp.behindthescenescharity.org/mental-health-and-suicide-prevention-initiative/>

District Convention Education Sessions

The IATSE District Convention Education Sessions have moved online for all districts still holding conventions. In preparation for this immensely consequential U.S. election year, this year's workshop is a collaboration with the Political/Legislative Department, "Winning for Workers: 2020

IATSE Politics”. The presentation carefully makes clear the many ways in which politics are important to workers, gives legislative highlights and threats, and explains what has happened in Washington during the COVID-19 pandemic. It also details political resources available to local unions through the Political/Legislative Department to inspire political activism amongst the IATSE membership, primarily via the local union Political Coordinators, and give a voice to the IATSE membership, and talks about the PAC.

Educational resources available to local unions and members are also explained during the session. The training has been presented at Districts 1 and 9 and will continue through the summer and fall.

Labor Education Assistance Program (LEAP)

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. As of July 27, 2020, Local leaders were reimbursed this year a total of \$6,734.84. The total program spending since the inception of the program in fall of 2009 to 2020 is \$369,506.97. 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 and a list of schools with labor education programs and courses in both the U.S. and Canada.

IATSE Training and Outreach Materials

All the IATSE outreach materials that have been designed for local unions to

customize and deliver to their members are still available and ready for Locals to use either online or when social distancing restrictions ease in person. IATSE Steward Training and “Passion and Pay”, a student outreach presentation, are still available on request from the Education and Training Department.

Student Outreach

The ReelWorks/Local 52/IATSE Partnership Studio Mechanics Boot Camp, for grips, was to begin in the Spring of 2020, but has been delayed due to COVID-19. Similarly, the Roundabout Theatre Partnership, which includes the Theatrical Workforce Development Program and “Hidden Career Path” Days continue, but online. As the world focuses on issues regarding equality, inclusion, and diversity it is especially unfortunate that the pandemic affected IATSE student outreach programs, which are accomplishing wonderful things in this area. Since the murder of George Floyd, the Department has received many inquiries about this successful program from entities ranging from the Congressional Hispanic Caucus to rank-and-file local union members. Education and organizing are important components of bringing equity and justice to the entertainment industry, and student outreach of the kind in which the International was already participating is an important component.

Hidden Career Path Days will continue online this fall and the Roundabout Education program has been selected as an official partner of the New York City Board of Education to provide arts education to all NYC public schools. Before the pandemic closed everything, a traditional

Hidden Career Path Day for Wardrobe was held on February 28, 2020. Thirty Students from five different NYC public high schools attended and participated in interactive demonstrations. After the demonstrations, students went on backstage tours of Mean Girls, Book of Mormon, and A Soldier’s Play, all led by Local 764 members. Thanks go to Martha Smith, Secretary-Treasurer of Local 764 and all the volunteers for their assistance.

Always in search of ways to link students to real work, on March 6, 2020 in collaboration with Roundabout and AVIXA, to the Department hosted the first AV Hidden Career Path Day. Thirty-two students from five New York City public high schools attended. The event differed slightly from the standard Hidden Career Path Day curriculum and featured an introductory presentation from Amanda Eberle-Boyer and Joseph Valerio of AVIXA that explored the many career opportunities that exist in the audiovisual industry. The event also featured mini lessons on audiovisual skills led by Roundabout Education instructors and Local USA829 member Kate Freer. Students gained knowledge of the many career opportunities that exist in the AV and Live Events industries of the IATSE. This is the beginning of a good connection between AVIXA, Roundabout, and the IATSE.

Craft Skills and Safety Training

Computer and Audio-Visual Training

Careers in digital technology and audiovisual education are important for the current IATSE workforce, too, and the current focus on Zoom meetings and online communication has spotlighted the crucial need for universal digital literacy.

The Education and Training Department, in partnership with the Training Trust Fund, has developed a new Computer Essentials course. The purpose of this training is to teach basic computer literacy by providing IATSE workers with the necessary tools to perform simple tasks on their personal computer. It was developed for use by local union trainers who have good computer skills to teach union members with fewer digital skills, and is available upon request from the IATSE Training Trust Fund. Prior to receiving the course materials, Local trainers must first complete a 36-minute video "Train the Trainer" tutorial, created to give prospective trainers an overview of the course. Once the tutorial is completed, Local trainers are granted access to the course materials and can begin to plan a course for their local union. Any Local can thus help members who have few to no computer skills accelerate their knowledge of working with a computer. The class can also be used as precursor to AV Essentials training.

The genesis for the Computer essentials course was Representative Ben Adam's observation that some IATSE workers came to the AV Essentials class without enough computer literacy to readily succeed. AV Essentials is a hands-on training, delivered by the IATSE Training Trust Fund to teach workers skills necessary to be an AV technician. Representative Adams has been using this time, when in-person AV training is not possible, to update the course materials, including all the videos and PowerPoints, and to create a new AV Essentials Train the Trainer book and new Student Workbook for the class. Planning has

also begun for doing at least part of the AV Essentials course online. This could be useful, even post-pandemic, although an in-person component of this class will always be needed for most effective learning.

There are currently many distance-learning opportunities available to all IATSE members through the partnership with AVIXA. In response to the COVID-19 pandemic, AVIXA's annual Conference and Trade Show, InfoComm 2020, was cancelled. Instead, AVIXA held an online, abbreviated version of the conference, InfoComm 2020 Connected, which was held from June 16-18, 2020 on the InfoComm Show website: <https://www.info-commshow.org>.

Representing the IATSE at InfoComm 2020 Connected were Education and Training Department Director Patricia White, International Representative Ben Adams, and Safety and Training Outreach Coordinator Hannah D'Amico, along with representatives from the Trade Show and Stagecraft Departments and many local unions. Director White, Representative Adams, and Training Outreach Coordinator D'Amico attended panels on subject matter relevant to IATSE workers, including the annual AVIXA Women's Breakfast, AVIXA's annual All Councils Meeting, and many panels sponsored by the AVIXA Live Events Council.

InfoComm 2020 Connected was free for anyone to attend, regardless of AVIXA membership status, and all the session were recorded. IATSE workers can still access the recorded panels on the InfoComm Show website until August 21, 2020. It is important for the IATSE to consistently retain visibility at this indus-

try event to make employers aware of our skills and our reach.

ICAP member Eddie Raymond spoke on behalf of the IATSE at the Virtual Live Events Forum, an annual event that usually takes place at the in-person InfoComm Conference & Tradeshow, and this year took place, post-show on July 15, 2020. Raymond's panel focused labor-side safety issues regarding returning to work safely in the Live Events Industry during COVID-19. This is the second year a representative of the IATSE appeared as a panelist at the AVIXA Live Events Forum.

Every year at the InfoComm Show, AVIXA awards outstanding AV professionals for their career accomplishments and contributions to the industry. This year, the Mackey Barron Distinguished Achievement Award, which is described as the highest honor bestowed on an industry member by AVIXA, was awarded to International Representative Ben Adams for his dedication to the craft and unparalleled contributions to AV education. Ben created the AV Essentials Course, the AV Essentials Train the Trainer course, the Computer essentials course, and has personally taught hundreds of IATSE AV technicians, traveling all over the U.S. and Canada. The award, and the congratulations that go with it, is much deserved.

IATSE Training Trust Fund

When the IATSE Training Trust Fund office was closed and most states and provinces imposed stay at home orders, the Trust immediately began work to distribute information about its online programs and create new distance learning opportunities. The home page of the TTF website was redesigned to be more user-friendly and get IATSE workers and

leaders to the information they sought easily and quickly. There are two new videos out about the Trust, both available on the website. One discusses all its programs and the other outlines the many distance learning opportunities available. The Training Trust Fund has developed a social media presence and posts program and other pertinent training information on the new TTF Facebook page and via the new TTF Twitter account, as well as on the TTF web site and through their online newsletter. By special permission of OSHA, the Training Trust Fund offers distance learning OSHA 10- General Entertainment Safety courses almost weekly. Locals can request a course through the Borrow Our OSHA Training program and individuals can sign up for the regularly scheduled No Fee courses that are promoted on the website. The Fund can also assist local unions wishing to obtain OSHA permission for their own trainers to offer distance learning OSHA courses.

A Distance Learning “Train the Trainer” session with Dr. Mark Johnson was recently piloted. The three-workshop series deals with many of the same topics as the popular “Teaching Techniques” course but touches on how to develop lessons, deliver lessons and assess for learning when teaching in a distance learning environment. These successful workshops will be reworked based on feedback from the pilot class and offered again in the summer and fall.

A new TTF Safety First! course “COVID 19: Recommended Guidelines for Preventing Exposure in the Workplace” went live in early July. Almost immediately, the program has received hundreds of TTF Safety First! Applications, over 500

IATSE workers completed the new class, and the numbers increase by the hundred each day. The course has been very well received and is poised to engage new people in the various TTF trainings available. For those who wish to review the course/take the course, it is already in the Safety First! Account, and if for those who need a new account, the simple application may be found at <https://static1.squarespace.com/static/527be30ee4b0233cbd8b056d/t/5e1fa4ad1312f17480932ff1/1579132078256/Safety+First+Online+Courses+Application+2020.pdf>

Since March, the TTF Safety First! program has launched a detailed, “Hazard Identification in the Work Environment” course with its forty mini courses ranging from Asbestos, Mold, Contamination and Chemical Exposure to Lyme Disease, High Winds, Extreme Heat and Extreme Cold. This class has been over a year in development, and is rich with information for anyone interested in entertainment safety.

With so many IATSE workers forced to stay home, LinkedIn Learning is more popular than ever. The Trust has surpassed the 2019-2020 program year goal of enrolling 15,000 people in the LinkedIn Learning program. The TTF recently developed a LinkedIn Learning Self-Care Collection that was shared through social media and can be found in everyone’s LinkedIn Learning account by navigating to Browse>MyOrg>Mindfulness (under tags).

As of June 30, 2020, 55,623 courses have been taken this year by 18,858 people for a cumulative total of 42, 743 hours of training through the TTF. The TTF Safety First program created 2637 new accounts

this year, 2200 of which were created since the beginning of the pandemic. Not including the new COVID-19 course, 3668 Safety First! courses have been taken--over 90% of them since mid-March.

The Education and Training Department has increased assistance to Locals and members during the pandemic. Safety and Training Outreach Coordinator Hannah D’Amico helps Locals recognize the difference between the Education & Training Department Union Leadership courses and the IATSE Training Trust Fund Craft Skills and Safety Trainings and decide on best options to fit their needs. For example, working closely with Toni Manzella, Local 750 Executive Board Member; Lawrence Paone, President of Local 751 and Anne Vantine, Business Agent of Local 868 to develop the IATSE Treasurers & Ticket Sellers LinkedIn Learning Playlist. The T&T playlist features six courses that were chosen because they tailored to the need of Treasurer & Ticket Seller workers. A copy of the playlist can be found on the IATSE LinkedIn Learning page or upon request. For general inquiries about online training options through the TTF and the Ed. Department, contact Hannah D’Amico at hdamico@iatse.net

IATSE Craft Advancement Program/OSHA Alliance

The members of the ICAP Joe Aldridge, Local 720; Pete Donovan, Local One; Eddie Raymond, Local 16; Kent Jorgensen, Local 80; Chairperson Alan Rowe, Local 728; and, Sheila Pruden, Local 873, at a time when safety is literally on the mind of every person, have been working hard to ensure that IATSE members are as safe and skilled as possible.

Under the supervision of International Vice Presidents Michael Miller and John Lewis, and Education and Training Director Patricia White, the ICAP, assisted by Safety & Training Outreach Coordinator Hannah D'Amico, developed a set of uniform guidance documents to address safe returning to work practices in the age of COVID-19. Their purpose was to provide uniform general guidance on how to mitigate the hazards entertainment industry workers will be exposed to while in all workplaces where IATSE workers are employed. The guidelines are based on CDC, OSHA, CCOHS (Canadian Centre for Occupational Safety and Health) and other authoritative guidelines.

The guidance developed consists of four separate documents: Post COVID-19 Job Hazard Analysis Guidelines, Guidelines for Controlling the COVID-19 Virus at Work, Post Covid-19 Return to Work Data Sheet, and the IATSE COVID-19 Tip Sheet. The documents were sent to IATSE local unions through the IATSE Communications Department and were foundational to subsequent work by various IATSE Departments and local unions in developing return-to-work protocols. These documents are still available to Local Officers upon request by contacting Hannah D'Amico at hdamico@iatse.net.

Following the release of the COVID-19 Guidance for Local Unions the ICAP, in collaboration with the Education and Training Department, adapted information from the guidance documents to develop the new TTF Safety First! Module, "COVID-19: Recommended Guidelines for Preventing Exposure in the Workplace". The group worked with unprecedented diligence and speed to finish this

course in record time.

Though in-person OSHA Outreach Trainings have been halted since March, the members of the ICAP have continued to remain active participants USITT/IATSE/OSHA Alliance program. The IATSE's biannual OSHA Alliance report to OSHA, which tracks our total OSHA outreach from October 1, 2019 to April 1, 2020 showed the following: During that 6-month period, IATSE OSHA Outreach trainers completed a total of 43 OSHA Trainings, and 90 safety-related communications were distributed through IATSE social media accounts, coupled with Action Network email blasts and the IATSE Bulletin.

The International's OSHA Alliance has enabled the ICAP and the Education and training department to receive regular updates on COVID-19 directly from OSHA. These are shared with the Departments and sometimes more broadly, on IATSE social media, helping to keep our whole workforce safe.

President Loeb remarked that the pandemic has been a major disruption to the business and the progress made by the International. At the same time, however, it presented an opportunity to focus on the delivery of education and training on a much larger scale, reaching more of the membership. President Loeb noted that the IATSE has created a culture of education to draw upon in this virtual existence in which we must now temporarily operate. He highlighted LEAP—the original education initiative. He noted the student outreach programs take on particular significance given the renewed emphasis on social justice issues and the diverse makeup of the student programs. President

Loeb thanked the ICAP for assisting in the draft of guidelines and protocols that will guide the return-to-work efforts. He expressed appreciation to TTF Director Campos; Assistant Education Director Cavanaugh, Representative Adams, and Coordinators Halpern and D'Amico, observing that having this Department in place is helping the members, local unions, and the International address the myriad personal, professional, training, and safety issues posed by the pandemic.

IATSE BROADCAST DEPARTMENT

Co-Director Fran O'Hern, on behalf of the Broadcast Department and fellow Co-Director Steve Belsky, delivered an update on the work of the Department.

As in every sector, broadcast sports personnel have confronted unprecedented challenges during the past six months. On Wednesday, March 11, 2020 a National Basketball Association (NBA) player tested positive for the COVID-19 virus. This began a chain of events that very rapidly concluded in a total cessation of professional and college sports television productions in the U.S. and Canada. Earlier news of the COVID-19 pandemic suggested that the industry could expect some disruptions surrounding sports broadcasting work, but a total shutdown of this magnitude was not widely anticipated.

In response, the IATSE Broadcast Department began immediately recommending that members apply for unemployment insurance benefits in order to complete benefit qualification processes before an unprecedented number of applicants eventually overwhelmed the claims processing systems in many states.

Meanwhile, the Department began approaching employers to negotiate first short-term (and then long-term) compensation for employees out of work. Many employers responded by acting first and paying employees for all work they had previously committed to perform during the first weekend of the COVID-19 shutdown. Eventually, many continued this practice for several weeks going forward. The Department paid particular attention to ensuring members' receipt of health benefits during this extraordinary disruption. The Department worked with multiple employers to provide this relief.

Some crewing employers that often depend on their clients' payments to satisfy broadcast technicians' payroll have been especially vulnerable during the protracted shutdown. In some cases, they were faced with significant challenges when considering longer term payments to employees. Employers who hold broadcast rights, while facing similar concerns, traditionally have different financial models. The Alliance worked directly with rightsholders pursuant to direct relationships with those employers and through crewing employers where appropriate. With varying results, this approach resulted in the majority of employers paying employees for work that had been previously booked through most of April and often into May. This was appropriate because the Alliance's broadcast technicians are typically booked for work on sports events on a season-by-season basis, and many technicians had been previously hired for work during the truncated basketball and hockey seasons as well as the anticipated 2020 baseball season.

While many employers provided

some consideration for their employees, whether independently or in connection with federal COVID relief legislation, there have been notable exceptions to date. Initially, the foremost operator of local and regional sports networks in the U.S. largely disregarded the well-being of its employees at the beginning of league shutdowns. Sinclair Broadcast Group, operator of Fox regional sports networks, addressed the unprecedented needs of employees by initially offering mere \$2,500 loans, which employees would be expected to pay back through payroll deductions once production resumed. This approach seemed fundamentally unfair and President Loeb authorized a comprehensive public relations response to this offer. Broadcast Locals and their members voiced dissatisfaction through social media and other outlets, consistently noting that the company could do better. The Broadcast Department, together with Local leaders and IA members described this approach to national media and outlets in local regional sports markets. In mid-May Sinclair's regional sports network group eventually stepped forward by offering \$2,500 employee stipends and employee benefit payments.

Meanwhile, as the shutdown advanced the Alliance has been focused heavily in all sectors on the health and safety of crewmembers, including those working in the unique confines of sports broadcast worksites. While sports leagues, employers, and technicians began thinking of returning to work, the Department conducted research—with the assistance of the IA's retained experts—to idealize best practices and recommendations that may create a safe work environment. Since each pro-

duction is different, these considerations must be flexible enough to be applied to the unique requirements of each sports broadcast.

While it is every employer's responsibility to maintain a safe work environment, the Alliance utilized its resources to approach the challenges faced during the remainder of 2020 in a multi-pronged way. Primarily, the Alliance developed and distributed to its sports broadcast employers a thorough and attentive but flexible plan that employers could examine in order to develop and establish safe work environments. In most cases, employees may also expect their fellow workers to adhere to safe practices—both at the workplace and outside. Importantly, employers—particularly those in broadcast sports—must have a clear sick leave plan that assures employees' financial stability if they cannot work due to compromised circumstances related to COVID-19.

Overall, the Alliance has outlined steps, which would mitigate pandemic risks in the workplace. These have established starting points for negotiations over COVID-19 matters, including sick leave policies. The IA has emphasized that if employees were requested to pledge their commitment to safe practices in a workplace, they would do so in order to keep other workers safe. In this regard, the Alliance's broadcast plans have been reviewed by Local broadcast leaders and members, the IATSE Legal Department, and—as previously described—the IATSE's team of professional health consultants. Feedback from these sources has been indispensable. The ongoing plan and its refinements and recommendations will continue to evolve. However, as

mentioned previously, employers have an obligation to provide a safe workplace for employees and that obligation will not be shifted to the Alliance.

As reports of potential plans to restart live sports emerged, many appeared unrealistic since the U.S. was still struggling with the realities of COVID-19. Eventually, workable plans began to emerge. The NBA and National Hockey League (NHL) developed—and ultimately implemented—closed systems designed to keep athletes and production crews in isolated facilities to finish their seasons. Major League Baseball (MLB) decided to bring baseball back to the home ballparks of each MLB team. All of these plans would diminish the ordinary number of technicians allowed onsite. The Alliance worked with its employers to ensure that sufficient technicians would be staffed on every event, and that staffing would be equitably assigned. The Alliance continues to monitor these current production models to evaluate their implications for future work in a post-COVID world.

The decision to return live sports productions to the air has largely rested in the hands of the leagues, associations and teams involved in professional and college sports. In many cases, these bodies have accepted little input from outside sources, including broadcast workers, employers and unions. While the Alliance was able to prepare for reopening by negotiating protocols, procedures, and protections for members working on remaining 2020 events, the timeline for implementing them has been constantly shifting. Nonetheless, the IA has worked to improve employers' safety plans, and negotiated programs to protect the health and finan-

cial stability of COVID-19 compromised workers. The Broadcast Department continues these efforts as more members have begun returning to work. Representatives have been specifically assigned to markets where production is occurring to ensure that any emerging issues are addressed swiftly.

It should be noted that throughout this time, the ordinary work of the Alliance on behalf of broadcast members has continued. Renewal contract negotiations have been completed. Contracts have been ratified and executed. The Department has assisted Locals in settling disputes with employers, participated in labor board hearings, and continued organizing efforts. Ongoing organizing efforts remain currently underway in various markets and shall continue in the coming weeks.

President Loeb observed that it is reassuring to hear of members returning to work on sports broadcasts. However, it is critically important to do so safely. Reports of professional athletes with the COVID-19 virus especially emphasize the need to proceed with caution, and it cannot be overstated. The Alliance stands prepared to provide the resources and appropriate assistance that our members require. He thanked Co-Director O'Hern for the report and emphasized the Alliance's commitment to supporting our members during the pandemic.

IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John Lewis reported to the General Executive Board on Canadian matters.

Vice President Lewis began the Canadian Affairs Report by reviewing the most

up to date Canadian COVID-19 statistics. He proceeded to explain in detail the Canadian Office's efforts to both assist members and help shape the Canadian Federal Government's emergency response in an effort to ensure the interests of IATSE members and the entertainment industry generally were understood by the key Federal Government decision makers.

Communication

The Canadian Office staff hosted weekly national stage and motion picture calls with leadership from Canadian Locals that included IATSE Canadian lobbyist Isabel Metcalfe and Canadian Legal Counsel Ernie Schirru. These calls served to keep Locals up-to-date on the work of the Department while also providing an opportunity for Locals to provide information and exchange ideas. Guest speakers on these weekly calls included International President Loeb, David Hope from the Actors Fund, representatives from IATSE Canada national health and retirement plans, as well as Federal New Democratic Party (NDP) Leader Jagmeet Singh, NDP Heritage Critic Alexander Boulerice and Liberal Government Canadian Heritage Minister Steven Guilbeault. Canadian Counsel Ernie Schirru led a legal seminar on a number of issues confronting Locals as a result of COVID.

International Representatives Krista Hurdon and Jeremy Salter worked with IATSE Canadian Office Director of Operations Nate Richmond to create a comprehensive IATSE Canada COVID response website available in English and French that included, among other things, detailed and regularly updated information relating to all provincial and federal government income support programs as

well as mental health resources, domestic violence supports, finance management webinars and temporary employment options. The website was also used as a platform to facilitate member engagement through the posting of petitions in support of the Canadian Office's various income support lobbying efforts and the lobbying efforts of organized labour generally, including the Canada Labour Congress' petition in support of credit card interest relief. The website also included information and links to IATSE C.A.R.E.S. as well as information and links to IATSE Training Trust Fund and LinkedIn Learning opportunities. The website also included links to surveys which allows the Canadian Office to gather important lost work metrics that were vital in lobbying efforts.

Lobbying

With the assistance of IATSE Canada's lobbyist Isabel Metcalfe, the Canadian Office mobilized a focussed and aggressive lobbying campaign aimed at educating key federal government decision makers on the impact COVID was having on the entertainment industry and IATSE members. International Representatives Jim Brett and Jason Vergnano were assigned to gather information from Canadian Stage Locals while Julia Neville and Peter DaPrato gathered information from Canadian Motion Picture Locals. Based on this information, IATSE Canadian members have experienced approximately \$120 million in wage losses per month during the COVID pandemic. IATSE Canada was one of the first trade unions out of the gate meeting with federal officials and providing hard numbers on the impact COVID was having on IATSE members. The Ca-

nadian Office was approached by many labour organizations and other industry groups looking for the statistics compiled by IATSE. The Canadian Office continues to track job and wage losses broken down by region with stage and motion picture Locals. These statistics have been effective in meetings with the various levels of government, ensuring that supports put in place are effective and appropriate for the entertainment industry. Since IATSE Canada was one of the first, and best prepared, unions to get meetings with the Minister of Heritage, the IATSE Canada was able to develop solid relationships that have since grown to include other ministries.

IATSE Canada's initial focus was on financial aid to our members. A compelling argument was made that the federal Employment Insurance (EI) program would not be good enough as too many IATSE members would not be eligible. Meetings were held with Liberals, Alberta New Democratic Party, Conservatives and the Bloq Quebecois, including senior officials from Heritage, Finance, National Revenue, Employment, Industry and Tourism. Vice President Lewis appeared as a witness before the Federal Finance Committee.

IATSE Canada formed alliances with several entertainment industry stakeholders and took the lead to form the Creative Coalition with Actors Equity, the Canadian Federation of Musicians and the Associated Designers of Canada, which focused on live performance. IATSE Canada joined a national task force addressing issues in the film and television industry, also meeting weekly with the national leadership of the Directors Guild of Canada and ACTRA to coordinate efforts.

In late March 2020, the Federal Government introduced the Canada Emergency Response Benefit (CERB). It originally provided \$2,000 per month for 16 weeks and the only eligibility requirement was unemployment due to COVID and earnings of at least \$5000 in the previous year. With very few exceptions, the IATSE Canada's membership was able to receive the CERB and while others were able to receive benefits from employment insurance. In and around the same time, the Federal Government also introduced the Canada Emergency Wage Subsidy (CEWS), which allowed employers to receive up to 75% of an employee's wages in the form of a Federal Government grant provided the employer met prescribed declines in revenues related to COVID. The International and many Canadian Locals have taken advantage of this program and received CEWS grants in their capacities as employers. In addition, the Canadian Office assisted twenty Locals in negotiating the return to work with fifty employers securing employment for 467 members through CEWS. International Representatives Brett and Vergnano were assigned to assist Locals in this regard.

In June 2020, the focus pivoted to lobbying for the extension of the CERB beyond 16 weeks. After weeks of intensive lobbying efforts, the Federal Government announced an 8 week extension of the CERB program, which for most people, meant a continuation of benefits to the end of August. Although encouraged by the success of its lobbying efforts to extend the CERB, the IATSE continues to lobby for further extensions of the CERB and amendments to the EI program, which are particularly important to IATSE's

Canadian members working in the live performance industry. In addition, International Representative Jeremy Salter has been assigned to work with two advocacy groups leading Federal Government lobbying efforts for the creation of an annual guaranteed income.

Also in June 2020, the Canadian Health Plan was successfully renewed which currently provides coverage for over 16,000 members coming from twenty-two Locals. This renewal included a virtual freeze on premiums. The Canadian Office was also able to negotiate monthly discounts to established premiums arising from the under-utilization of the Plan during COVID, including a 50% refund of the paid dental premium for April and May 2020 and a 20% refund of the paid health and vision premiums. Reduced discounts are in the process of being finalized for June given the increased usage in June.

Vice President Lewis noted that many IATSE Canadian local unions have become engaged in political lobbying at both the federal and provincial levels in response to COVID as well and the Canadian Office is providing the Locals assistance in this regard. Vice President Lewis concluded his remarks on lobbying by noting International Representative Krista Hurdon's tireless lobbying efforts.

Immigration

The Canadian Office was consulted by senior Canadian Federal Government officials from Immigration and Public Safety to address concerns arising from the Canadian entry of cast and crew from the US and other countries. IATSE Canada was able to provide government officials with vital information on the uneven application of existing regulations, includ-

ing quarantine requirements, at Canada's various ports of entry that were compiled by IATSE Production Coordinators. The Canadian Office's aim was to ensure a consistent and seamless process for all ports of entry. IATSE Canada continues to monitor the situation but initial feedback confirms that the Canadian Office's efforts in this regard have resulted in the consistent application of regulations at all ports of entry.

Return-to-work Protocols

The Canadian Office continues to participate in the ongoing discussions aimed at setting industry wide return-to-work protocols for the motion picture, television, stagecraft and trade show industries. Representatives also continue to assist Locals addressing return-to-work protocols on a case-by-case basis. The Canadian Office continues to track and compile all return-to-work agreements and make them available to all Locals through Drop Box.

Organizing

The COVID pandemic has forced a dramatic shift on how the Labour Boards process certification applications. At least two provincial boards are not only accepting electronic membership evidence but are also now conducting online workplace representation votes. The IATSE is assisting Locals to seize this opportunity, examples including:

IATSE Local B-778 (Arts and Cultural Workers Union)

The Local had its charter issued on February 6, 2020 with 17 charter members. Since then, the Local secured a voluntary recognition agreement with VALU Co-op, an organization that now pro-

duces swag and other products under an IATSE collective agreement. The Local also successfully filed an application for certification at Gallery Gachet – the IATSE's first fully electronic certification in British Columbia, electronic cards, application and on-line vote. The Local filed its second electronic certification application in July seeking to represent employees of the Contemporary Art Gallery which is in the process of being considered by the British Columbia Labour Relations Board.

IATSE Local 938 (Animation)

The Local had its charter issued on April 21, 2020 with 22 charter members. The Local is currently working on its first organizing campaign with more to come.

IATSE Local B-173 (Front-of-House)

The Canadian Office has been working with Local B-173 to organize front-of-house employees in the Greater Toronto Area. In less than twelve months, the Local has successfully certified four venues and over 130 employees, most recently certifying Rogers Hot Docs in March 2020 and the National Ballet of Canada in June 2020 with a completely electronic application including electronic membership evidence and an on-line vote.

IATSE Local 634 and Ottawa Organizing

Just prior to the COVID pandemic industry shut-down, 100 of the over 250 applicants to Local 634 in the Ottawa gained membership in the Local after having worked on productions where the Local secured collective agreements.

Bargaining

With social distancing constraints affecting all Canadians, many Canadian Locals and employers have opted to delay

bargaining until face-to-face meetings are again possible. The Canadian Department has drafted boilerplate language to protect bargaining rights until such time that face-to-face collective bargaining can resume. This boilerplate language has been made available to all Locals in both English and French and can be amended to fit Local specifics. In the limited circumstances where collective bargaining has proceeded by video conference, the Canadian Department has assisted Locals in that bargaining, including Local 63 – Winnipeg agreements with the Manitoba Theatre for Young People and the Prairie Theatre Exchange; IATSE Local 262 and Cineplex; Local 461 with all three agreements with Shaw Festival covering Production, Facilities, and Audience Sales & Services; and, Local 828 – Ontario, Scenic Artists and Prop Builders with Soulpepper Theatre.

Merger of IATSE 514, 667 and AQTIS in the Province of Quebec

The IATSE has had a presence in the motion picture industry in the province of Quebec since 2005 when Local 514 was chartered and Local 667 expanded its jurisdiction after a long, but ultimately successful, organizing effort. The IATSE's current jurisdiction is limited to US Studio productions and large US independent productions. The remainder of the industry falls under the jurisdiction of AQTIS, a Quebec-based labour organization. The IATSE has reached an agreement to merge AQTIS, Local 667 and 514 under a single local union of the IATSE, which will cover all production in Quebec including, broadcast, commercials, reality and music videos. Negotiations took place over months, mostly in French and concluded

with the use of Zoom meetings. Ratification votes are scheduled for late summer/early fall with the goal of the new Local becoming operational as of January 1, 2021. It is anticipated that the new IATSE Local will have a combined membership of 7,000 which would make it the second largest Local in Canada.

Going Forward

There has been a tremendous increase in community outreach and activism, more Locals starting women's, pride and young workers committees, and many Locals being active on so many levels. The Canadian Office looks forward to assisting Locals in maintaining and building on that momentum.

President Loeb thanked Vice President Lewis for his report. In doing so, he noted that the Canadian Department has done an exemplary job communicating to members and lobbying on their behalf to successfully influence COVID related policies. President Loeb confirmed the IATSE will continue to engage in industry wide safety protocols that will protect IATSE's Canadian members as well. He concluded his comments by noting the continued growth of IATSE membership in Canada through organizing workplaces, chartering new Locals and merging with other like-minded entertainment industry unions is extremely encouraging and only serves to further strengthen the IATSE.

IATSE LEGAL AFFAIRS

On behalf of the Legal Department, General Counsel Samantha Dulaney updated the General Executive Board on labor legislation and regulations passed in response to the COVID-19 pandemic and significant other legal developments. She

noted that Canadian legal matters were reported through the Canadian Affairs report by Vice President Lewis.

With regard to COVID-19, the U.S. Congress—which had found it difficult to agree on any legislation—passed significant laws in direct response to the pandemic. The Families First Coronavirus Response Act; Coronavirus Aid, Relief, Economic Security Act which included Pandemic Unemployment Assistance; the Paycheck Protection Program; and Economic Injury Disaster Loans, which are discussed in detail in the Political and Legislative Report.

National Labor Relations Board Responses to the Pandemic

In the early days of March when it became apparent that private businesses would have to take drastic and unprecedented actions in an effort to control the COVID-19 virus, labor and management representatives in virtually all sectors of private industry began questioning the bounds of collective bargaining obligations with union-represented workforces.

Those questions, which have persisted to date, have broadly surrounded contractual provisions and bargaining obligations related to layoffs; enhanced pay or other leave benefits; force majeure clauses; and of course, protective measures for worker safety.

The NLRB General Counsel sought to address the duty to bargain over these and other matters in a March 27, 2020 memo (NLRB GC Memorandum 20-04). There General Counsel of the NLRB under the Trump administration, Peter Robb, sought to “make the public aware of several cases in which the Board considered the duty to bargain during emergencies.” While the

General Counsel noted that the current circumstances surrounding the pandemic were “unprecedented,” he went on to identify, in a couple broad categories, existing NLRB cases involving two types of emergency situations—public emergencies, and emergencies unique to particular employer. The NLRB General Counsel continued the agency’s deregulatory approach to labor-relations, largely taking the position of management, even during the coronavirus pandemic when workers are obviously facing extraordinary vulnerabilities. He seems to have disregarded a significant portion of the Board’s prior rulings. Thus far, the NLRB has not evaluated—in any published decisions—the General Counsel’s theory that broad economic exigencies may create an exception to the duty to bargain in a case arising from the current COVID-19 pandemic.

The NLRB’s Division of Advice has released several Advice Memoranda to the public and for the most part each of those Memoranda have sided with employers, without much factual or case law analysis. The broad theme in each of these cases is the General Counsel’s view that employers should be permitted to do whatever they want in an “emergency situation” even though the considerations of workers might be absent from those plans.

These Division of Advice advisory opinions do not have the force of law, but they generally spell the end of unfair labor practice charges related to COVID for unions and workers. Up until this point we have not seen any indication that the agency is willing to side with workers on these important issues.

One other note about employer bargaining obligations. Central to every

employer’s duty to bargain in good faith under the NLRA is the requirement to meet in person. This statutory obligation has always been understood to require in-person, face-to-face negotiations, if demanded by either of the parties. If an employer claims that their contract renewal negotiations cannot take place in person because of a particular vulnerability, the employer’s approach should be viewed as an attempt to postpone indefinitely the bargaining obligation. The employer has a duty to either authorize a different representative, or otherwise seek alternative arrangements for a face-to-face meeting.

If state or local orders do not prohibit an in-person bargaining meeting, the NLRA requires the employer to meet face-to-face, upon demand. For the benefit of all who are trying to navigate the challenges of the pandemic, videoconferencing may offer a viable alternative to customary in-person meetings. Union representatives may consider agreeing to try videoconference bargaining—as an interim or preliminary matter—but are encouraged to do so without waiving their opportunity to insist on in-person meetings. Negotiating via videoconference many avoid a number of problems including scheduling, reduction of travel, mitigation of the union’s own health concerns, or public health agency advisories and directives. If union representatives decide to commence renewal bargain via videoconference, the parties should discuss obvious logistical issues: who will host the meeting and what platform will be used (Zoom, Skype, etc.). Insist on prohibitions against recording the meeting and set up an opportunity to caucus with the union’s bargaining team in breakout

rooms and plan in advance to address the methods of exchanging written proposals with the Employer or marking tentative agreements.

Union Elections and Revised Election Rules

Meanwhile, in connection with Union election cases, the NLRB has taken several actions since the last report to the Board. In March, the NLRB issued a national order suspending all election cases until April unless the parties could agree on an alternative—which would involve voting by mail. After criticism and pressure from the AFL-CIO and other union leaders, the NLRB changed course and began conducting elections by mail in April because of the coronavirus pandemic.

As previously reported to the Board the NLRB had announced a number of rule changes affecting the ordinary union election process. The NLRB’s revised rules were originally scheduled to take effect April 16, 2020, and the effective date was delayed by the agency until May 31, 2020. Meanwhile, the AFL-CIO had sued the agency in federal court in Washington in an attempt to block implementation of the rules. In a decision issued in on May 30, the court granted a judgment in the AFL-CIO’s favor setting aside a number of the election rule amendments. The judge found that the central provisions of the rule could not be issued without further procedural requirements and consequently set aside some significant portions of the changed rules. The remaining portions of the rules were remanded to the Board for reconsideration in light of her ruling.

Nonetheless, on May 31, 2020 the NLRB still implemented significant por-

tions of the rule changes, which largely elongate the timeframe from the filing of an election petition until balloting period, including:

- Scheduling the hearing at least 14 days from issuance of the notice of hearing;
- Posting the notice of election within 5 days instead of 2 days;
- Changes in timeline for serving the non-petitioning party's statement of position;
- Requiring petitioner to serve a responsive statement of position;
- Reinstatement of Post-Hearing Briefs;
- Reinstating Regional Director discretion on the timing of a notice of election after the direction of an election;
- Ballot impoundment procedures when a request for review is pending;
- Prohibition on bifurcated requests for review;
- Certain changes in formatting for pleadings and other documents; and
- Terminology changes and defining days as "business" days.

Most significantly, under the revised rules, an employer's appeal of an election decision—if filed during a certain timeframe—will result in a virtually indefinite delay in counting ballots. Under the revised rules Agency officials are required to "impound" all ballots and not count them until the appeal is decided. This "impoundment" procedure will allow employers to prolong a union's certification following an election simply by filing a challenge to the decision ordering an election.

Additionally, in what could best be described as a complete distortion of priorities during this pandemic, on March 31, the Board also issued additional regu-

latory rule changes modifying aspects of the election process – including drastic modifications to the Board's policy of blocking election cases where an unfair labor practice has been alleged against the employer, and re-imposing a number of requirements on voluntary recognition that had previously been imposed by the Board under the George W. Bush administration. The AFL-CIO has filed a lawsuit seeking to set aside these additional changes; however, the rules are currently set to take effect on July 31. We will provide the Board with further updates as the AFL-CIO's case against the Board develops.

United States Department of Labor

Various sectors of the U.S. Department of Labor have provided guidance, regulations and resources on preparing workplaces for the COVID-19 virus. Significantly, however, the federal Occupational Safety and Health Administration (OSHA)—has provided only suggested guidance—and has not—to date—issued any required regulations that would require workplace protections specifically related to the COVID contagion.

The DOL has issued extensive regulations and guidance related to expanded unemployment insurance benefits and how to apply within each state; and temporary regulations for American workers and employers implementing the relief offered back in March by the Emergency Paid Sick Leave Act and Emergency Family and Medical Leave Expansion Act, both part of the Families First Coronavirus Response Act.

The agency's Office of Labor-Management Standards (OLMS) which generally oversees local and international union op-

erations, has issued two significant pieces of guidance related to union operations during the past few months. Both of these have been previously distributed to the Alliance's Local officials or published in the Bulletin. To briefly reiterate, in March, the Agency issued an advisory on union officer elections and annual reporting filings. OLMS recognized that the disruption caused by COVID-19 may make it difficult or impossible for some unions to conduct timely union officer elections, or file their regular annual reports (e.g., LM-2, LM-3, etc.). Unions were advised that, annual disclosure "reports must be filed by June 30, 2020, absent further notice from OLMS. For delinquent or deficient reports attributable to natural disasters, or their aftermath, unions, union officers and employees, surety companies, employers, and labor relations consultants wishing to take advantage of this enforcement policy should contact OLMS before the report is due, describe the circumstances necessitating additional time, and provide a date certain by which the report can reasonably be submitted."

United States Supreme Court

Surprisingly, the most recent United States Supreme Court term included good news on employee and civil rights. Title VII of the Civil Rights Act of 1964 prohibits employers from discriminating against employees based on race, color, religion, national origin and sex. The issue before the Court in *Bostock v. Clayton County, Ga.* and two companion cases, was whether gay and transgendered workers are protected by Title VII. The Trump administration had urged the Court to rule against the workers. However, in a 6-3 decision written by conserva-

tive Justice Neil Gorsuch, the Court ruled that an employer violates the law when it fires an employee simply for being gay or transgender. Judge Gorsuch wrote that “it is impossible to discriminate against a person for being homosexual or transgender without discriminating against that individual based on sex.” This is the first major Supreme Court case addressing transgender rights. Prior to this decision, more than half of the states permitted employers to fire workers for being gay, bisexual, or transgendered.

Regarding COVID-19 in the workplace, the Legal Department continues to track and analyze state laws aimed at limiting employer liability for COVID-19 outbreaks in the workplace. For example, under House Bill 825 in Louisiana, employers and event organizers shall not be liable for civil damages, injury, or death due to COVID-19 exposure to their employees or customers so long as the employers/event organizers “substantially comply” with government reopening procedures and are not grossly negligent. Employees covered by the state’s workers’ compensation law retain their right to collect workers’ compensation benefits if they can demonstrate that they were infected by COVID-19 at work. However, the workers’ compensation benefits would be their sole remedy (they would not be able to sue their employer), unless the exposure was intentional. In Louisiana, workers’ compensation benefits are limited to the cost of medical care incurred due to the injury, partial replacement of lost wages, death benefits, and rehabilitation services. The law was applied retroactively to March 11, 2020.

Social Justice

As if a global health crisis and unemployment at unimaginable levels were not enough, there is the continuing unrest resulting from the murder of George Floyd and persistent social justice issues. In June, actors and other workers of color in the theatre industry signed an open letter decrying what they described as the racist and patriarchal structure that exists in the American theatre. On June 24, 2020, the General Executive Board held a Special Meeting during which the Board voted unanimously to respond to the letter and to propose a meeting to begin discussions toward a more inclusive equitable industry. The International is working through the Coalition of Broadway Unions and Guilds and meeting with other industry stakeholders to discuss social justice issues in the entertainment industry.

General Counsel Dulaney expressed sincere appreciation to counsels Adrian Healy, Jacob White, Canadian Counsel Ernie Schirru, paralegals Leslie DePree and Dinh-Tuong Luong who have ensured that the Department continues its representation and work on behalf of the Officers, Representatives and Staff. Their work ethic and dedication to the International is unparalleled.

President Loeb noted the importance of the Officers, Representatives, and Local Officers knowing the legislative changes as well as updates concerning the NLRB and DOL which affect unions. He reminded everyone that these agencies are continuing their attacks on workers despite the challenges posed by the COVID-19 pandemic. He observed that Louisiana Bill HR 825 is meant to take the teeth out of workers safety. And, while he was pleased

with the Supreme Court’s decision in the Bostock case, observed that this Court remains conservative in its rulings that impact workers and civil rights. In speaking about the murder of George Floyd, President Loeb stated that it is time to make meaningful change, observing that words must turn into action. He noted that the pandemic of racism must be addressed and eradicated. He thanked General Counsel Dulaney for the report and conveyed his appreciation to the Department.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS

Political/Legislative Department Director Tyler McIntosh reported on the IATSE’s legislative response to the COVID-19 pandemic, departmental events, reviewed the 2020 political program and gave an overview of the 2020 election.

Director McIntosh introduced Jackson Rees who was hired in April as the new Assistant Political/Legislative Director. Rees’ father has been an Art Directors Guild, Local 800 member in California for over thirty years and, in Rees’ words, “growing up in a union family has given me insight into the value and security that unions provide their members. I’m thrilled to have this opportunity to advocate on behalf of IATSE families like mine.” Director McIntosh welcomed Assistant Director Rees to the IATSE Official Family.

COVID-19 Pandemic Response

The onset of the COVID-19 pandemic necessitated an immediate, relentless, and presently ongoing legislative effort to secure relief for IATSE members who found themselves out of work practically overnight in mid-March. The Depart-

ment's priority has been to advocate for and implement federal legislation that ensures IATSE members can endure this pandemic until a safe return to work is possible.

The Department mobilized all means available to raise the visibility of displaced entertainment workers and the unique challenges facing membership due to the health crisis. On March 13th, Director McIntosh worked with President Loeb to release a statement calling on Congress to pass an economic relief package that included displaced entertainment workers. On March 16th, in collaboration with the Communications Department, the Department launched an email advocacy campaign for IATSE members to contact their Members of Congress urging them to include displaced entertainment workers in a coronavirus relief package. This call to action was circulated widely and the membership heard the call. 108,000+ letters were sent to Congressional offices by IATSE members and allies. On March 19th, Congress heard the call and began to respond. Director McIntosh worked with Congressman Adam Schiff, his staff, and counterparts from fellow entertainment unions to draft a letter to Congressional leadership, led by Representative Schiff, that garnered thirty-seven Congressional signatories. The letter called for Congress to provide economic support for arts and entertainment workers in a tailored policy that fit creative professionals' unique employment arrangements.

Simultaneously, the Department for Professional Employees, AFL-CIO was convening daily video calls with a small group of key legislative staff from the Arts, Entertainment, and Media Industry

(AEMI) unions, which Director McIntosh participated in on behalf of IATSE, to formulate shared legislative priorities resulting from the pandemic and coordinate on lobbying efforts. The cohort jointly made hundreds of contacts with Members of Congress and staff to assert the priorities of our union members. Director McIntosh thanked President Loeb for calling key Members of Congress to speak on behalf of the IATSE membership and ensure this much needed relief.

On March 27th, Congress passed the Coronavirus Aid, Relief, and Economic Security (CARES) Act – which provided tangible economic relief for entertainment workers. The CARES Act contained the following key provisions: it created a Pandemic Unemployment Assistance (PUA) program to provide payment to those not traditionally eligible for unemployment benefits, including entertainment workers with limited work history and scheduled, or offered, work that did not commence; it provided an additional \$600 per week federal supplement to each recipient of unemployment insurance or PUA for up to four months; it provided an additional thirteen weeks of unemployment benefits to help those who remain unemployed after weeks of state unemployment are no longer available; it provided one-time direct payments to individuals making less than \$99,000 annually; it waived the ten-percent early withdrawal penalty from qualified retirement accounts for coronavirus-related purposes; and it also increased federal arts funding for grants to assist arts nonprofits and other employers.

The Department launched a follow up letter campaign providing IA members the opportunity to thank their Members

of Congress for passing the CARES Act. This correspondence also asked Congress to closely monitor access to the federal economic support and pressure the state agencies responsible to make benefits available as expediently as possible.

The Department immediately formulated and began advocating for IATSE's priorities in subsequent COVID-19 relief legislation. These subsequent priorities call for OSHA to issue an emergency temporary standard to protect those going back to work; a 100% COBRA subsidy to preserve members' access to affordable, quality healthcare; protection of the IA's healthy pension plans; extension of the expanded unemployment insurance provisions from the CARES Act; fair access to government economic support being offered to small businesses for all nonprofits, including labor unions; economic support for arts, entertainment, and media employers to put members back to work when it is safe to do so; and tax fairness for middle class creative professionals.

Again, in collaboration with the Communications Department, the Department launched another email advocacy campaign for IATSE members and allies to write their Members of Congress to assert IATSE's subsequent COVID-19 legislative priorities.

On May 15th, the House of Representatives passed H.R. 6800, the Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act, a proposal for the next federal coronavirus relief package introduced by House Democrats. It passed the chamber largely along party lines and was not taken up by the Senate. The HEROES Act established that House Democrats had largely heard the voices of

IA members and the labor movement by addressing six of seven IATSE legislative priorities.

That bill also included the “GROW” Act. IATSE opposes this pension composite plan legislation because it would weaken the multiemployer pension system and the Pension Benefit Guaranty Corporation. Director McIntosh has been working with a large coalition of labor unions and pension rights organizations to ensure that provision is not included in any final package.

Senate Republicans, and the GOP as-a-whole, stood firm for months on the position that another relief package was not necessary. Senate Republicans and the Trump Administration continuously voiced opposition to extending the \$600 weekly unemployment insurance federal supplement that has been a lifeline for IA members. In early-July Senate Majority Leader Mitch McConnell backtracked and indicated that he would consider another coronavirus relief package when the Senate returned from the two-week July 4 recess. The Senate returned on July 20, leaving just two-weeks until July 31st when the expanded unemployment insurance payments of \$600/week expire.

This was a clear political calculation by McConnell who has attempted to use the shortened timeframe to force a compromise detrimental to legislative priorities. The Department is working to create significant social pressure on this brazen political stunt which is risking the livelihood of thousands of displaced entertainment workers who are relying on those benefits. Weekly collaboration between the Political/Legislative and Communications Departments has facilitated more ef-

fective political communication from the International and amplified the collective voice of our members. The Department compiled stories from IATSE members sharing why UI benefits are crucial for entertainment workers and have been circulating these stories to legislators and staff, and widely on social media. Negotiations on a subsequent package are underway at the time of writing.

Director McIntosh thanked every member who has participated in the efforts of the Political/Legislative Department over the last 4+ months.

On Monday evening, Republicans released their version of the next COVID-19 relief package, the Health, Economic Assistance, Liability protection and Schools (HEALS) Act. This proposed legislation is woefully inadequate. President Loeb issued a statement concerning the proposed HEALS Act, which can be read here: <https://www.iatse.net/news/iatse-response-statement-international-president-loeb-opposing-heals-act>

PRO Act

On February 6, the House of Representatives passed H.R. 2474, the Protecting the Right to Organize (PRO) Act. Making the PRO Act into law is a cornerstone of the 2020 IATSE Federal Issue Agenda and continues to be a top priority for IA brothers and sisters in organized labor. Hundreds of IATSE members from across the country stepped up to voice support for this critical legislation.

The PRO Act is a comprehensive labor law reform bill that restores fairness to the economy by strengthening the federal laws that protect workers’ right to organize a union and bargain for higher wages and better benefits. While the Re-

publican-controlled Senate has not taken up the House-passed PRO Act, the bill is a positive marker. This will be one of the key issues for organized labor to frame the 2020 elections.

The Department was vigorously supportive of the House-passed George Floyd Justice in Policing Act, which regrettably has stalled in the Senate. Director McIntosh has been meeting regularly with the Arts, Entertainment, and Media Industry Coordinating Committee (AEMI) unions under the umbrella of the Department for Professional Employees to discuss how the shared legislative and policy priorities can advance racial justice.

The IA work continues unabated on issues of equality, pension reform, health-care, federal arts funding, tax fairness, and copyright protections, among others.

Events Update

On April 14, the Biden campaign hosted an unemployment town hall to specifically discuss how COVID-19 is impacting entertainment workers. The Biden campaign engaged the Department to invite IATSE members to participate. Local One member Pete Donovan and Local 764 member Jeannie Naughton represented IATSE on the panel. It was hosted by Biden Senior Advisor Symone Sanders and moderated by Actor Tony Goldwyn.

On May 12, President Loeb and SAG-AFTRA President Gabrielle Carteris hosted an engaging virtual town hall discussion with California Congressman Adam Schiff, Hollywood’s representative in Congress. Representative Schiff championed CARES Act relief for entertainment workers. President Loeb asked questions submitted by IATSE members regarding the impact of COVID-19,

future relief efforts and getting the entertainment and media industry back to work. Over 5,000 people tuned in.

On May 22, Local 871 Vice President Marisa Shipley joined Biden surrogate Andrew Yang and Michigan Lieutenant Governor Garlin Gilchrist to discuss the economic impact of COVID-19 on IATSE members and how working women are bearing the brunt of this crisis.

Political Coordinator Recruitment

At the Mid-Winter General Executive Board Meeting, 101 of 321 U.S. Locals did not have a Political Coordinator identified with the International. Since then, the Department has worked with seventy of those Locals to appoint a Political Coordinator. At present, only thirty-one Locals representing 2018 members remain without a Political Coordinator. The Department is now reaching more than 98% of the U.S. membership with political and legislative updates and resources via their Political Coordinator. This achievement is shared with all the U.S. District Secretaries and District Coordinators who have worked closely with the Department in reaching out to their Locals that did not have anyone assigned to the role. Director McIntosh thanked International Vice President Craig Carlson and District Coordinator Frank Taylor of District 9, as well as District Coordinator Liz Pecos of District 5 for their commitment to the effort. This effort has been vital to reach every member of the Alliance with important legislative updates during the ongoing health crisis and begin preparations to activate around the 2020 election.

Winning for Workers: 2020 IATSE Politics

The Political/Legislative Department

partnered with the Education Department to develop a joint presentation on the IATSE political program. The presentation “Winning for Workers: 2020 IATSE Politics” is a comprehensive overview of the 2020 political program. It touches on why politics matter to IATSE workers, legislative issues, the IATSE advocacy resource toolkit, IATSE PAC, an overview of key races, and concludes with concrete steps for members to take action.

The Department delivered the presentation to Districts 1 and 9, as they both held virtual conventions. However, the pandemic caused the postponement of many District Conventions to the fall. With the approval of President Loeb, the Department has also presented to the Political Coordinators of Districts 7 and 8, as well as the Young Workers Committee, Pride Committee, and Women’s Committee. Tentative dates have been scheduled with all remaining districts before the end of August.

2020 Political Advocacy Resources

The 2020 political program continues to be shaped by feedback the IATSE U.S. membership provided in a political survey conducted by Hart Research last year.

As reported at the January 2020 GEB, the Department began by developing political advocacy resources that detail the International’s federal policy priorities; answer common questions about IATSE PAC; give members a method to request IATSE PAC support for candidates; and provide state-by-state election information.

To halt the spread of COVID-19, many states took action to postpone primary elections. In order to help members navigate election changes, the Depart-

ment made ongoing updates to the 2020 Election State Planners with revised primary dates, important deadlines, and notable changes to their vote by mail rules.

The Department has continued the development of political advocacy resources and realized the goal of a robust toolkit for use by all U.S. members in their local political activism this year. Additions to the toolkit include the Election Year Timeline of Political Activism – a guide outlining various tasks and activism activities Locals can participate in or plan during this election year; How to Establish a Local Union Voter Registration Program; and Framing the 2020 Elections, a messaging document. A critical element of the IATSE political program is framing the 2020 elections in the context of key issues impacting the union, and effectively communicating those messages to IATSE members. This messaging document covers topics such as the International’s endorsement of Presidential nominee Joe Biden, the labor record of the Trump administration, COVID-19 pandemic response & relief, social justice & equality, retirement security, federal arts funding, and tax fairness – and how the federal candidates elected this fall will impact those issues. The document concludes with key information on voting and an appeal to members to make their voices heard this November.

All of these political advocacy resources are accessible to U.S. members on the IATSEPAC.net website which was launched at the January 2020 GEB.

2020 Election Outlook

On May 18th IATSE’s General Executive Board voted unanimously to extend its endorsement to former Vice President

Joe Biden for President of the United States. The Department worked with the Biden campaign to roll out the endorsement. The campaign has since invited IATSE Local Leaders to participate in regular “Partners & Allies” campaign update calls in key states and the department participates in bi-weekly virtual labor roundtables with the campaign.

The 2020 Senate map continues to be well-defined. Democrats need to net four seats this fall to guarantee a majority — but can control the chamber if they net three seats and win the presidency.

In the House, Democrats currently hold 233 seats — fifteen seats over the majority threshold of 218. The 2020 consensus House map currently rates 208 districts as safe or likely for Democrats.

There are only eleven governorships up this year, with most states choosing to hold those elections during midterm years. Currently the most competitive races will be in Montana — where Democratic Governor Steve Bullock was term-limited; and North Carolina — where Democratic Governor Roy Cooper is running for reelection.

Fall Political Program

The Department pursues robust voter registration, member outreach, and get out the vote programs each year and participates as an affiliate of the AFL-CIO with their annual electoral mobilization program. The Department is working closely with the AFL-CIO on changes to the Labor 2020 program given the pandemic’s effect and will utilize new resources made available to affiliates. These include new focuses on peer-to-peer texting, phone banking, and union mail. The International will once again recruit and

sponsor members to work with the AFL-CIO in various states during the election as “release staff.”

The Department continues to spend the summer on a concerted voter registration effort. This fall, the pillars of the International’s robust political communication program will be utilizing union mail, email, mass texting, and peer-to-peer texting for voter registration, vote by mail awareness, persuasion messaging, and voter turnout/GOTV.

IATSE PAC Report

Political/Legislative Department Director Tyler McIntosh updated the General Executive Board on the status of the IATSE PAC since the last Board meeting.

Director McIntosh began by reporting that for the period January 1, 2020 to June 30, 2020, the IATSE PAC received \$123,593.27 in contributions and made disbursements of \$200,000.00. The available balance as of June 30, 2020 was \$282,808.26.

The only event or fundraiser during the time period was the Mid-Winter General Executive Board meeting in Dallas, which raised \$12,892 in contributions.

There are presently 1,627 monthly credit card and payroll contributors, an increase of 274 (+20% approx.) from the Mid-Winter General Executive Board meeting, from 124 different local unions.

The disbursements of \$200,000 from the IATSE PAC were contributed to forty-one different campaigns and committees.

Monthly PAC newsletter

The Political/Legislative Department has launched a quarterly newsletter to all recurring IATSE PAC contributors that details IATSE PAC disbursements from

the previous quarter, along with legislative and political updates. Newsletters have been sent for the first and second quarters of 2020, with the next installment slated for the first week of October. Any member who signs up as a recurring monthly contributor to IATSE PAC — regardless of amount — is added to the newsletter.

IATSE PAC Giving

As of last month, the Department is nearly on par year-over-year with the contribution levels to IATSE PAC from 2019. The approximately \$20,000 difference is accounted for by the lack of in-person fundraising events in 2020, such as at District Conventions. Director McIntosh commended all those who have continued to contribute during this harrowing time to ensure the IATSE can effectively stand up and fight back this fall.

Director McIntosh concluded the report with a reminder about the virtual IATSE PAC fundraising reception at the conclusion of the GEB.

President Loeb thanked Director McIntosh for his comprehensive report and his work since the last GEB meeting. There is more political activity taking place on behalf of IA members than ever before. President Loeb praised the activism taken by IATSE members in advocating for the passage of important federal COVID-19 relief legislation. Members must continue to stay active as the House and Senate contemplate another relief package. President Loeb was “amused” that the Chamber of Commerce was able to benefit from Paycheck Protection Program funds, but unions were carved out. The intent here is clear. And it is also clear that now is the time to re-double the IATSE’s efforts in the political arena. The IA must focus on

registering voters and getting them to the polls this November. President Loeb concluded his remarks by urging everyone to contribute to the IATSE PAC.

IATSE DISASTER RESPONSE COMMITTEE

On behalf of the Disaster Response Committee, International Trustee Andrew Oyaas reported on recent Committee activities. Within days of the complete shutdown of the entertainment industry due to the COVID-19 pandemic, President Loeb called the Committee together. Along with the Young Workers Committee, the Committee immediately began exploring ways of assisting fellow members dealing with the first stages of the COVID-19 crisis. The concept of IATSE C.A.R.E.S. took shape—an online system allowing volunteer members to assist other members without physically interacting, if necessary. The system could provide vital services to those who were quarantined or otherwise unable to get out. Trustee Oyaas, on behalf of the Committee, extended special thanks to the office staff of the General Office who assisted with the system's processes and to all volunteers who made "CARES calls" to members in need, sent text messages, and made supply pickups and deliveries.

As a component of any crisis response, the mental health of those affected is often overlooked. Despair, faced as the result of emergency situations, often represents the dark side of catastrophic events. Fortunately, there are resources. The IATSE C.A.R.E.S. webpage (www.iatsecares.org) offers an opportunity for members to "buddy up" and establish communication links with fellow members who may feel isolated and alone. The Behind the Scenes

Foundation also offers straightforward weblinks that include self-assessment evaluations and mental health resources available to those in need. The Committee recognizes the dangers of deep despair and depression. However, the Alliance, its friends, and partners have numerous resources for members or their loved ones to overcome dark stretches. The Committee encourages members to take advantage of them.

After the General Executive Board's Mid-Winter meeting in Dallas, Assistant Motion Picture and Television Department Director Daniel Mahoney, International Representative Wade Tyree and Trustee Oyaas continued their involvement in the AFL-CIO's Puerto Rico earthquake response. Members of Local 494 helped to coordinate a day of food and music to raise spirits and feed communities on the south shore of Puerto Rico that were hit particularly hard by the quake. The effort culminated in a daylong event. A motion picture catering company provided over 500 hot meals to the community. A local vendor provided trucks, including a truck filled with essential items for distribution (e.g., toothbrushes, toothpaste, deodorant, and diapers). Arrangements were also made to have a chiropractor, barber, and doctor on site to help the community members. Lastly, a stage was built, and five bands performed for over twelve hours providing entertainment for attendees.

Since January, a nearly continuous sequence of quakes has hit with one measuring 5.0 recorded in early July. Fortunately, no IA sisters, brothers, or kin have been injured by earthquake events. Even during the COVID pandemic, Local 494

was again able to help IA members who live on the island. Over the course of two days, they hosted a food drive that provided approximately 700 heavy boxes of produce and food to the Puerto Rico film and television community. The Disaster Response Committee specially recognized Local 494 President Miguel Sanchez and Local 494 Business Agent Neftaly Nieves for their efforts and leadership during this time.

In early March, tornados tore through the Nashville, Tennessee area causing major damage. Just over a month later, during the weekend of April 12, another outbreak of tornados spread across the southern U.S. Fortunately, between the two events, very few IA members were directly affected. The Walsh/Di Tolla/Spivak Foundation resources were made available to assist members with needs from these weather events.

In February, International Vice President Damian Petti began training for the Canadian Red Cross. This was a direct result of his appointment to the Disaster Response Committee. In particular, he was interested in learning more about disaster response and recovery. Vice President Petti completed Personal Disaster Assistance (PDAT) and Emergency Response Team (ERT) training in March—just as COVID-19 was declared a pandemic. He was on-boarded by the Red Cross in May and with prior approval from the International and Local 212, he was granted the opportunity to be deployed as a Red Cross volunteer. The day he completed his "just-in-time training" he was deployed to the Fort McMurray and Area Flood Disaster Assistance Team as a virtual operations team (VOT) member.

Spring ice breakup on the Athabasca and Clearwater Rivers led to flooding and the complete closure of the city's downtown core. Vice President Petti's team assisted with delivering emergency aid to 14,000 people who were evacuated on almost no notice. The deployment was particularly challenging as COVID-19 required additional training and technology so that aid, in the form of food and accommodations, could be distributed remotely.

Vice President Petti reports that he learned vital information about the needs-assessments used by the Red Cross to prioritize essential needs and assistance within the first 48-hours of a catastrophic event. The Disaster Response Committee hopes to develop and adopt similar needs assessment tools for use by IATSE Locals and officers to supplement other forms of aid during crises and to maximize the effects of relief funds.

Assistant Director Mahoney has been serving on the AFL-CIO COVID response team since March. He has kept the Alliance current on happenings across the U.S. while taking part in national discussions about keeping workers safe during these unthinkable times. The Committee has assembled two documents that Locals could use to introduce themselves and their capabilities to local emergency management agencies. One is designed to illustrate the skills of IA members that would be relevant to assembling alternate-care medical facilities, like U.S. Army Corps of Engineer's field hospital installations. The other promotes the ability of members, through known vendors, to create valuable add-ons to pre-packaged field hospitals to control lighting, audio/

visual elements and the like in order to create a better patient experience. Local 8 in Philadelphia, Local 12 in Columbus, and Local 69 in Memphis have utilized these resources to attain work during the crisis. With COVID-19 infections still escalating in certain areas, more IA Locals may use these templates to secure work. Locals should contact the appropriate IATSE Department Director for further information about these documents.

During the Committee's initial report to the Board in 2019, it laid out a series of goals. Those included creation of an event information system for the IATSE safety app and website. These have been established. The safety app now has a section on the home screen linking the user with information about COVID-19 from the U.S. Centers for Disease Control and Prevention, the federal Occupational Safety and Health Administration and the World Health Organization. The IATSE C.A.R.E.S. website has become a portal for members to access news about the pandemic. In the future, these can be used as portals for other recovery resources and information as needs arise.

The Committee also had the goal of providing a guidebook for Locals to use when confronting emergency situations. By now, Locals have faced trials about how best to communicate effectively with their members about life and death issues. They have confronted challenges surrounding operations in an unfamiliar environment where in-person meetings and other regular functions were unreasonable. The Committee encourages Locals to record their approaches to these and other situations surrounding the pandemic. These steps may provide each Local with a basis

to establish Local disaster response guidebooks in order to guide Local business efficiently during future unforeseen circumstances.

Lastly, Trustee Oyaas reported that hurricane season has begun in the western Atlantic Ocean. Experts predicting the severity of the 2020 hurricane season have estimated there could be as many as sixteen significant storms. As of the date of the Committee's report, six storms have been identified by name this season. Predictions indicate that eight more storms will reach hurricane strength. Of these, four are expected to become major hurricanes of category three or greater. Due to these estimates, the Committee provided the Communications Department with materials detailing evacuation checklists, and preparation tips to be included on the IATSE C.A.R.E.S. site during its next update. It is anticipated that the Red Cross would offer shelters in the event of major hurricane disasters with appropriate COVID-19 precautions in place (e.g., required masks, personal hygiene, sanitation, and physical distancing). However, the Committee encourages individuals in storm-prone areas to update their "go-kits" with appropriate personal protective equipment, sanitizers and effective disinfectants for use against COVID-19. For Locals with jurisdictions extending through potential storm paths, now is the time to begin planning and preparedness.

President Loeb remarked that the Committee has achieved a number of important goals in a very short time. The ideas and plans of the Committee have served as an immeasurable resource for the members of the IA. As was noted elsewhere, the IATSE C.A.R.E.S. website

offers a great example of how the Alliance, together in solidarity with members, can have a profound effect in response to disasters and must continue to do so. He thanked Trustee Oyaas and the members of the Committee for their important work during these challenging times.

IATSE PRIDE COMMITTEE

IATSE Canadian Office Operations Manager and Chair of the IATSE Pride Committee Nate Richmond provided the General Executive Board with an update on the Pride Committee's efforts since its last report at the General Executive Board meetings in Dallas, Texas.

The Committee reported that it compiled a variety of LGBTQ+ COVID-19 related Canadian and American resources that were subsequently made available to the LGBTQ+ IATSE members through a new website (www.iatsepride.net). The Committee has also used this new website to post educational videos on such topics as HIV/AIDS and the proper use of pronouns. The new website includes an events page where the Committee's biweekly town hall meetings are advertised to facilitate the participation of the IATSE's LGBTQ+ members and community in discussions, the first of which included International President Loeb. Other topics focused on pride-related political activism and the creation of pride committees, the latter of which was facilitated by the President of Colour of Change, Rashad Robinson. The Committee continues to host virtual social events in-between its biweekly town hall meetings like a virtual Tea Dance and a virtual IATSE Pride Parade/March where International Vice President C. Faye Harper served as Grand Marshall. The Commit-

tee concluded its report by noting the importance of the U.S. Supreme Court's June 15, 2020 decision that recognized the U.S. Civil Rights Act of 1964 which prohibits sex discrimination applies to discrimination based on sexual orientation and gender identity as well.

President Loeb thanked Committee Chair Richmond for his report on the activities of the Committee. The Committee's work is important, and the focus on the LGBTQ+ community is clearly necessary because of the issue raised in the Committee's report. President Loeb noted that he has watched the Committee's pronoun video twice. The Pride Committee represents the best the Alliance has to offer, and it is vital that the Union continues to fight for equality.

IATSE WOMEN'S COMMITTEE

Women's Committee Activities

Vice President Joanne Sanders updated the Board on the Women's Committee activities and in response to the COVID-19 pandemic. She advised that the Committee has been actively engaged in internal organizing to assist Locals and coordinate member activities throughout North America. When the Committee was first established, the design was based on a District approach, i.e., having a key appointment from each of the IATSE Districts who would loop information between the District and the International. With the help of the District Secretaries, the Committee now has a full board with a Coordinator for every District. The following members represent their respective Districts:

- D1 Rose Etta Venetucci Local 28
- D2 Nicole Miller Local B-192

- D3 Colleen Glynn Local 11
- D4 Martha Mountain Local USA829
- D5 Liz Pecos Local 480
- D6 Taneaia Lednicki Local 484
- D7 Dawn Arevalo Local 478
- D8 Stasia Savage Local 26
- D9 Shirley Berling Local 769
- D10 Lucia Aloï Local 311
- D11 & 12 Siobhan Vipond, CLC Delegate
- D14 Ashly Potter Local 115

When the shutdowns were implemented to slow the spread of coronavirus disease, the Committee's first task was to develop an outreach plan to ensure that members across the United States and Canada had access to resources from their local unions, the International, state and community services, and personal contacts. The Women's Committee partnered with the IATSE Disaster Recovery Committee, the Pride Committee, and Young Workers Committee to provide a holistic approach to resources. The group created an updatable list that each Local could customize for its jurisdiction. The list includes online resources at the State Level for Unemployment links, a Safety, Health and Financial Section to include the state Department of Public Health (for U.S. local unions), IATSECares.org, and the IATSE Corona Virus Portal, and of particular importance to women, the Domestic Violence Network. A Tools for Anxiety section included access to mental health links, Behind the Scenes, Yoga videos, and other relaxation inducing links. To introduce the plan, the Coordinators distributed the list to the District Secretaries and to officers of the local unions in their districts in late March.

Next, the Coordinators began to gather information about the particular

needs in their Districts and also about activities that Locals were spearheading. Several Locals had begun the task of member outreach, doing welfare checks on their most vulnerable members and providing services where needed, such as grocery and pharmacy pickups and deliveries. Many Locals and Arts Groups were responding to the shortage of personal protective equipment (PPE) of masks, gowns and other items by making these articles. Everyone was urged to confirm with state and provincial medical authorities as to the types of masks they would accept, and protocols, for any donations. In areas where medical facilities would not accept cloth masks, Locals were provided alternate suggestions for distribution, including members under quarantine at home, first responders, front-line workers at grocery and drug stores, home health care workers, and other essential workers at businesses that remained open.

Mask-making efforts began to crop up all over. In mid-March, a group from Studio Mechanics Local 478 had set up a process in the New Orleans area that included sharing patterns, a how-to video, and a production and distribution system to provide masks throughout their community.

On the west coast, Costume Designers Guild Local 892 (CDG), under the leadership of Salvador Perez, and Motion Picture Costumers Local 705, under the leadership of Nicholas Brown, spearheaded efforts addressing the desperate pleas for PPE in the Los Angeles area. The Locals recruited over 100 members each and were soon joined by Locals 44, 80, 768 and a host of theatrical groups, to create masks. All of these members and

artists were out of work and looking for a way to help the community. Suppliers like JoAnn Fabrics and Michaels donated supplies. Members sent mask-making kits and instructions to other members. These efforts generated more than 10,000 masks.

At the same time, Vanessa Holtgrewe, Assistant Director Motion Picture and Television, received information from the University of Florida's school of medicine which was repurposing Halyard H600 material to make masks that would be higher quality to be used by health care workers. H600 is used to wrap surgical tools after they are sterilized. Generally, the fabric is used once and thrown away. The H600 innovative mask is likely superior to the surgical mask in blocking aerosols and droplets, including water, bacteria and other particles. With N95 masks in short supply, University of Florida's Department of Anesthesiology determined that masks made from H600 could be produced in large quantities at no cost for materials since it would otherwise be thrown away. The masks could be used more than once since the fabric could be run through an autoclave for disinfecting. Assistant Director Holtgrewe shared this information with the Women's Committee.

UCLA's medical school collaborated with Assistant Director Holtgrewe to develop a program in the LA area. Highly qualified stitchers and costumers were selected to produce 40,000 H600 masks. The Women's Committee Coordinators in other Districts began to reach out to hospitals in their areas to collect the material. Indiana University's Eskenanzi Hospital in Indianapolis collected the material for Local 893, where six members consistently

produced masks through the month of June.

The Women's Committee at Las Vegas Local 720 started a volunteer group called "Mask Posse of Las Vegas". The Local recruited 120 volunteers including drivers, pattern cutters, stitchers, cleaning/laundry attendants, and donors. To date, they have donated over 6,600 masks to the greater Las Vegas community. They have also created 975 fabric headbands for nurses which serve as ear protections for masks. Their volunteers delivered masks to community organizations throughout the Las Vegas area including St. Jude Ranch for the Homeless, Opportunity Village, Nellis Air Force Base, and St. Jude Children's Hospital.

Local 720 Business Agent Apple Thorne and 1st Vice President Tracy Lightel are credited with setting up the logistics of the project in collaboration with Kat Gonzalez, the Team Leader. The group developed a system to cover the pickup and delivery of materials and supplies to volunteers, retrieving the completed masks, and delivering to recipients, when Las Vegas was under shelter-in-place conditions.

In early April, the groundswell of interest in mask making across the country led to the creation of a Mask making Portal on IATSECARES.org. The portal includes patterns for masks, gowns, surgery caps, head bands; how to videos; and a link to the Sheet Metal Workers' (SMW) site where stitchers anywhere in the North America could order nose pieces for masks at no cost, fabricated by SMW. At last count, at least 50 Locals were engaged in mask-making since the outset of the pandemic. Included were wardrobe

attendants, studio mechanics, stagehands, riggers, and other crafts persons from throughout the IA. This is a testament to members stepping up and giving back regardless of their own situations.

As further part of the plan, the Women's Committee Coordinators urged Locals to engage in community outreach by partnering with area food pantries. Social media posts indicate that food pantries and food drives in practically every state and province included volunteers from the IATSE in collaboration with Feeding San Diego, Gleaners Food Bank, Los Angeles Regional Food Bank, and the United Way in several cities.

In late June, Local 357, Stratford, Ontario held its first Women's Committee meeting and took action by writing a letter to their principal employer, the Stratford Festival, regarding the effects of the Festival's decisions on the women they employ. They are looking ahead to creating training/outreach videos targeting young women who may be interested to see successful, skilled women working in theatre crafts, technical and trades roles.

As the U.S. political season began to bear down, the Committee recognized that it was time to shift focus to increasing awareness of the fight for Women's Suffrage in the U.S. Had the GEB been able to take place in Seattle in person as originally planned, the Committee would have hosted an event to spotlight the Centennial of Women's Suffrage. As it became clear that the summer GEB meeting would be virtual, the Committee devised a virtual celebration on social media. The Women's

Committee's Coordinators are researching suffragettes from each of their Districts to unveil some of the "hidden figures" who were instrumental in pushing the 19th Amendment to the U.S. Constitution to its final ratification on August 18, 1920. The Communications Department will assist in developing the posts and scheduling them throughout the month of August. Two dates to remember are August 6th at 7:00 P.M., when the AFL-CIO's Town Hall Meeting is dedicated to the Coalition of Labor Union Women (CLUW) with a program about suffrage. Then on August 18th, the official celebration will take place in Washington D.C. Both events will be posted on our social media.

One of the goals of bringing awareness to suffrage is to build momentum for the November U.S. Presidential election. The Women's Committee will be actively involved in outreach to women to ensure that everyone has the opportunity to register to vote and the opportunity to vote in whatever form is available to them. The Committee is working in collaboration with CLUW and other like-minded organizations to educate voters on the issues most affecting unions, their members and working families. The Committee's political plan will mirror the International's and will be implemented by the District Coordinators working with District secretaries and local union political coordinators. The group holds weekly meetings on Zoom. Political and Legislative Director Tyler McIntosh joined the July 17th meeting to present Winning for Workers, kicking off the political program. Women's

voices will be heard on November 3rd.

President Loeb expressed his appreciation to Vice President Sanders and the Committee for their work during the pandemic. He applauded the selfless action of the many volunteers who—though unemployed—gave of their time to make thousands of masks and gowns for health-care and essential workers. President Loeb remarked that the structural changes to the Committee pre-pandemic meant that the Committee was positioned to mobilize members and resources to operate and serve in a virtual way. He commended the Committee's collaboration with the Communications and Political and Legislative Departments, and the other IA Committees which enabled a streamlined approach to disseminating resources, information to Locals and members. He stressed that this type of cooperation will have to continue to ensure maximum efficiencies. President Loeb stated that he is pleased with the Committee's efforts regarding the U.S. election, remarking that voter registration, get-out-the-vote activities, completion of the census are critical to labor generally and the IA specifically. He stated that the International will be involved at every level to support pro-worker, pro-union candidates and legislation. He noted that he could not be prouder of the Committee and its work on behalf of the members.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 3:50 p.m. on July 29, 2020.

**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
ZOOM WEBINAR • JULY 28, 2020**

Since the last meeting of the Defense Fund Committee in Dallas, TX on January 27, 2020 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 8 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 3, Pittsburgh, PA, Article Fourteen, Section 8(d) – Legal	\$9,776.60	Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) – Legal	10,475.27
Local No. 11, Boston, MA, Article Fourteen, Section 8(d) – Legal	7,000.00	Local No. 798, New York, NY, Article Fourteen, Section 8(d) – Legal	14,918.75
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) – Legal	56,353.69	Local No. B-4, Boston, MA, Article Fourteen, Section 8(d) – Legal	7,550.00
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) -- Legal	39,256.66	Local No. B-173, Toronto, ON, Article Fourteen, Section 8(d) – Legal	5,947.87
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) – Legal	27,450.50		SUB TOTAL \$254,403.65
Local No. 26, Grand Rapids, MI, Article Fourteen, Section 8(d) – Legal	1,150.00	INTERNATIONAL	
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) – Legal	203.50	IATSE – Article Fourteen, Section 8(c) and (d) - Animators Union, Barclays, New Locals, Chemainus, Life Briefly, National Hot Rod Assn., Sinclair Web, Strategic Commc. Rhino Campaign, The Coalition Huntsville – Legal	83,319.30
Local No. 53, Springfield, MA, Article Fourteen, Section 8(d) – Legal	987.50	IATSE – Article Fourteen, Section 8(d) – Legal –AQTIS –	32,615.83
Local No. 69, Memphis, TN, Article Fourteen, Section 8(d) – Legal	1,808.75	IATSE – Article Fourteen, Section 8(c) – Legal – Basic Agreement	112.50
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) – Legal	8,603.75	IATSE – Article Fourteen, Section 8(c) – Legal – Miscellaneous	24,888.73
Local No. 99, Idaho, UT, Article Fourteen, Section 8(c) – Legal	324.00		SUB TOTAL \$140,936.36
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) – Legal	7,058.36	LOBBYING AND CONSULTING	
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) – Legal	2,775.00	Article Fourteen, Section 8(c) - Thorsen French Advocacy	60,000.00
Local No. 200, Allentown, PA, Article Fourteen, Section 8(d) - Legal	760.00		SUB TOTAL \$60,000.00
Local No. 262, Montreal, QC, Article Fourteen, Section 8(d) – Legal	6,329.39	EDUCATION	
Local No. 411, Mississauga, ON, Article Fourteen, Section 8(d) – Legal	3,476.46	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers	6,137.84
Local No. 415, Tucson, AZ, Article Fourteen, Section 8(d) – Legal	705.00	Article Fourteen, Section 8(f) - Misc. Training/Instructors	247,859.03
Local No. 480, Santa Fe, NM, Article Fourteen, Section 8(c) – Legal	24,870.70		SUB TOTAL \$253,996.87
Local No. 504, Orange County, CA, Article Fourteen, Section 8(d) – Legal	16,621.90		GRAND TOTAL \$709,336.88
		Respectfully submitted by:	
		s/Matthew D. Loeb	s/Colleen A. Glynn
		s/James J. Claffey, Jr.	s/John M. Lewis
			s/Daniel Di Tolla

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, 2020 and 2019, and the related combined statement of activities and combined statement of functional expenses for the year ended April 30, 2020 and combined statements of cash flows for the years ended April 30, 2020 and 2019, 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, 2020 and 2019, and its changes in net assets for the year ended April 30, 2019 and its cash flows for the years ended April 30, 2020 and 2019 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, 2019 combined financial statements, and we expressed an unmodified audit opinion on those combined audited financial statements in our report dated August 9, 2019. In our opinion, the summarized comparative information presented herein for the year ended April 30, 2019, 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 28 through 38 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/ Schulteis & Panettieri, LLP

Hauppauge, New York

July 30, 2020

COMBINED STATEMENT OF FINANCIAL POSITION APRIL 30, 2020 AND 2019

	2020	2019		2020	2019
Assets			Liabilities and Net assets		
Current assets			Current liabilities		
Cash	\$ 3,356,875	\$ 3,114,915	Accounts payable and accrued expenses	\$ 294,206	\$ 574,680
Investments - at fair value	55,735,444	50,382,547	Tenant deposit payable	55,294	27,765
Receivables			Other	48,665	71,648
Accrued interest and dividends	268,848	230,860	Total current liabilities	398,165	674,093
Promissory notes	7,000	13,000	Deferred compensation plan	28,875,631	18,254,695
Per capita taxes	63,000	31,000	Deferred income	12,873,000	10,276,000
Other	79,249	61,453	Employers' bonds	1,558,828	1,881,801
Prepaid expenses	144,768	137,307	Total liabilities	43,705,624	31,086,589
Total current assets	59,655,184	53,971,082			
Property and equipment - net	32,044,702	27,627,604	Net assets		
Other assets	31,689	35,762	Without restrictions	47,407,935	49,824,709
Total assets	\$91,731,575	\$81,634,448	With restrictions	618,016	723,150
			Total net assets	48,025,951	50,547,859
			Total liabilities and net assets	\$ 91,731,575	\$ 81,634,448

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

	2020		Total	2019
	Without Restrictions	With Restrictions		
Revenue				
Per capita taxes and assessments	\$28,736,636	\$ -	\$28,736,636	\$ 9,679,081
Political action contributions	-	519,485	519,485	515,349
Processing fees	2,164,148	-	2,164,148	2,207,560
Supplies and other	96,323	-	96,323	124,895
Rent	258,278	-	258,278	275,444
Royalty income	136,906	-	136,906	188,337
Other	193,939	-	193,939	266,775
Net assets released from restrictions:				
Satisfaction of program restrictions	624,619	(624,619)	-	-
Total revenue	<u>32,210,849</u>	<u>(105,134)</u>	<u>32,105,715</u>	<u>33,257,441</u>
Expenses				
Program services	23,601,375	-	23,601,375	22,096,915
Management and general	8,178,705	-	8,178,705	7,378,547
Total expenses	<u>31,780,080</u>	<u>-</u>	<u>31,780,080</u>	<u>29,475,462</u>
Change in net assets before other changes	430,769	(105,134)	325,635	3,781,979
Other changes				
Investment income	2,761,285	-	2,761,285	813,077
Gain on sale of building	5,012,108	-	5,012,108	-
Pension related changes other than benefit costs	(10,620,936)	-	(10,620,936)	(5,087,326)
Change in net assets	(2,416,774)	(105,134)	(2,521,908)	(492,270)
Net assets				
Beginning of year	49,824,709	723,150	50,547,859	51,040,129
End of year	<u>\$ 47,407,935</u>	<u>\$ 618,016</u>	<u>\$48,025,951</u>	<u>\$50,547,859</u>

COMBINED STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED APRIL 30, 2020
(WITH COMPARATIVE TOTALS FOR 2019)

	2020		Total	2019
	Program Services	Management and General		
Payroll and allowances	\$ 7,347,108	\$ 3,507,164	\$ 10,854,272	\$10,678,081
Payroll taxes	497,935	245,252	743,187	736,363
Employee benefits	4,361,645	2,108,616	6,470,261	6,174,929
Occupancy	173,272	85,343	258,615	292,501
Utilities	64,999	32,016	97,015	100,291
Real estate taxes	271,682	133,813	405,495	321,160
Maintenance and repairs	118,767	58,496	177,263	265,530
Telephone	73,945	36,421	110,366	110,438
Printing and postage	745,384	367,130	1,112,514	1,292,727
Office	444,613	211,347	655,960	473,536
Legal	966,592	61,469	1,028,061	1,430,757
Accounting	-	252,239	252,239	247,291
Consulting and outside services	184,245	90,745	274,990	202,413
Computer	237,937	117,193	355,130	312,373
Insurance	156,198	76,934	233,132	258,395
Meetings and conferences	2,231,532	-	2,231,532	2,860,568
organizations	1,037,695	-	1,037,695	999,696
Promotional and charitable	-	399,029	399,029	613,701
COVID-19 member assistance	2,500,000	-	2,500,000	-
Political contributions	786,700	-	786,700	515,200
Education and training	598,144	-	598,144	626,563
Currency exchange	276,171	136,024	412,195	233,884
Depreciation	526,811	259,474	786,285	729,065
Total expenses	<u>\$23,601,375</u>	<u>\$ 8,178,705</u>	<u>\$31,780,080</u>	<u>\$29,475,462</u>

**COMBINED STATEMENT OF CASH FLOWS
YEARS ENDED APRIL 30, 2020 AND 2019**

	2020	2019
Cash Flow from Operating Activities:		
Change in net assets	\$(2,521,908)	\$(492,270)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation	786,285	729,065
Net (appreciation) depreciation in fair value of investments	(1,730,855)	(618,695)
Receivable - Accrued interest and dividends	(37,988)	(55,962)
Receivable - Related organizations	-	6,440
Receivable - Promissory notes	6,000	9,050
Receivable - Per capita taxes	(32,000)	(8,000)
Receivable - Other	(17,796)	3,241
Gain on sale of building	(5,012,108)	-
Prepaid expenses	(7,461)	19,539
Other assets	4,073	24,334
Accounts payable and accrued expenses	(280,474)	75,265
Tenants' security deposits	27,529	(14,847)
Other current liabilities	(22,983)	8,835
Deferred compensation plan	10,620,936	5,087,326
Deferred income	2,597,000	529,000
Employers' bonds	(322,973)	337,792
Currency translation adjustment	(142,507)	545,852
Net cash provided by (used in) operating activities	<u>3,912,770</u>	<u>6,185,965</u>
Cash flows from Investing Activities:		
Purchase of investments	(75,913,580)	(58,430,230)
Sale of investments	72,434,044	52,821,302
Purchase of property and equipment	(7,098,337)	(560,971)
Sale of property and equipment	6,907,063	-
Net cash provided by (used in) investing activities	<u>(3,670,810)</u>	<u>(6,169,899)</u>
Net increase (decrease) in cash	<u>241,960</u>	<u>16,066</u>
Cash		
Beginning of year	3,114,915	3,098,849
End of year	<u>\$ 3,356,875</u>	<u>\$ 3,114,915</u>

Supplemental cash flow information:

There were no cash outlays for interest or income taxes during the years ended April 30, 2020 and 2019.

**NOTES TO COMBINED FINANCIAL STATEMENTS
YEARS ENDED APRIL 30, 2020 AND 2019**

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 includes salaries, benefits and other related administrative expenses. The total amount reimbursed for the years ended April 30, 2020 and 2019 was \$307,225 and \$335,190, 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, 2020 and 2019 was \$378,179 and \$356,871, 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.

Note 2 - Cash

	2020	2019
Interest bearing	\$2,549,934	\$2,358,234
Non-interest bearing	806,941	756,681
Total	<u>\$3,356,875</u>	<u>\$3,114,915</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:

	2020	2019
Certificates of deposit	\$ 5,713,471	\$ 4,627,997
Government securities	30,485,901	25,821,054
Corporate debt instruments	14,278,183	9,480,048
Registered investment companies	5,103,523	10,334,894
Non-publicly traded stock	154,366	18,554
Total	<u>\$55,735,444</u>	<u>\$50,382,547</u>

Investment income (loss) consists of the following:

	2020	2019
Interest and dividends	\$1,122,830	\$ 943,451
Net appreciation (depreciation) in fair value	1,730,855	618,695
Currency translation gain (loss)	142,507	(545,852)
Less: investment expenses	(234,907)	(203,217)
Total	<u>\$2,761,285</u>	<u>\$ 813,077</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, 2020 and 2019 was \$1,242,200 and \$1,244,655, respectively. The fair value of the International's investment in the building reserve as of April 30, 2020 and 2019 was \$245,195 and \$3,701,512, respectively. This amount is included in the investments at fair value in the combined statements of financial position. During the year ended April 30, 2020, approximately \$4,700,000 was withdrawn from the building reserve and used for the construction and furnishing of the building at 2210 West Olive Street, Burbank, California.

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, 2020, with fair value measurements on a recurring basis:

Description	2020	Level 1	Level 2	Level 3
Investments at fair value as determined by quoted market price				
Certificates of deposit	\$ 5,713,471	\$ 5,713,471	\$ -	\$ -
Government securities				
U.S. treasury securities	28,659,519	28,659,519	-	-
Mortgage backed securities	1,826,382	-	1,826,382	-
Corporate debt instruments				
Domestic corporate bonds	14,278,183	-	14,278,183	-
Registered investment companies				
Money market mutual funds	3,294,729	3,294,729	-	-
Fixed income mutual funds	1,808,794	1,808,794	-	-
Investments at estimated fair value				
Other investments				
Non-publicly traded stock	54,366	-	-	154,366
Total	<u>\$55,735,444</u>	<u>\$39,476,513</u>	<u>\$16,104,565</u>	<u>\$154,366</u>

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
Investments at fair value as determined by quoted market price				
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	-	-
Investments at estimated fair value				
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 provides a summary of the changes in fair value on a recurring basis for Level 3 assets for the period April 30, 2020:

Description	Total	Non publicly traded stock
Opening balance	\$ 118,554	\$ 118,554
Total investment income included in changes in net assets	35,812	35,812
Closing balance	<u>\$154,366</u>	<u>\$154,366</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>\$35,812</u>	<u>\$ 35,812</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>

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:

	2020	2019
Financial assets at year end		
Cash	\$ 3,356,875	\$ 3,114,915
Investments - at fair value	55,735,444	50,382,547
Accrued interest and dividends	268,848	230,860
Promissory notes	7,000	13,000
Per capita taxes	63,000	31,000
Other	79,249	61,453
Total financial assets available within one year	<u>\$59,510,416</u>	<u>\$53,833,775</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, 2020 and 2019.

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

Local No.	2020	2019
822	\$7,000	\$13,000
Total	<u>\$7,000</u>	<u>\$13,000</u>

Note 9 - Property and equipment

	2020	2019
Land	\$5,377,407	\$6,138,290
Building and improvements	29,665,962	25,322,220
Furniture and equipment	3,256,376	2,785,036
	38,299,745	34,245,546
Less accumulated depreciation	6,255,043	6,617,942
Property and equipment - net	<u>\$ 32,044,702</u>	<u>\$ 27,627,604</u>

Property and equipment is stated at cost. Depreciation expense for the years ended April 30, 2020 and 2019 was \$786,285 and \$729,065, 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 August 2019, the building located at 10045 Riverside Drive, Toluca Lake, California was sold for approximately \$7,300,000.

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, 2020 - April 30, 2020	\$57.00	\$50.75	\$4.00	\$2.00	\$0.25
Jan. 1, 2019 - Dec. 31, 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

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 2025.

Future annual rental income under noncancelable leases are as follows:

2021	\$93,472
2022	99,874
2023	82,585
2024	76,822
2025	70,420
Total	<u>\$ 423,173</u>

Total rent income received for the years ended April 30, 2020 and 2019 was \$258,278 and \$275,444, 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, 2020 and 2019 were \$136,906 and \$188,337, 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, 2020 and 2019 were \$2,535,061 and \$2,470,677, 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, 2020 and 2019 were as follows:

	2020	2019
Accumulated benefit obligation	\$ 65,385,670	\$ 55,483,487
Projected benefit obligations	73,718,965	62,443,599
Fair value of plan assets	44,843,334	44,188,904
Funded status - unfunded	<u>\$(28,875,631)</u>	<u>\$(18,254,695)</u>

Contributions and benefit payments made during the year ended April 30, 2020 and 2019 were as follows:

	2020	2019
Employer contributions	\$3,582,944	\$3,411,360
Benefits paid	2,306,622	2,089,116

Future contributions:

Contributions to the plan are expected to be \$3,619,104 for the year ended April 30, 2021.

Future benefit payments:

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

2021	\$ 2,487,252
2022	2,597,134
2023	2,776,757
2024	3,125,010
2025 through 2029	<u>20,588,699</u>
Total	<u>\$31,574,852</u>

Net periodic benefit cost:

Components of net periodic cost for the year ended April 30, 2020 and 2019 were as follows:

	2020	2019
Service cost	\$2,112,984	\$1,865,609
Interest cost	2,345,894	2,382,545
Expected return on plan assets	(3,365,233)	(3,070,798)
Amortization of transition (asset)/obligation	-	-
Amortization of prior service cost/(credit)	269,382	269,964
Recognized amortization of net actuarial loss	1,564,879	1,047,195
Net periodic benefit cost	<u>\$2,927,906</u>	<u>\$2,494,515</u>

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:

	2020	2019
Service cost	\$ 2,082,322	\$ 2,351,704
Net (gain)/loss	32,539,937	20,994,581
Transition (asset)/obligation	-	-
Unrecognized net periodic benefit cost	<u>\$34,622,259</u>	<u>\$23,346,285</u>

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

	2020	2019
Benefit obligation:		
Discount rate	3.00%	3.75%
Rate of compensation increases	3.25%	3.25%
Measurement date	4/30/2020	4/30/2019
Net periodic benefit cost:		
Discount rate	3.75%	4.50%
Rate of compensation increases	3.25%	3.25%
Expected return on plan assets	7.50%	7.50%
Measurement date	4/30/2019	4/30/2018

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

	Target allocation range	2019	2018
Equity securities	30% - 65%	55%	57%
Fixed income	20% - 55%	33%	28%
Alternative investments	5% - 30%	9%	9%
Cash & equivalents	0% - 12%	3%	6%
Total assets		<u>100%</u>	<u>100%</u>

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 7.5% long-term rate on assets assumption for the years ended April 30, 2020 and 2019.

The following table sets forth, by level within the fair value hierarchy, the Pension Fund's investments, as of April 30, 2020, with fair value measurements on a recurring basis:

	2020	Level 1	Level 2	Level 3
Interest bearing cash	\$ 1,394,258	\$ 1,394,258	\$ -	\$ -
Investments at fair value as determined by quoted market price				
U.S. government securities				
U.S. treasury securities	2,218,788	2,218,788	-	-
Mortgage backed securities	3,483,173	-	3,483,173	-
Corporate debt instruments				
A or above credit rating	210,153	-	210,153	-
Below A credit rating	768,755	-	768,755	-
Corporate stock				
Large cap sector rotator	1,559,501	1,559,501	-	-
Large cap value	4,580,531	4,580,531	-	-
Large cap growth	8,601,616	8,601,616	-	-
International value	3,759,248	3,759,248	-	-
All cap core	3,297,740	3,297,740	-	-
Large cap core	2,258,585	2,258,585	-	-
Registered investment companies				
Fixed income & mortgage backed securities	8,223,526	8,223,526	-	-
Alternative	1,995,331	1,995,331	-	-
Emerging markets	336,219	336,219	-	-
Small cap value	755,083	755,083	-	-
Domestic realty	759,224	759,224	-	-
International realty	301,005	301,005	-	-
Investments at estimated fair value				
Partnership/joint venture interests	340,598	-	-	340,598
Total	\$44,843,334	\$40,040,655	\$4,462,081	\$340,598

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	\$44,188,904	\$39,766,895	\$4,009,690	\$ 412,319

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, 2020:

Description	Total	Partnership/joint venture interests
Opening balance	\$ 412,319	\$ 412,319
Total investment income included in change in net assets	10,087	10,087
Sales	(81,808)	(81,808)
Closing balance	\$ 340,598	\$ 340,598

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 included in change in net assets	(22,023)	(22,023)
Sales	(93,729)	(93,729)
Closing balance	\$ 412,319	\$ 412,319

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, 2019, from which the summarized information was derived.

Note 19 - Subsequent Events

In March 2020, the COVID-19 outbreak in the United States has caused business disruption through government mandated closings in the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries. While the disruption is currently expected to be temporary, there is considerable uncertainty around the duration of the closings. The related financial impact and duration cannot be reasonably estimated at this time. In connection with the pandemic, the International has waived per capita fees totaling approximately \$7,000,000 for the period April 1 through June 30, 2020. Accordingly, the financial statements for the year ended April 30, 2020 reflect a reduction in per capita tax revenue of \$2,300,000 and an increase in deferred income for applicable amounts received prior to the waiver.

Note 20 - 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, 2020 AND 2019**

	2020			
	General Fund	Convention Fund	Defense Fund	Total
Interest and dividends	\$ 670,571	\$135,564	\$316,695	\$1,122,830
Net appreciation (depreciation) in fair value of investments	1,178,123	115,951	436,781	1,730,855
Currency translation gain (loss)	195,653	(61,293)	8,147	142,507
Less: Investment expenses	(142,565)	(5,686)	(86,656)	(234,907)
Total	\$1,901,782	\$184,536	\$674,967	\$2,761,285

	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	\$398,963	\$ 84,167	\$329,947	\$813,077

**SCHEDULES OF DEFENSE FUND EXPENDITURES
YEAR ENDED APRIL 30, 2020**

Local No. 2, Chicago, IL (Milwaukee Local No. 18), Article Fourteen, Section 8(d) - Legal	\$36,955	Local No. 675, Eugene, OR, Article Fourteen, Section 8(d) - Legal	17,253
Local No. 3, Pittsburgh, PA, Article Fourteen, Section 8(d) - Legal	11,226	Local No. 757, Detroit, MI, Article Fourteen, Section 8(d) - Legal	150
Local No. 11, Boston, MA, Article Fourteen, Section 8(d) - Legal	10,500	Local No. 798, New York, NY, Article Fourteen, Section 8(d) - Legal	8,525
Local No. 12, Columbus, OH, Article Fourteen, Section 8(d) - Legal	24,066	Local No. 828, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	462
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	55,250	Local No. B-4, Boston, MA, Article Fourteen, Section 8(d) - Legal	7,550
Local No. 18, Milwaukee, WI, Article Fourteen, Section 8(d) - Legal	36,485	Local No. B-173, Toronto, ON, Article Fourteen, Section 8(d) - Legal	10,340
Local No. 22, Washington D.C., Article Fourteen, Section 8(d) - Legal	64,262	Subtotal	<u>475,809</u>
Local No. 28, Portland, OR, Article Fourteen, Section 8(d) - Legal	204	INTERNATIONAL	
Local No. 38, Detroit, MI, Article Fourteen, Section 8(d) - Legal	932	IATSE - Article Fourteen, Sections 8(c) and (d) - Legal - Animators Union, Barclays, Chartering of New Locals, Chemanius Theatre Matters, National Hot Rod Assn., Ontario Coroner's Inquest, Life Briefly, Sinclair Web, Strategic Communications Rhino Campaign, The Coalition Huntsville - Legal	158,720
Local No. 53, Springfield, MA, Article Fourteen, Section 8(d) - Legal	987	IATSE - Article Fourteen, Section 8(d) - Legal - AQTIS	38,559
Local No. 58, Toronto, ON, Article Fourteen, Sections 8(d) - Legal	26,362	IATSE - Article Fourteen, Section 8(c) - Legal/Collective Bargaining - Basic Agreement	3,607
Local No. 69, Memphis, TN, Article Fourteen, Section 8(d) - Legal	4,128	IATSE - Article Fourteen, Section 8(c) - Legal - Miscellaneous	45,096
Local No. 74, New Haven, CT, Article Fourteen, Section 8(d) - Legal	4,125	Subtotal	<u>245,982</u>
Local No. 99, Salt Lake City, UT, Article Fourteen, Section 8(d) - Legal	1,672	LOBBYING AND CONSULTING	
Local No. 118, Vancouver, BC, Article Fourteen, Section 8(d) - Legal	7,678	Article Fourteen, Section 8(c) - Thorsen French Advocacy	120,000
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	1,650	Subtotal	<u>120,000</u>
Local No. 129, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	1,978	EDUCATION	
Local No. 158, Fresno, CA, Article Fourteen, Section 8(d) - Legal	3,886	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers	25,436
Local No. 168, Victoria, BC, Article Fourteen, Section 8(d) - Legal	430	Article Fourteen, Section 8(f) - Misc. Training/InfoComm/Instructors	558,620
Local No. 200, Allentown, PA, Article Fourteen, Section 8(d) - Legal	5,190	Article Fourteen, Section 8(f) - Young Workers	4,712
Local No. 262, Montreal, QC, Article Fourteen, Section 8(d) - Legal	39,771	Subtotal	<u>588,768</u>
Local No. 311, Middletown, NY, Article Fourteen, Section 8(d) - Legal	1,206	Total	\$ 1,430,559
Local No. 363, Lake Tahoe, NV, Article Fourteen, Section 8(d) - Legal	22		
Local No. 411, Mississauga, ON, Article Fourteen, Section 8(d) - Legal	5,453		
Local No. 415, Tucson, AZ, Article Fourteen, Sections 8(d) - Legal	705		
Local No. 480, Santa Fe, NM, Article Fourteen, Section 8(c) - Legal	46,144		
Local No. 491, Savannah, GA, Article Fourteen, Section 8(c) - Legal	537		
Local No. 504, Orange County, CA, Article Fourteen, Section 8(d) - Legal	36,322		
Local No. 634, Sudbury, ON, Article Fourteen, Section 8(d) - Legal	3,403		

**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	INTERNATIONAL	
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	LOBBYING AND CONSULTING	
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	EDUCATION	
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		

**COMBINING STATEMENTS OF FINANCIAL POSITION
APRIL 30, 2020**

	General Fund	I.A.T.S.E. 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
Assets										
Current assets										
Cash	\$ 324,651	\$ 16,258	\$ 559,651	\$ 48,203	\$ 30,222	\$ 199,762	\$1,560,112	\$618,016	\$ -	\$ 3,356,875
Investments - at fair value	33,459,726	-	-	-	6,905,599	15,370,119	-	-	-	55,735,444
Receivables										
Accrued interest and dividends	158,960	-	-	-	32,368	77,520	-	-	-	268,848
Related organizations	32,520,451	-	-	-	323,383	91,146	-	-	(32,934,980)	-
Promissory notes	7,000	-	-	-	-	-	-	-	-	7,000
Per capita taxes	56,000	-	-	-	2,000	5,000	-	-	-	63,000
Other	77,062	-	16	2,171	-	-	-	-	-	79,249
Prepaid expenses	96,737	29,418	17,535	1,078	-	-	-	-	-	144,768
Total current assets	<u>66,700,587</u>	<u>4 5,676</u>	<u>577,202</u>	<u>51,452</u>	<u>7,293,572</u>	<u>15,743,547</u>	<u>1,560,112</u>	<u>618,016</u>	<u>(32,934,980)</u>	<u>59,655,184</u>
Property and equipment - net	9,051	15,085,206	15,836,031	1,114,414	-	-	-	-	-	32,044,702
Mortgage receivable	960,153	-	-	-	-	-	-	-	-	-
Other assets	26,709	4,980	-	-	-	-	-	-	-	31,689
Total assets	<u>\$67,696,500</u>	<u>\$15,135,862</u>	<u>\$16,413,233</u>	<u>\$ 1,165,866</u>	<u>\$7,293,572</u>	<u>\$15,743,547</u>	<u>\$1,560,112</u>	<u>\$618,016</u>	<u>\$(33,895,133)</u>	<u>\$91,731,575</u>

COMBINING STATEMENTS OF FINANCIAL POSITION
APRIL 30, 2020

	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
Liabilities and Net Assets										
Current liabilities										
Accounts payable and accrued expenses	\$ 230,800	\$ -	\$ -	\$ 6,790	\$ -	\$ 56,616	\$ -	\$ -	\$ -	\$ 294,206
Related organizations	-	19,094,509	13,638,438	194,033	-	-	8,000	-	(32,934,980)	-
Tenant deposit payable	29,357	25,937	-	-	-	-	-	-	-	55,294
Other	48,665	-	-	-	-	-	-	-	-	48,665
Total current liabilities	308,822	19,120,446	13,638,438	200,823	-	56,616	8,000	-	(32,934,980)	398,165
Deferred compensation plan	28,875,631	-	-	-	-	-	-	-	-	28,875,631
Deferred income	11,558,000	-	-	-	431,000	884,000	-	-	-	12,873,000
Employers bonds	-	-	-	-	-	-	1,558,828	-	-	1,558,828
Mortgage payable	-	-	-	960,153	-	-	-	-	(960,153)	-
Total liabilities	40,742,453	19,120,446	13,638,438	1,160,976	431,000	940,616	1,566,828	-	(33,895,133)	43,705,624
Net assets										
Without restrictions	26,954,047	(3,984,584)	2,774,795	4,890	6,862,572	4,802,931	(6,716)	-	-	47,407,935
With restrictions	-	-	-	-	-	-	-	618,016	-	618,016
Total net assets	26,954,047	(3,984,584)	2,774,795	4,890	6,862,572	14,802,931	(6,716)	618,016	-	48,025,951
Total liabilities and net assets	\$67,696,500	\$15,135,862	\$16,413,233	\$1,165,866	\$7,293,572	\$15,743,547	\$1,560,112	\$618,016	\$(33,895,133)	\$91,731,575

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
Assets										
Current assets										
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
Receivables										
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	\$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, 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
Liabilities and Net Assets										
Current liabilities										
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
Net assets										
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 ACTIVITIES
YEAR ENDED APRIL 30, 2020

	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
Revenue										
Per capita taxes and assessments	\$25,613,066	\$ -	\$ -	\$ -	\$1,015,304	\$ 2,108,266	\$ -	\$ -	\$ -	\$ 8,736,636
Political action contributions	-	-	-	-	-	-	-	519,485	-	519,485
Processing fees	2,164,148	-	-	-	-	-	-	-	-	2,164,148
Supplies and other	96,323	-	-	-	-	-	-	-	-	96,323
Rent	192,000	531,085	190,597	67,398	-	-	-	-	(722,802)	258,278
Royalty income	136,906	-	-	-	-	-	-	-	-	136,906
Other	187,298	-	-	-	-	6,551	90	-	-	193,939
Total revenue	28,389,741	531,085	190,597	67,398	1,015,304	2,114,817	90	519,485	(722,802)	32,105,715
Expenses										
Program services	20,601,831	606,374	445,355	67,298	1,302	1,738,039	834	624,619	(484,277)	23,601,375
Management and general	7,860,369	298,661	219,354	38,846	-	-	-	-	(238,525)	8,178,705
Total expenses	28,462,200	905,035	664,709	106,144	1,302	1,738,039	834	624,619	(722,802)	31,780,080
Change in net assets before other changes	(72,459)	(373,950)	(474,112)	(38,746)	1,014,002	376,778	(744)	(105,134)	-	325,635
Other changes										
Investment income of amounts designated for current operations	1,901,782	-	-	-	184,536	674,967	-	-	-	2,761,285
Gain on sale of building	-	-	5,012,108	-	-	-	-	-	-	5,012,108
Pension related changes other than benefit costs	(10,620,936)	-	-	-	-	-	-	-	-	(10,620,936)
Change in net assets	(8,791,613)	(373,950)	4,537,996	(38,746)	1,198,538	1,051,745	(744)	(105,134)	-	(2,521,908)
Net assets										
Beginning 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
End of year	\$26,954,047	\$(3,984,584)	\$2,774,795	\$4,890	\$6,862,572	\$14,802,931	\$(6,716)	\$618,016	\$-	\$48,025,951

**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
Revenue										
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
Expenses										
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 other changes	3,192,340	(294,792)	(333,068)	(7,943)	1,044,871	37,499	(527)	143,599	-	3,781,979
Other changes										
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)
Net assets										
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	<u>\$35,745,660</u>	<u>\$(3,610,634)</u>	<u>\$(1,763,201)</u>	<u>\$43,636</u>	<u>\$5,664,034</u>	<u>\$13,751,186</u>	<u>\$(5,972)</u>	<u>\$723,150</u>	<u>\$ -</u>	<u>\$50,547,859</u>

**COMBINING SCHEDULES OF EXPENSES
YEAR ENDED APRIL 30, 2020**

	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	\$ 10,627,769	\$ -	\$ -	\$ -	\$ -	\$ 226,503	\$ -	\$ -	\$ -	\$10,854,272
Payroll taxes	743,187	-	-	-	-	-	-	-	-	743,187
Employee benefits	6,389,745	-	-	-	-	80,516	-	-	-	6,470,261
Occupancy	776,293	205,124	-	-	-	-	-	-	(722,802)	258,615
Utilities	-	49,281	41,135	6,599	-	-	-	-	-	97,015
Real estate taxes	-	175,249	197,178	33,068	-	-	-	-	- 405,495	-
Maintenance and repairs	66,831	19,946	81,986	8,500	-	-	-	-	-	177,263
Telephone	110,366	-	-	-	-	-	-	-	-	110,366
Printing and postage	1,112,514	-	-	-	-	-	-	-	-	1,112,514
Office	597,802	14,579	7,109	20,954	1,302	461	834	12,919	-	655,960
Legal	186,270	-	-	-	-	841,791	-	-	-	1,028,061
Accounting	246,539	-	-	5,700	-	-	-	-	-	252,239
Consulting and outside services	235,750	10,077	27,413	1,750	-	-	-	-	-	274,990
Computer	355,130	-	-	-	-	-	-	-	-	355,130
Insurance	228,169	-	-	4,963	-	-	-	-	-	233,132
Meetings and conferences	2,231,532	-	-	-	-	-	-	-	-	2,231,532
Per capita taxes - affiliated organizations	1,037,695	-	-	-	-	-	-	-	-	1,037,695
Promotional and charitable	399,029	-	-	-	-	-	-	-	-	399,029
COVID-19 member assistance	2,500,000	-	-	-	-	-	-	-	-	2,500,000
Political contributions	175,000	-	-	-	-	-	-	611,700	-	786,700
Education and training	9,376	-	-	-	-	588,768	-	-	-	598,144
Currency exchange	412,195	-	-	-	-	-	-	-	-	412,195
Depreciation	21,008	430,779	309,888	24,610	-	-	-	-	-	786,285
Total expenses	\$28,462,200	\$905,035	\$664,709	\$106,144	\$1,302	\$1,738,039	\$834	\$624,619	\$(722,802)	\$31,780,080

**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
Payroll and allowances	\$ 10,457,183	\$ -	\$ -	\$ -	\$ -	\$ 220,898	\$ -	\$ -	\$ -	\$10,678,081
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
Total expenses	\$26,029,034	\$914,598	\$637,191	\$104,260	\$1,516	\$2,160,667	\$622	\$371,750	\$(744,176)	\$29,475,462



VOTER REGISTRATION, VOTE BY MAIL, & 2020 POLITICAL ADVOCACY RESOURCES

With just a handful of weeks until Election Day, implementation of the IATSE 2020 political program is in full swing. One of our primary focuses, over the summer and into the fall, is making sure our U.S. Locals have the tools they need to ensure their members are registered to vote and furthermore that they are educated on the various ways to vote safely and engage politically in the midst of the COVID-19 pandemic.

The 2020 U.S. elections feature a tight presidential contest and a narrow Senate majority that will determine whether the next White House can achieve anything. The ability of the next president to carry out his policy agenda will depend on which party controls the House of Representatives and Senate in 2021. Joe Biden has IATSE's full endorsement for President of the United States. Biden presents a stark and undeniable contrast from the current administration regarding leadership and support for working people. Working people deserve a pro-worker President.

Regardless of who you plan to support on Election Day, our country is grappling for solutions from our elected leaders. We've seen over million cases of COVID-19, widespread civil rights protests, an unemployment system pushed to the brink, and an economic crisis that's full effect has yet to be fully realized. Those we elect this fall will be charged with finding unprecedented solutions for the American people.

VOTER REGISTRATION

The Political/Legislative Department continues to spend the summer and early-fall on a concerted voter registration program. Remember, who you vote for on your secret ballot is private, but whether you vote is public record. We are utilizing the AFL-CIO Labor Action Network (LAN) to contact unregistered voters within the IATSE U.S membership and assist them with getting reg-

istered. We have coordinated that program with District Secretary-Treasurers and Political Coordinators, as well as Locals who have expressed interest, to ensure all our members have their voices heard this November.

In recent weeks, we have been responding to many Local Officer requests to secure a list of their unregistered members. We encourage the officers or Political Coordinator of every Local to contact the Political/Legislative Department (polleg@iatse.net) for such a list and for guidance on setting up a voter registration drive during this health crisis.

A large majority of IATSE members are registered to vote and have been for many elections. However, it never hurts to check your registration status because each day seems to bring a new sinister effort to make the act of voting harder.

While it's true that states are federally mandated to clean their voter rolls, some are using this legal obligation as a tool of partisan voter suppression. Individuals who have moved since the last election, have not voted consistently in recent elections, or perhaps in some cases signed their name differently than how it appears on other government documents could be included in these purges. These tactics tend to affect low income, minority, and younger voters who tend to move around a lot or vote with less regularity.

You can check your own voter registration status by visiting <https://www.nass.org/can-i-vote>.

VOTE BY MAIL

Voter suppression efforts can also take the form of sowing doubt in the validity and accuracy of the American electoral process. We have seen that playing out in real time with the President's efforts to call into question our nation's vote by mail system. Vote by mail, also commonly referred to as absentee voting, was first employed during the Civil War when soldiers on the battlefield were unable to vote in person. It has been used successfully in every election since with reliable and accurate results. Some 26% of 2018 ballots were cast by mail, and five states—Colorado, Hawaii, Oregon, Utah and Washington—will conduct all-mail ballot elections this year.

The President's claims that mail-in ballots increase the chances of voter fraud is undeniably and categorically false. In fact, studies show that when examining the 2016 and 2018 elections, officials identified just 372 possible cases of double voting or voting on behalf of deceased people out of about 14.6 million votes cast by mail, or 0.0025 percent. Inaccurate claims of rampant voter fraud have been used for years to justify restrictive measures that make it harder for working people and people of color to vote. Voter fraud, while still strikingly low across the board, occurs more frequently at physical voting booths than through the mail.

We encourage all IATSE members to seek out ways to vote by mail, not only

POLITICAL AND LEGISLATIVE

to ensure your safety, but to make voting easier in 2020. You can find out how to request an absentee ballot by visiting <https://www.nass.org/can-i-vote>.

The challenge this year is to make sure all voters can vote at home if they choose to, and that our election systems are prepared for the changes. We must acknowledge some of the failures witnessed this spring in primary elections, as several states struggled with the rapid implementation electoral changes due to the pandemic. State boards of elections had widely varying experiences, with some lacking capabilities to adequately handle the influx of mail in ballot requests on short notice. In extreme cases, precipitous drops in the number of volunteer poll workers meant fewer polling places and resulted in hours long lines to vote. These challenges have been clearly identified since the spring and states are working diligently to implement solutions for the fall.

For those concerned about such challenges manifesting again this fall, there are existing options in many states to avoid them altogether.

You can vote early in person without waiting in crowded or long lines. Forty-one states have some form of early voting in place and may start as early as 45 days before Election Day. Many states also have weekend early voting options.

You can use a ballot drop box. Many states provide ballot drop boxes for voters to return their sealed and signed mail ballot. Drop boxes skip the mail process entirely and ballots are taken directly to county election offices.

You can drop off your ballot at an election office or polling location. Almost all states permit voters to return a delivered ballot in person at their local election office.

You can organize community ballot collection. Many states allow desig-

nated organizations, election officials or family members to collect a voter's signed and sealed ballot and submit the ballot on behalf of the voter.

To ensure our voices are heard this November, we must prepare for all eventualities. Check with your local election office to see what methods of voting are available and make a plan to vote.

A pillar of the civil rights movement in the 50's and 60's was access to voting and equal participation in our democracy. To quote the late civil rights icon and Congressman John Lewis: "The vote is precious. It's almost sacred. It is the most powerful, non-violent tool we have [to make change] in a democratic society."

2020 POLITICAL ADVOCACY RESOURCES

As reported in the First Quarter 2020 IATSE Bulletin, the Political/Legislative Department began the year by rolling out political advocacy resources that detail the International's federal policy priorities; answer common questions about IATSE PAC; give members a method to request IATSE PAC support for candidates; and provide state-by-state election information.

To halt the spread of COVID-19, many states took action to postpone primary elections. In order to help members navigate election changes, the department has made ongoing updates to the 2020 Election State Planners with revised primary dates, important deadlines, and notable changes to vote by mail rules.

The department has continued the development of political advocacy resources and realized our goal of a robust toolkit for use by all U.S. members in their local political activism this year.



Additions to the toolkit include the Election Year Timeline of Political Activism – a guide outlining various tasks and activism activities locals can participate in or plan during this election year; How to Establish a Local Union Voter Registration Program; and Framing the 2020 Elections, a messaging document. A critical element of the IATSE political program is framing the 2020 elections in the context of key issues impacting our union, and effectively communicating those messages to our IATSE kin. This messaging document covers topics such as our endorsement of Joe Biden, the labor record of the Trump Administration, COVID-19 pandemic response & relief, social justice & equality, retirement security, federal arts funding, and tax fairness – and how the federal candidates we elect this fall will impact those issues. The document concludes with key information on voting and an appeal to make our voices heard this November.

All 2020 political advocacy resources are accessible to U.S. members on the www.IATSEPAC.net website.

As President Loeb has said, "we are not spectators to history, we are its makers." With more on the line than in any previous election in our lifetimes, it's incumbent on every single one of us to act! We have a tremendous opportunity this fall to take back our country for working people. But it can't be done without all of us.

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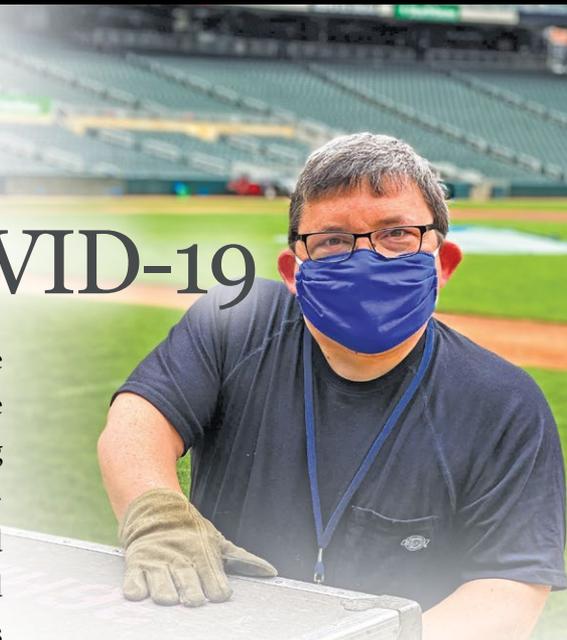
Sports in the Age of COVID-19

On Wednesday, March 11, NBA player Rudy Goubert tested positive for Covid-19 prior to the game that evening between his team, the Utah Jazz, and the Oklahoma City Thunder. By 9:30 that evening the NBA had announced a suspension of their season. Within twenty-four hours, every major U.S. professional and college sports league had announced similar suspension or cancellation of their schedules and events. The curtain was drawn on TV sport broadcasting. Stadiums went silent, arenas emptied and airwaves on sports networks were filled with classic game re-runs.

“Disbelief,” was how Michael Brady, a camera operator and 21-year member of Local 796 in Texas described his feelings as leagues shut down. Blake Johnson, an 11-year member of Local 745 in Minnesota and an Audio Assist, camera op and utility by trades, was working a basketball tournament when he learned of the shutdown. “It was incredibly sad striking the gear and packing up the truck not knowing when you would have income again.” John Ward, a 35-year instant replay technician and charter member of Northern California’s Local 119, says “...that’s when the dominoes started to

fall. It was a real rollercoaster.” Brady, Johnson, Ward and others like them would not see another workday for more than four months.

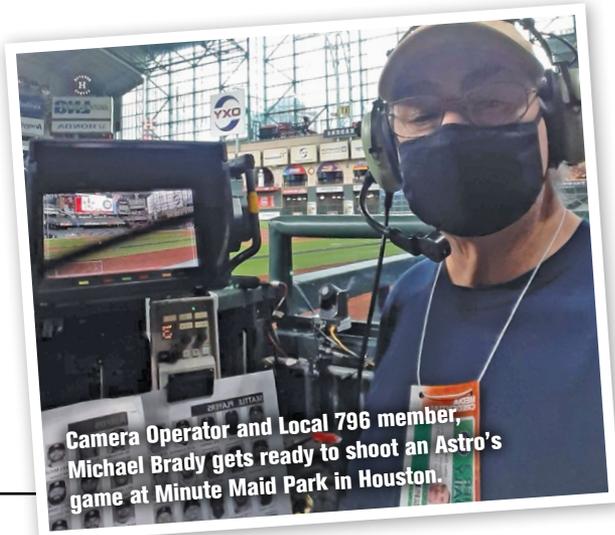
Nearly all broadcast technicians sat on the sidelines, quarantined, restless and stressed. Johnson says, “We watched the world go on basically without live sports.” They also watched friends, neighbors and communities fight a pandemic and grieve. They watched as sports leagues cancelled and postponed games and watched them later sealed in bubbles away from home. IATSE technicians watched as booked days turned into unpaid days. They watched savings accounts dwindle. And then they watched every league, team and crewer struggle with a monumental task: get back to work but do it differently. Do it safely and do it during a pandemic. IA technicians watched, worried, wept... and waited.



Audio Assistant and Local 745 member, Blake Johnson working setup for a Twins broadcast on FS North in Minneapolis.

No more! The wait is over, at least for some. Late June saw live sports back on the air and some technicians back on the job. The National Women’s Soccer League played their entire Challenge Cup Tournament from a bubble between June 27 and July 26. More than 650,000 sports-starved viewers tuned in for the finals on CBS. Some motor sports revved back to life. Major League Soccer began in July. Opening day of baseball was July 23; those two words “Play Ball!” never sounding so sweet. The NBA’s bubble is in Orlando, with regular season play restarting on July 30. The NHL followed a day later in Canadian bubbles Edmonton and Toronto.

These bubbles are working, NBA games are back on the air and some IA technicians back on the job, but not at pre-Covid levels. “Only a handful of people are working,” says Brady. “The bubble is great for million-dollar players, but everyone else is sitting at home.” The bubble model provides feeds to regional sports networks across



Camera Operator and Local 796 member, Michael Brady gets ready to shoot an Astro’s game at Minute Maid Park in Houston.

the country and require a core group of technicians in the bubble, quarantined. So, it is unlikely that Dallas camera operators are working at Dallas Stars home games being played in Edmonton and you probably won't find an Audio Assistant from Portland at a Trailblazer home game played in Orlando. A reduced staff is being hired in the team's home market, providing for the graphics, announcer audio and replays, taking advantage of skilled IA techs to regionalize their broadcast. These bubbles are working, but TV techs are looking forward to that bubble popping, meaning that safer conditions allow for a return to normal travel and staffing.

MLB games, however, are being played inside America's ballparks and outside any bubble. This provides opportunity for a greater number of IA technicians to return to work, and they are answering the call, bravely working in eighteen MLB stadiums, telling big league stories.

Alas, not every IA broadcast technician is walking back through those stadium doors. Returning to work during a health crisis has meant that fewer people are on the job, minimizing exposure. Prior to COVID-19, it was not unusual to find twenty or more technicians hired by a visiting baseball broadcast. New protocols allow for only a fraction of that contingent. For these displaced workers "play ball" fell on deaf ears. The scarcity of work means that many talented and experienced technicians are either un- or under-employed and facing real hardship. Some could lose their homes and are others their career, the pandemic's cruelty creating more casualties.

And those TV technicians who have returned to their job have found

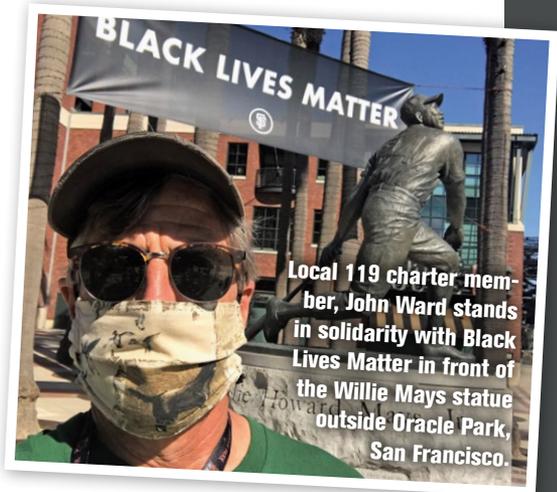
that the jobs have changed. They have discovered new and foreign protocols that challenge well-rehearsed habits to create a safer place to work. Says Brady, "I feel safer at the ballpark than at the grocery store because people are wearing masks, separated ... We don't intermingle. We all have to be responsible." Johnson agrees, "We are watching out for each other. Making sure we are making healthy decisions. Taking precautions and utilizing the PPE..." Ward "feels safer at work than just about anywhere else."

Gone are the days when a producer huddles with an editor, looking over a shoulder as game highlights are edited. Gone are high fives. Gone are the days of sharing terminals, keyboards, microphones, headsets...space.

Camera operators are meeting with their director via headset. The capture playback suite where replays are produced is partitioned or relocated. MLB cameras are being built and then staying in place rather than being struck between events. Announcers might announce from home. Getting past stadium security might now require not only a credential, but also a pledge signature, a questionnaire and a temperature check. Times are changing. We are on board.

As IA techs slowly return to work, they are anxious and worried. But they are also hopeful and fired-up. Anxious because new protocols need to be learned as circumstances change. As Johnson says, "... most of my co-workers have some level of nervousness. We want to get back to what we do best but not at the expense of our or our families' well-being." They are worried because the health of their communities is at stake and because workdays are still

scarce. For Brady, "Health Insurance is key for me. Without working, we get no contributions." They are hopeful because they see the changes on the job as helpful and necessary. They realize that they are a part of the solution. "Everyone is super diligent" notes Ward. "The re-arrangement of the compound...everything about our layout is spot on." And they are fired-up because some are once again exercising their creativity and passion while earning a fair wage and doing so with a team they love.



Ward experienced "...an eagerness to get back to the best job on earth. The camaraderie is real for me." Says Brady, "Money is good, but work is a challenge and I enjoy that challenge. It's what I love to do." Johnson believes "... we owe it to our viewers to entertain them and give them a distraction from what is going on in our world. This is what we do, we entertain and provide an outlet for distraction and release. This is sports."

Sit back. Watch the game. Escape a harsh reality for nine innings. The stadiums may look empty, but many of your brave IA brothers, sisters and kin are there, on the job, working to beat this together.

Thinking Globally, Acting Locally

It may seem hard to be concerned about sustainability in the entertainment industry when most people are still out of work with uncertain prospects for return. With so many issues to worry about maintaining a “green” set may not seem the most critical. But the expression “Thinking Globally, Acting Locally” has never felt more appropriate for the times we’re living in.

The Green Production Guide was recently updated to include a Covid-19 Return to Work Resources section to work in conjunction with local Safety and Health recommendations and the IATSE Safe Way Forward. The Green Committee had the chance to speak with Emellie O’Brien, Earth Angel Founder and CEO, about maintaining sustainability on sets in the time of Covid. Earth Angel is an environmental consulting company providing the “Strategy, Staff, Stuff and Stats” for motion picture and television productions. Earth Angel has been a leader in “greening” the entertainment industry since 2013 working on productions such as The Amazing Spiderman 2, The Goldfinch,

The Post, as well as numerous television series including Madam Secretary, The Marvelous Mrs. Maisel, and Bull.

(<https://www.earthangel.nyc>)

Green Committee: What has Earth Angel been up to these past months with motion picture and television productions idled and what will the effect of Covid-19 be on sustainability?

Emellie O’Brien: It’s been a big think tank over here at Earth Angel - getting on the phone with strategic partners and vendors to really think through all the logistics around how we can stay safe and sustainable. We’ve really shifted our focus to strategizing around how we’re going to modify our approach to sustainability in the wake of all these new health and safety protocols. Rarely in an industry’s history do you have an opportunity to re-write rules. If we can radically change our protocols to adapt for health and safety, we can certainly do that around sustainability.

GC: How does Earth Angel connect with the NYC Mayor’s Office of Media and Entertainment (MOME)?

EOB: I’ve been connected now for years. The city really started to get involved in the sustainability conversations largely because the PGA Green committee folks started to nudge the city to provide stronger resources for our community and was really trying to promote more sustainable actions within our industry. We were looped in on the conversation advising MOME with the launch of the NYC Film Green Initiative in 2017. We worked on the Sustainable Sets workshops - on pause now - but we’re trying to get MOME to shift these workshops to virtual and open it up and target various groups to engage people on this topic and get the information out there. We pride ourselves at Earth Angel on staying on top of sustainability trends to bring that knowledge into productions - but that only works because we listen and work with crew members on the ground to adapt to their work needs. We are in essence a department, a sustainability department - trying to create crew friendly, crew first solutions that aren’t going to break the bank and aren’t going to slow people down.

earth
angel

Sustainability Return-To-Work Recommendations

* This document is not intended to replace or supersede Health and Safety requirements.*

Now is a critical time to put both safety and sustainability protocols at the forefront. As we return to work, it's important to acknowledge the connection between human health and the health of our planet. Below are important sustainability recommendations to integrate into Return-to-Work Production Protocols for the resiliency of our industry.

PRIORITIZE RESPONSIBLE PRACTICES AND PURCHASING

FOOD / CRAFT SERVICES / CATERING

Due to COVID-19, it is understood that catering and craft service practices must change to protect cast and crew and limit the possible spread of the virus. The objective of the practices below is to allow personal reusable items where safe and select single-use items that have the lowest environmental impacts.

REUSABLES / REFILL STATIONS (WHEN SAFETY PERMITS)

- Develop guidelines for allowing personal reusable water bottles, tumblers/mugs, and cutlery for those that wish to do so
- If cups are provided, choose BPI-certified compostable fiber-based paper, not plastic
- When drinks are dispensed from a water station, soda fountain, coffee machine or similar equipment, receptacles should not come into contact with dispensers

SINGLE-USE WATER

- Provide water in aluminum cans over single-use plastic; twist (screw) top options are available
- Canned water is preferred as aluminum is infinitely recyclable and accepted in all recycling markets
- Boxed water is to be avoided as the container is not recyclable or compostable and will go to landfill
- Where possible, choose brands manufactured local to shooting location

SINGLE-USE FOOD SERVICE PRODUCTS

- Source recycled content or choose BPI-certified compostable fiber-based paper products instead of single-use plastics where possible
- Fiber-based paper cups, lids, to-go containers and wood cutlery is preferred over PLA
- Absolutely no foam (polystyrene #6) cups or service ware to be provided
- Look for FSC or SFI certification which ensures fiber came from sustainably managed forests or sources

SOURCING FOOD

- Purchase local, organic food as much as possible
- Minimize red meat (beef and lamb) and increase plant-based options
 - Beef production is the largest driver of tropical deforestation¹

FOOD DONATIONS

- Continue donating food if stored at appropriate temperature and maintained with food safety protocols

¹ "What's Driving Deforestation?" Union of Concerned Scientists, Feb. 8, 2016, www.ucsusa.org/resources/whats-driving-deforestation.

06/09/2020

GC: How will NYC's new waste hauling plan affect the film business?

EOB: So much of what I can or cannot do from a sustainability perspective is limited by what the stages have available or what they are willing to do. NYC is moving into a zoned franchise system where waste haulers would not be able to win the bid to work in a zone without providing recycling and composting services in a credible and reputable way. The big question for us as an industry is how will "on location" waste be handled? We've been talking to the Department of Sanitation about this - we shoot in the Bronx one day, Brooklyn the next and maybe Staten

Island the end of the week- and we can't work with eleven different waste haulers over the course of a show.

GC: Where do you see Earth Angel in five years?

EOB: I'd love to see our Eco PA program really expand. We're interested in promoting a diverse workforce and we have the only workforce training program that is dedicated specifically to sustainability and production. We've trained over 100 PAs now. One trend we've noticed is that more and more production budgets include a line item for this role but it's typically no more than a PA level. All the larger studio

productions should have a designated sustainability person on set and we'd really like to see a trained, qualified individual in that role.

Also, I'd love to see some stronger transitions around the infrastructure issues we have to tackle. For instance - how do we get sound stages to transition to renewable energy. And how do we get electric vehicles being used on set, how do we get a more circular economy approach to a lot of our set materials.

GC: What do you think will be the most challenging thing for Earth Angel getting back to work?

EOB: A really tricky thing is that we're just not going to be able to be as nimble as we were - now that there's going to be zones on set. Everything is going to have to move so much more slowly which is of course counter-intuitive to what we know as production people - time is money.

GC: Anything you feel optimistic about?

EOB: There is still an element of experimentation to see what the new challenges are that we'll have to adapt to. I think the piece that's optimistic for me is the opportunity to fuse health, safety, sustainability and diversity. As an industry, we knew we weren't particularly good in those areas pre-pandemic - so - how are we going to use this time - this re-set opportunity - to address these things? We all need to think about this and with a collective buy-in, we're going to get so much further so much faster.

Becoming the Solution: Building Communities Through Service

A global pandemic, movements for racial justice, widespread unemployment, and a variety of other hardships have tested the mettle of all IATSE Locals. The Stagecraft Department is honored to be able to highlight some of the many herculean efforts of our IATSE kin in service of their members and communities.

LOCAL 2, STAGE EMPLOYEES, CHICAGO, IL

On April 29th, after nearly all work had disappeared, donations from hundreds of Local 2 Stagehands resulted in a check to the Greater Chicago Food Depository, providing 34,260 meals for underserved people. Local 2's Social Justice Committee set up a blood drive through "Vitalant," one of the nation's oldest and largest nonprofit community blood service providers, to assist blood banks that have run short during this pandemic. Officers and staff continue to help stagehands from many Illinois Locals gain benefits from the Illinois Department of Employment Insurance (IDES). IDES, overrun with claims and with antiquated technology placed stagehands filing claims on hold for days, only to be cut-off with no relief in sight. Local 2 stepped in, providing thousands of stagehands with immediate help. Wellness calls, online training, Zoom Meetings, financial counselling, lobbying Washington for relief, and regular COVID-19 updates keeps everyone informed.

LOCAL 13, STAGE EMPLOYEES, MINNEAPOLIS/ST. PAUL, MN

Local 13 has been helping members navigate unemployment insurance and other resources for laid off workers. They

have also partnered with other local labor organizations to create a Hospitality and Event Workers' Relief Fund. The relief fund offers small cash grants and support from navigators. The navigators are trained staff who can help workers figure out all of their resources if they're in need. The relief effort was featured in the AFL-CIO blog on May 13, 2020.

LOCAL 8, STAGE EMPLOYEES, PHILADELPHIA, PA

Local 8 is engaged in internal organizing campaigns, including buddy systems, unemployment assistance, food banks, mortgage and rent guidance, vote-by-mail advice, child-care, and remote-learning support. Local committees meet regularly to assess their status and assign tasks. External groups, such as Behind the Scenes and the Philadelphia Unemployment Project are invited to present to the task force, expanding the campaign's capacity. This internal organizing is designed to outlast COVID-19 by building peer networks that support the local union's communication pillar, recruit activists, teach critical organizing skills, and develop current and future leaders. In addition, Local 8 has been very politically active, with local leaders and

members participating in a powerful rally and march to Senator Pat Toomey's office, demanding passage of the HEROES Act.

LOCAL 22, STAGE EMPLOYEES, WASHINGTON, DC

Local 22 has joined other Locals and the International in setting up a Mutual Aid Network comprised of its members and referral members to find out what people need, as well as uniting them with those who can help. The Local's President participated in an online ArlingtonDems Labor Caucus discussion with other union leaders about what legislative solutions are needed for front line workers. Local 22 Business Agent spoke outside the nation's capital on behalf of all unemployed entertainment workers.

LOCAL 28, MIXED, PORTLAND-SALEM, OR

Local 28 recently reached an agreement for Voluntary Recognition with Staging Concepts for its workers. COVID related effects bargaining with a variety of employers yielded wages and benefits with some employers for canceled and anticipated work as well as a one-time additional contribution to the National Benefit Fund. Local 28 has participated in a wide range of political

and community activism, including mask making, food box donations, Zoom Story Time with progressive stories for kids and families, “Together We Thrive,” a one-hour fundraising broadcast and internet simulcast made possible through collaborations with Locals 28, 488, 793, SAG-AFTRA, Actors’ Equity and Teamsters, and a listening session with Senator Merkely for all District 1 Entertainment Industry Unions.

LOCAL 74, STAGE EMPLOYEES, SOUTHERN CONNECTICUT

Stagehands at College Street Music Hall recently won an election to be represented by Local 74 and negotiations are ongoing. Wardrobe members made hundreds of masks and members at Global Scenic Services produced hundreds of face shields for first responders.

LOCAL 99, STAGE EMPLOYEES, STATE OF UTAH

Local 99 represents stage, exhibition, and motion picture employees over a vast geographic area, all of who were thrown into crisis by COVID-19. In response, Local 99 created a Help Committee, which assisted members navigating the often confusing and slow-moving unemployment system in Utah. Extensive resource lists with local services, including shelters and food pantries were sent regularly to members. Communication increased via email, text, social media, and several phone banks were run to check on retirees and to get out the vote. Local 99 has been buoyed by the support of Utah’s labor movement. The UT Labor Community Services Food Pantry, a project of the Utah AFL-CIO, knowing their entertainment industry kin continue to suffer widespread unemployment, donated non-perishable food items and 2,000 lbs. of potatoes, carrots and corn to the Local. In its first ever food drive,



Local 99 Business Agent Constance Mallula and member Alex PostVanderburg are captured here at Local 99’s Drive Thru Food Bank.

Local 99 served 250 families with meals in a single day and donated excess produce to Geraldine E. King Women’s Center and the Utah Food Bank. The Central Utah Federation of Labor also helped coordinate a meeting with Salt Lake City’s Mayor Erin Mendenhall to familiarize her with the unique challenges members face. Mayor Mendenhall will help directly connect Local 99 members to a variety of local resources that will support them as this crisis continues.

LOCAL B-192, AMUSEMENT AREA EMPLOYEES, HOLLYWOOD, CA

As soon Universal Studios shut down, B-192 increased email and social media communication with members. Providing assistance with navigating the unemployment website and application process has been crucial as many members struggle with delays and obstacles in the process. Recently their focus has turned to negotiating return-to-work safety protocols, buoyed by input from members via remote meetings and surveys. Solidarity with other Unions has become significant during these negotiations as B-192 collaborates not only with the other Unions at Universal Studios, but also with Union kin at Disneyland. They’ve taken political action with online campaigns to encourage support of the CARES and HEROES Acts, and are now shifting engagement

to a focus on voter registration and Get-Out-The-Vote efforts.

LOCAL 680, MIXED, HALIFAX-DARTMOUTH, NOVA SCOTIA/ SAINT JOHN-MONCTON-FREDRICKTON, NB

Local 680 is working in conjunction with two New Brunswick theatres on innovative ideas to reopen and repurpose the spaces in the face of COVID-19. Pilot projects – The Incubator Project at the Imperial Theatre in Saint John and InterMISSION at the Playhouse in Fredericton, will allow community artists to use stage and auditorium space, access to the technical equipment and IATSE operating technicians, and have opportunities to practice their crafts in a time when many are struggling.

This is only a sampling of activities and initiatives. All of the innovative and effective programs undertaken by Locals across the United States and Canada are inspiring examples of the four pillars in action: Leadership, Skills and Safety, Activism, and Communication. Whether it is stepping up in the community and partnering with established social services programs or non-profits, offering online trainings, marching with union kin to advocate for worker-centered legislation, or phone banking efforts to foster solidarity despite physical distance, Locals continue to lead in the face of this unprecedented crisis.

International Representative Ben Adams Reflects on IATSE Audio Visual Training

When I first started working with the IATSE Education and Training Department in 2012 (having served prior to this as an IATSE Representative in both the Motion Picture and Stagecraft Departments) the IATSE Training Trust Fund was still in its infancy and the Education Department consisted mostly of just Pat White and me, with the dedicated ICAP members helping all they could. Even then, it was apparent that there was an urgent need for skills training, especially in emerging crafts like AV.

One of my first assignments with the Education Department was to coordinate with an organization called InfoComm, which has since changed its name to the Audiovisual Integrated Experience Association (AVIXA). The IATSE/AVIXA partnership was established with the goal helping IATSE workers stay current with the ever-expanding audiovisual industry by providing free AV education resources and access to AVIXA memberships. My job was to work with AVIXA and the Training Trust Fund to develop an audiovisual training curriculum specifically designed for the

IATSE workforce. Thousands of IATSE workers have become members, free through the partnership, taken online classes, attended the yearly InfoComm Conventions, and continue to learn in this way.

At first, our trainings mainly consisted of CTS test prep courses. AVIXA's Certified Technologist Specialist (CTS) certification is an internationally recognized, ANSI-accredited certification program for audiovisual technicians; and our trainings focused on helping IATSE workers prepare to take AVIXA's that was required to obtain the certification.

It quickly became clear that additional course curriculums needed to be developed in order to cater to the unique needs of IATSE live event technicians. Many of them told us that they were looking for a more hands-on, practical set-up training. This vital, member-driven response, amplified by the locals, changed our training outlook completely.

The Education & Training Department and the Training Trust Fund began to coordinate with members of the IATSE Craft Advancement Committee (ICAP) and IATSE audiovisual professionals who were familiar with current





AV standards to build a hands-on class. Ultimately, this dynamic, team-based approach allowed us to begin constructing the training that would soon become known as AV Essentials.

Local 38 in Detroit hosted the first AV Essentials pilot training in 2013, and all involved learned so much during that first class. It took months afterward to refine the pilot curriculum before we began to offer the training on a wider scale. As the training progressed we continued to enhance the course by incorporating some online, preliminary AVIXA trainings and LinkedIn Learning courses into the curriculum. We also worked to identify instructors with a solid background in AV, as the national demand for AV training quickly began to outweigh the capabilities of one trainer—me!

The past seven years have been a constant learning experience about training this great group of IATSE workers. AV Essentials as it stands today is the product of continuous revision and refinement. Through my personal teaching, I have noticed that many people in our industry are kinetic learners; and, when it comes to craft training skills like AV, many of our workers learn best through touching equipment and completing task themselves. This hands-on ability is a very important aspect of what we do. I also discovered some gap-areas where additional training was needed. For example, I saw that those with limited basic computer skills would struggle in the class. The AV Industry has evolved tremendously and job tasks these days go far beyond just setting up a projector and screen or plugging in

a mic. That is why the Education and Training Department, in partnership with the IATSE Training Trust Fund, recently released the IATSE Computer Essentials Curriculum to work toward alleviating this skills gap for all workers.

We have an International President and General Executive Board who actively support training to move us forward. We have the tools to help Locals do this. Skills training can be very technical, but as with all forms of education it is innately human. I believe that as trainers we must be especially cognizant of the needs of our students and listen to them. Through the years, I believe we have done our best to help anyone who wants to learn and succeed, and I would encourage anyone teaching skills training to take this under consideration. Simply ask and make accommodation.



Attendees from the AV Essential trainings that were held at Local 99 in Salt Lake City, UT in November 2019, come together for a class picture.



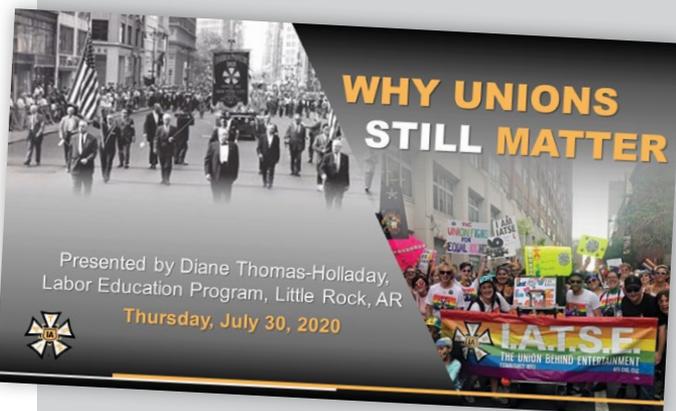
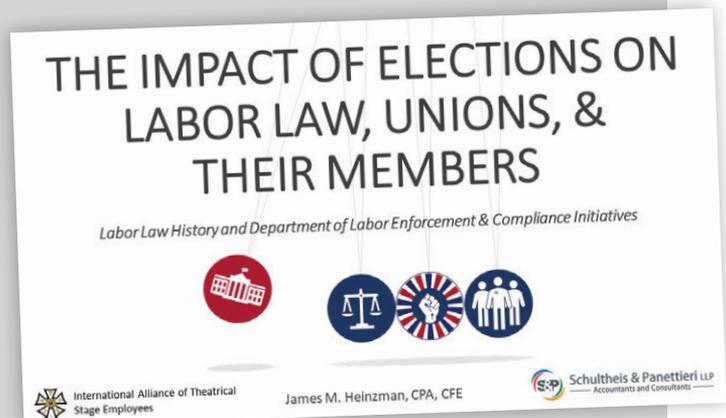
IATSE Education and Training Pivots to Online Learning

While the ongoing COVID-19 pandemic has necessitated the postponement of in-person leadership training, the work of the IATSE Education and Training Department carries on. In fact, our commitment to grow and strengthen our Alliance by providing Locals and members access to training and education has only deepened. The goal remains the same, but the approach changes.

To that end, the Department has moved from providing in-person trainings to providing free, online educational opportunities. At press time, five webinars have been presented:

The Impact of Elections on Labor Law, Unions, and Their Members

This is an election year, with much at stake for labor, because when we elect a president, we empower an entire administration. To help us make informed choices, on June 12th, James Heinzman, CPA at Schultheis & Panettieri took 781 attendees through key facts and figures, illustrating how current presidential appointments to government agencies like the Department of Labor, the National Labor Relations Board, and the Pension Benefit Guaranty Corporation have directly impacted the lives of working people. The changes implemented at these agencies since the 2016 election and their future agendas will have consequences for the health, work, and security of ourselves and our Union for years to come. Inform yourself - to view a recording of this webinar, go to <https://register.gotowebinar.com/recording/7907965111442463747> and enter your name and email address.



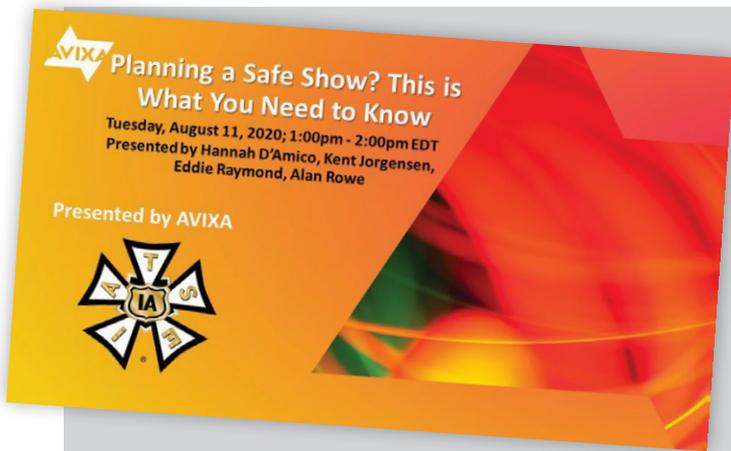
The IATSE Road Show: Why Unions Still Matter kicks off each session of the Officer Institute and was presented live, online, for the first time, on July 30th by long time Officer Institute instructor Diane Thomas-Holladay. The webinar connects important moments in labor history to lessons on how worker power builds an economy that creates jobs, raises wages, and promotes a better quality of life for all. 586 IATSE members, family, friends and colleagues attended to learn about the role that unions play in building America's future. To view a recording of this presentation, go to <https://register.gotowebinar.com/recording/2990420248130896386>.

Stress, Mental Health, Harassment and Bullying Hazard Awareness

IATSE workers are faced with unique stressors that threaten to erode mental health and emotional wellbeing. Dominic Housiaux, long-time entertainment technician, IATSE member, and principal of Lankey & Limey Ltd. presented this webinar to graduates of the IATSE Officer Institute to raise awareness of psychological hazards that workers in the entertainment industry may face and provide tools to promote emotional wellness and safety on the job. In four small group sessions held between June 29th and July 15th, 73 local leaders increased their ability to recognize and address situations that may affect the mental health and overall emotional wellbeing of their members.

Mental Health and Suicide Prevention

Established to create and support charitable programs for entertainment industry professionals, Behind the Scenes has aided workers and their families since 2005. On August 12th, Lori Rubinstein, Executive Director of Behind the Scenes, gave an overview of the tools and resources for mental and emotional wellbeing that are available to individuals seeking help for themselves and for those seeking to help others. Behind the Scenes also works closely with related industry charities and social service organizations to assist clients to the fullest extent possible, and Taryn Longo of the Mastery Studio, co-presented this session, providing critical information about suicide prevention to the 311 attendees of this webinar.



Planning a Safe Show? This is What You Need to Know

The current pandemic uniquely affects our work because live events require both technicians and the public to gather in close proximity. This session presented guidelines for how to conduct a Job Hazard Analysis; how to begin to develop a Safety Plan based on those findings; and how to execute and maintain that plan. ICAP members Joe Aldridge, Kent Jorgensen, Eddie Raymond, and Alan Rowe, along with IATSE Safety and Training Outreach Coordinator Hannah D'Amico, covered the work done to date and helped focus the discussions taking place about how and when we can get back to work safely. This was presented by the Audio Visual and Integrated Experience Association (AVIXA) on August 11th to 869 attendees.

The topics of these webinars were chosen for the historical moment we are all part of now, where ensuring our health and safety is paramount and engaging in our democracy is critical. Expanding our understanding of important issues and gaining tools and resources to help us come to the aid of our brothers, sisters, and kin, are both vital elements of a safe return to work. The future may be uncertain, and this time of change is difficult, but the IATSE has a history of adapting to change, whether that change comes in the form of technological advances, changes

in labor law, or shifts in the economy. Education is an essential component of our ability to evolve, and it can also serve as a positive focus during a hard time.

More webinars are being planned for the future, and will be announced to local unions, posted to the 'latest news' section of iatse.net, and announced on social media. If you have suggestions for webinar topics, please share them with us by sending an email to officerinstitute@iatse.net.



IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

NEW TTF SAFETY FIRST! ONLINE COURSES



SANITATION STANDARDS AND PRACTICES FOR WORKING IN THE MAKE-UP AND HAIR DEPARTMENT

This course is intended to help Artists and Stylists learn how to implement sanitation best practices into their daily process to ensure the health and safety of themselves and the Performers they work with. Artists and Stylists will learn about common infectious agents often encountered in the workplace and how to properly sanitize, disinfect, and sterilize their tools, products, and specialty items while working in the trailer, background processing, on set, and in the theatre.

This course, when ready, will be made available in your TTF Safety First! account. If you do not have a TTF Safety First! account, apply for your free account here:

www.iatsetrainingtrust.org/safetyfirst

COVID-19: RECOMMENDED GUIDELINES FOR PREVENTING EXPOSURE IN THE WORKPLACE

The purpose of this course is to provide workers with information and recommended practices to minimize the spread of COVID-19 upon returning to the workplace. Workers will also learn the policies and procedures implemented by the organization to decrease the risk of COVID-19 spread among workers when at work.

This course is intended for all IATSE workers in all crafts and is available in your TTF Safety First! account. If you do not have a TTF Safety First! account, apply for your free account here:

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POLITICAL CONVENTIONS: ANTICIPATION AND ANGUISH

As with all General Election years, the preparation and planning for major political conventions begins long before the TV cameras start to roll. Milwaukee submitted its official 92-page package on June 18, 2018. It called for securing more than 15,000 hotel rooms and raising more than \$52 million to support a host of week-long events and activities in a myriad of venues throughout the area. The bid included a promise for the use of "...union labor for all services, goods, equipment, and facilities..." as well as a commitment to meet the 25% city threshold for use of minority and women owned businesses for construction and service-related contracts. Vendors were to include veteran, disabled and LGBTQ+ owned enterprises. All of these commitments were in keeping with the values of the Democratic Party. And on March 11, 2019, Milwaukee was awarded the 2020 DNC bid.

Once in place, the DNC committee began to work with the city on fundraising, securing contracts, and bringing the vision of the convention to reality. At the same time, IATSE Local 18 was working closely with the city, the International, and surrounding Locals. Mike Griebel, President Emeritus and Tom Gergerich, Business Agent began preparing well over a year before the event was to convene.

Griebel and Gergerich recognized the complexity of the event and the need for coordination. Gergerich was quoted early on, saying "While there are many things that "take a village", planning for a major political convention takes an International. From Local Officers and members, to traveling Brothers, Sisters, and Kin, to the home office in New York, it takes coordination like no

other event." The International assigned Craig Carlson, International Vice President, and Representatives Dave Garretson, and Ben Hague to bring together all the players in the region. IATSE Locals 2, 217, 251, 414, 470, 777 and others were committed to help cover the enormous workload. The local faith community and technical colleges were considered as sources of additional labor if needed. The Wisconsin AFL-CIO, the Milwaukee Area Labor Council, the Painters & Allied Trades, IBEW, and other local trades worked together to ensure jurisdictions were clear and all work was covered by the appropriate trades. Vice President Carlson worked closely with the newly organized Fiserv Forum to create an agreement.

One of the key elements to ensure the success of the convention was training coordination. Vice President Carlson said, "As President Loeb recognized years ago when he initiated the Training Trust Fund, skill set training continues to be a driving force to the IA's success. Beyond readily available educational opportunities provided by IATSE, it's a good practice for larger Locals to extend their training opportunities to neighboring Locals. That collaboration pays dividends, never more so than when a Local is spread thin by an enormous production such as the DNC." Members of Local 18 took advantage of training opportunities including ETCP rigging completed at Local 2, AV Essentials training, and OSHA certification, to name a few.

Local 18 and the others were fired up and ready to go! Then came the pandemic. For months, planning moved forward, with the anticipation of hundreds working long hours, servicing the



needs of the convention. In late June, delegates to the convention were told NOT to travel to Milwaukee. Soon, the projected on-site crowd dwindled to no more than 300 for Joe Biden's acceptance speech. Then, in July, that too was cancelled, and the DNC 2020 became a virtual event.

Meanwhile, Local 115 in Jacksonville was riding the RNC 2020 roller coaster. Although Jacksonville was not the first choice and did not have the same level of involvement as Milwaukee in the planning process, the Local and its employers were certainly engaged in planning a safe return to work for hundreds of members as the infection rate of the virus escalated. There were signs that something was not right – no work calls had been scheduled and the venue to be used was not confirmed. Finally, on July 23, the RNC canceled its Jacksonville engagement.

Although several Locals invested time and energy to ensure the success of these national events, in the long run, they all will benefit. The training they provided their members, the cooperation they created between themselves and surrounding Locals, and the respect they have garnered from city and county administrations, in the words of Vice President Carlson, "...That collaboration pays dividends."

Shifting Gears: 2020 at a Glance

As with most years, 2020 began full of promise – new projects to take on, a summer Suffrage Centennial Celebration to plan, further improvement to our Committee's District approach, and foremost, a General Election around which to motivate and mobilize.

To say our plans were derailed is an understatement. In the midst of our work on a celebration of the 100th Anniversary of Women's Suffrage, the Corona Virus hit, disabling our industry unlike any time in our history. While we held on to the hope that the Seattle GEB might still be a reality and our event a success, we recognized the need to focus on the immediate crisis. The Committee quickly shifted gears to address where we could best help members struggling with unemployment, food insecurity, and a host of other issues, all under the threat of a silent killer that knew no boundaries. Thirteen District Coordinators stepped up and provided outreach and action to Locals and

members across the US and Canada that resulted in country wide efforts in collaboration with the Disaster Recovery, Pride and Young Workers Committees. Local members engaged in: Personal Protective Equipment (PPE) production, (including masks, face shields, gowns); field hospital installation; food distribution; retrofitting businesses; and a host of other activities to bolster members and communities at large.

2020 decided another derailment was in the offing. The murder of George Floyd at the hands (and knees) of Minneapolis Police set off demonstrations across the country amid the never ceasing pandemic. Soon

after, it was clear that the Summer GEB would be reformatted from in person to virtual. There would be no Centennial Event. The Committee shifted once again – if the GEB could be virtual so could the Centennial Celebration. Each of the District Coordinators began to research the women from their states who were actively involved in the struggle for the 19th Amendment. The Communications Department agreed to help us in delivering the information via social media channels. The educational and historical posts ran through the month of August. In retrospect, we likely shared more information virtually than we could have in a two hour in-person session at the GEB. And each of



Local 12 members step up and take part in field hospital installation.



Local 336 members volunteering at St. Mary's Food Bank in Phoenix, Arizona over the summer.

us gained a better understanding of the struggle.

Next shift - the 2020 General Election is now looming large. The influence of the Suffrage Centennial bolstered the need to shift gears again. With the support of President Loeb, the Committee set its sights on creating a political program in sync with the Political and Legislative Department. As we stand on the shoulders of the suffragists, we now will fight to ensure that all voters cast their ballots in November. In collaboration with the Coalition of Labor Union Women (CLUW) and When We All Vote, we are reaching out to register, educate, and mobilize voters. And women can now

see their own reflection on the ticket! Check YOUR registration. Use this QR code to register to vote

To 2020 we say, "Bring it ON"! We will persist.

**POINT YOUR
SMARTPHONE'S CAMERA
HERE TO REGISTER**



1920  2020
**WOMEN'S VOTE
CENTENNIAL**

the official site commemorating
100 years of women's right to vote



Masks made by Local 26

**SIGN UP FOR IATSE
TEXT ALERTS**

STAY UP-TO-DATE AND IN-THE-KNOW

TEXT IATSE TO 21333



IATSE WOMEN'S CONNECTION

The National Day of Remembrance and Action on Violence Against Women

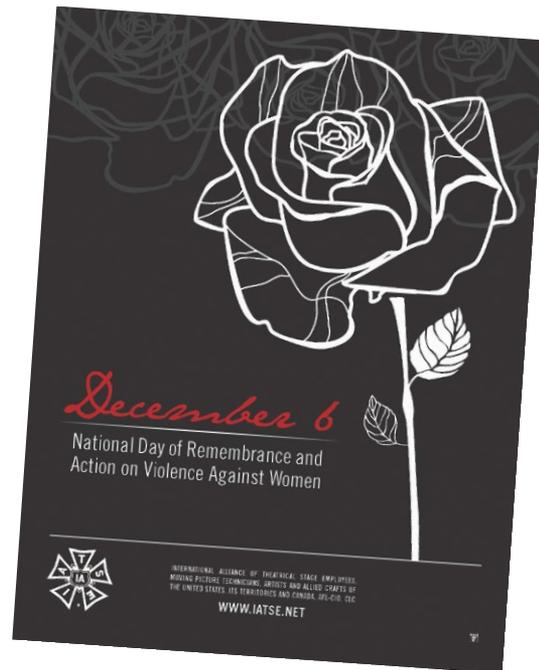
On December 6, 1989 at l'École Polytechnique de Montreal, fourteen women were murdered and many others were injured - simply because they were women. The shocking impact of this attack led Canadian Parliament in 1991 to designate December 6 as a national day of remembrance and action.

On that day each year, Canadians remember Geneviève Bergeron, Hélène Colgan, Nathalie Croteau, Barbara Daigneault, Anne-Marie Edward, Maud Haviernick, Maryse Laganière, Maryse Leclair, Anne-Marie Lemay, Sonia Pelletier, Michèle Richard, Annie St-Arneault, Annie Turcotte, and Barbara Klucznik-Widajewicz.

As we come together to commemorate this national tragedy, we also reflect on the troubling fact that for women, girls and LGBTQ2 individuals across our

country violence continues to be a daily reality. Violence will have impacts on their physical, sexual and reproductive health. They may experience anxiety and a reduced ability to participate in social and economic activities, leaving gaps in our workplaces and in our communities as a result of violence.

The National Day of Remembrance and Action on Violence against Women is about honouring those who have experienced gender-based violence. It is also a time to take action. Each of us



must question, call out, and speak up against acts of gender-based violence. We all have a role to play in creating a culture of respect and taking meaningful action to ensure that tragedies like l'École Polytechnique de Montréal never happen again.

LOCAL 336 TEAMS WITH DAV FOR MOBILITY DONATIONS

Local 336 President Tony Pirri, Trustee Kristy Metzger and Business Representative Bill Hennessy meet with Disabled American Veterans Representative Dan Albert to donate electric wheelchairs.



Local 52 Gives Back!

Local 52 members pictured in action from their Face Gear Friday and Team Box build project. During the COVID-19 crisis many Local 52 members stepped up and found ways to be of service. Brother Bret Lehne came across schematics for intubation boxes and realized he and other members acquire

the skills to produce quality medical equipment. These life-saving boxes have been delivered to nearby hospitals and shipped across the country. Sister Briar Rossell, Local 52's Community Outreach Director and Brother Zach Badaluco, along with their team, produced over 11,000 face shields that have also been

delivered to many hospitals throughout the New York tri-state area and to the FDNY as well. Several members have also made and donated masks, ear savers, created goodie bags for first responders and delivered meals to seniors in need. Job Well Done, Local 52. Union Proud and Strong!



From left: Scott Templeton, Zach Badaluco, Jon Stern, Sean Dolan, Kyle Salvator, Ken Goodstein, Lani Barry, Mike Longo



From Left to Right: Lydia Sudall, Steph Motta, Jim Link, Maragret Gillespie, Cory Lonas, Bobby Burgos, Bret Lehne

LOCAL 311 HONORS ITS PROMISE TO THE NEW YORK STATE DEPARTMENT OF TRANSPORTATION

Pictured here are two teams at each end of the 2-mile highway that Local 311 adopted in 2017 cleaning up. This is what committing to activism looks like!



LOCAL UNION NEWS

BUSY B'S – CONTINUOUS ORGANIZING DURING THE PANDEMIC

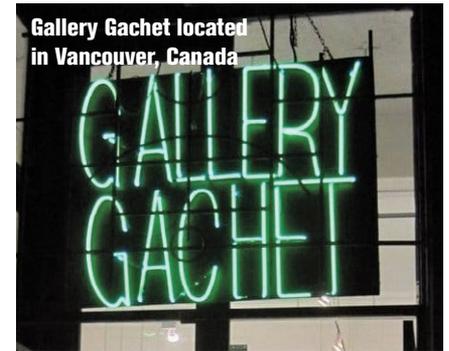
Locals B-173 in Toronto and B-778 in Vancouver have been busy organizing throughout the COVID-19 pandemic, overcoming the challenges that come when large, in-person meetings simply aren't possible. Reacting rapidly to move organizing efforts online, both Locals have successfully organized new venues and continue to actively organize with others.

Local B-173 is one of the fastest growing Locals in Canada, having successfully organized four new venues of the past year, as part of the IATSE-Reps-FOH campaign. Their most recent victory was organizing front-of-house workers at the National Ballet of Canada. Winning

the vote with an overwhelming majority, the Local has grown its membership by more than 130 over the last twelve months. The organizing campaign is still an active one, so they're not done yet!

Local B-778 is the second-newest Local to join the IATSE. The Local has successfully organized arts and cultural workers at two Vancouver art galleries - Gallery Gachet and the Contemporary Arts Gallery. These organizing drives marked the first and second victories for the Local, and more are expected soon. Local B-778 also represents workers at the VALU Co-op, an artist-run swag and promotions company where all artists/

employees are members of the IATSE. If you are looking to order some promotional items, you can now get them not just union-made, but IATSE-made! For more info, visit www.valucoop.ca.



REPRESENTATION IN THE COVID WORLD

As reported at the mid-summer General Executive Board meeting, Locals continue to conduct the business of representing their membership. We have seen successful bargaining, Zoomed membership meetings and initiations, and even have ratification votes and elections taking place. While this pandemic world we are living in poses many challenges, we have proven equal to the task of continuing to do what needs to be done.

Local 891 Swears in New Members During the Local's First Online Initiation



FIRED UP IN PHILADELPHIA

Local 8 members full of momentum at the “2020 Rally for the 600” in Philadelphia demanding politicians take action on the needs of workers and the HEROES Act.



LOCAL ONE CELEBRATES THE 100TH ANNIVERSARY OF WOMEN’S RIGHT TO VOTE



Local One’s Sisters Committee celebrated their Ninth Anniversary along with the 100th Anniversary of the 19th Amendment with a socially-distant lunch on Saturday, August 15, 2020.

IA MEMBERS ADVOCATE FOR THE HEROES ACT

Members of Local 6 and Local 143 participated in a Cares Act caravan past Missouri Representative Ann Wagner’s District Office to let her know they support the Heroes Act. Pictured here are Joseph Beck, Rick McKenna, Tina Beck, Mark McSwain, Tom Schindler, Joe Rudd, Scott DeBroux, Norma West, Paul DeLuca, Tim Pendergast, Greg Goad. Attending but out of photo: Gordon Hayman, Charles Lile.



PHOTO CREDIT: TIM ROWDEN
ST. LOUIS LABOR TRIBUNE

Restoring Communities: LATSE Members Give Back with Food Drives

Over the summer, several members of Local 77, 99, 336, 917, West Coast Office staff and representatives of Los Angeles Locals held and participated in community food drives to assist families in need due to the COVID-19 crisis. Proud to see our IA Sisters and Brothers restoring and giving back to their communities.





New York’s Rockefeller Center Selects Design by Local 764 Member



Local 764 member and Brooklyn artist Rayneese Primrose’s artwork has been selected by the Rockefeller Center to be a part of “The Flag Project”, artists designed flags that will fly high from the iconic flagpoles surrounding The Rink at Rockefeller Center.

The new public art installation celebrates New York City’s strength, culture, and resiliency with themes of love and unity. This outdoor exhibition showcases the original work of 193 artists from all over the world.

Primrose says she discovered this opportunity after seeing an ad on Instagram.

“Rockefeller Center ran a call for an artist’s submission campaign across its social media accounts and website for artists to design a flag to be flown at Rockefeller Center, temporarily replacing the 93 national flags that surround its iconic rink,” she says. “I saw the ad on

Instagram a couple of times, but I always just scrolled past it thinking it was a sweepstakes ad.

Primrose says one day, she decided to click on the ad and visit the website to gain more information. She would then discover the campaign was a love letter to New York.

“I excitedly applied and submitted my image online,” she added.

Primrose’s says her Lady Liberty’s design was inspired by the Statue of Liberty; as it celebrates and symbolizes freedom, democracy, hope, justice, and opportunity.

“It also serves as a visual marker for

the painful irony of the aforementioned rights and freedoms historically and categorically denied to the black Americans whose liberation it was meant to celebrate upon its completion and dedication,” she says. “And to the immigrants who also found themselves denied the promise of the American dream upon arriving to America.”

Influenced by Maya Angelou’s poem ‘And Still I Rise’, Primrose reimagined the statue of liberty as a symbol that truly represents everyone.

“Using the image of a strong black woman I sought to uplift historically silenced voices and personify my own self on the rise,” she added.

Primrose says she can recall her initial reaction being a state of disbelief.

“I was in disbelief for a week before it hit me that my art was going to be flying high at Rockefeller Center,” she says. “I didn’t tell anyone until a week after I received the news. I needed to see it to believe it.”

Primrose says to see her flag flying high at one of New York’s famed landmarks, is a dream come true!



NHL HUB CITIES WORK FOR IATSE CREWS

The decision by the NHL and the Government of Canada to allow Edmonton and Toronto to function as the two hub cities for the league has proved beneficial for entertainment technicians in those cities. In a time where virtually all entertainment work has disappeared, this decision has resulted in a number of IATSE members being able to return to our highly specialized work in a safe and structured way.

Sets for the Edmonton games at Rogers Place were constructed by F&D Scene Changes in Calgary, putting fifteen Local 212 technicians to work. Once built, they were transported to Edmonton for the first day of load-in on July 16. Local 210 had forty crew at Rogers Place that day, which increased to forty-seven the following day. Set-up continued for ten days, until July 25, with varying crew sizes, depending on the work that needed to

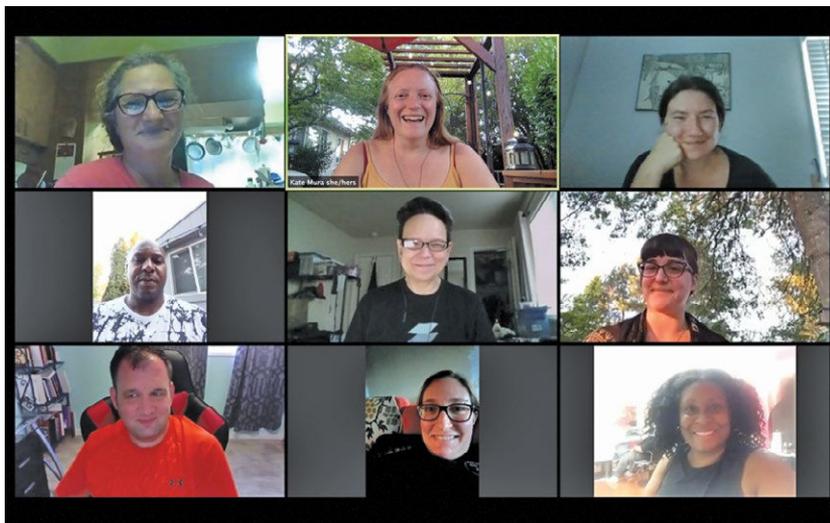
be performed. This included assembling truss, building platforms and video walls, and covering over all seating areas. Crew size was never smaller than twenty-five, but averaged forty members each day. Since broadcast started, each game has one standby rigger and 2-4 spot operators. Once the season is over, there will be more days of larger crews required for the load-out.

The story is similar in Toronto. Sets were constructed at Great Lakes Scenic Studios in Hamilton, providing work for fifteen members of Locals 129 and 828. They were transported to Scotiabank Arena, where Local 58 took over. Due to a one-day delay at the US/Canadian border, Local 58 started the load-in on July 17 with a crew of forty-three. Set-up ran for ten days, with crew gradually decreasing to twelve by the final day. Like Edmonton,



IATSE 212 Member Kevin Behrens Welding at F&D Scene Changes, which Built the Western Hub NHL Sets

each game now has one standby rigger and typically, two spot operators. Toronto crews will also expand at the end of the season to the larger crew required for load-out.



LOCAL 28'S ACTIVISM COMMITTEE MEET OVER ZOOM TO DISCUSS COVID-19 AND THE HEROES ACT

Local 28's Activism Committee participating in a Zoom meeting with their chairs of Diversity, Women, Pride and Good and Welfare, which are all subcommittees to the Activism Committee.

LOCAL ORGANIZING ACTIVITY

NLRB ELECTION

LOCAL

LOCAL 11
LOCAL 12

EMPLOYER

NORTH SHORE MUSIC THEATRE
PROMOWEST

UNIT

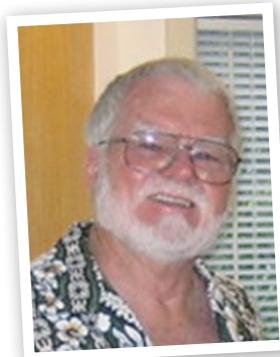
STAGEHANDS
STAGEHANDS

IN MEMORIAM

LOCAL 33 REMEMBERS JIM FOX

Jim Fox passed away unexpectedly of natural causes on 5/31/20. He was born in Brooklyn, NY April 29, 1936 to James and Margaret McKenna Fox. He moved with his family to San Diego, California in 1947, growing up around Pacific Beach and La Jolla beaches. Jim was always an inventor and he had an insatiable desire to learn new skills and explore the world. While at La Jolla High School (Class of 1953), he began his theater career as a teenage apprentice at the La Jolla Playhouse working several seasons and ultimately majored in Theater Arts at San Diego State College.

Pursuing his dream of working in the entertainment industry, Jim moved to Hollywood in 1955 to work in the Special Effects Department at CBS on TV shows such as "Gunsmoke," "The Steve Allen Show" and "The Red Skelton Show." A few years later he was drafted and served in the Army Special Services as a Stage Manager and Technical Director staging shows for troops around the world.



After his military service Jim worked in the television and entertainment industry in various roles as Property Master and Art Director for KTLA TV, Hollywood Video Center and The Universal Amphitheater. Jim worked on scores of TV shows, commercials, and films. He was especially proud of his work on "Overboard," a film starring Angie Dickinson and Cliff Robertson, and on shows such as "MTV Video Awards" and "America's Got Talent." Jim was an active union member of I.A.T.S.E. (Locals 44 and 33). Ultimately, Jim decided that 65 years in the entertainment industry was enough to call it a career and retired.

In lieu of flowers donations are suggested to the Japanese-American National Museum Los Angeles www.janm.org or The Entertainment Industry Foundation www.eifoundation.org. The Neptune society is handling the cremation. A celebration of his life will be held later.

LOCAL 868 REMEMBERS CHARLES LORE

Charles LoRe joined Local 868 in 1993. From his earliest years growing up in New York City, Charles's passion was the theatre. His career took him to Solomon Brothers but, because theatre was so important to him, he also formed a small production company on West 46th Street, gathering scripts from new authors with an eye towards getting plays produced. After Solomon Brothers closed, Charles decided to relocate in 1988 to the Washington DC area, where his sister lives and where he began ushering at the John F. Kennedy Center. After being a member of the ticketing staff of the Washington National Opera, where he first joined 868, he was added to the Kennedy Center box office staff as 1st Assistant Treasurer. He never lost his passion for the theater and one of his great joys was hearing his colleagues talk about their theatre experiences after weekend trips to Broadway. He was a regular contributor to The Actors Fund.



LOCALS 74 & 109 REMEMBERS JOSEPH "JOE THE BOSS" PATRIA

There are certain people who have made a landmark contribution to stagecraft and the Alliance, Joe Patria was one such hero. For over sixty years Joe provided technical leadership for the largest and most complicated theatrical productions mounted on Broadway and throughout the world.

Born and raised in Bridgeport, Connecticut into an IATSE family. Loyalty to his union brothers and sisters and the excellence of the craft was the foundation of his career. After service as a Marine in Korea Joe returned to study at the University of Bridgeport, while continuing to work as a Local 109 stagehand. However, it was at the American Shakespeare Theatre in Stratford that Joe really found his life calling. Under the leadership of John Houseman and with the friendship of Katherine Hepburn Joe learned every aspect of theatrical production and the business of mounting a production. Throughout his long career he would fondly remember those days and worked for the reopening of the theatre after its closing.

While Joe had many accomplishments as a Pink Contract stagehand, scenic shop proprietor and Production Carpenter, his most notable accomplishment was assembling a team of production stagehands and vendors that enabled the technical productions of "Les Miserables, "Phantom of the Opera" and "Miss Saigon" to be successful. Through these three blockbuster productions the creative and technical capabilities of our industry was transformed beyond all recognition. There were many weekends when multiple companies of each of these shows were on the move involving hundreds of tractor trailers, all under Joe's direction. Countless theatres throughout North America were ex-

panded, rebuilt and improved after Joe's site surveys and directions. It is not hyperbole to state that the two greatest forces for transformation backstage in the 20th century were the introduction of AC power and Joe Patria.

Notwithstanding his technical accomplishments, Joe's greatest contribution was the recruiting and mentoring hundreds of stagehands throughout the Alliance. To be able to say, "... I worked for Joe Patria..." is a credential unrivalled in our Alliance. All of this was done with joy, humanity and self-effacing good humor. Joe never yelled or denigrated anyone but led by example and grace through short, to the point phrases such as, "If you have to say you are the boss, you're not the boss." When being told by a building representative that something could not be moved, he was told by Joe, "Men put that up there and men can take it down." When someone insisted that something could not be done they were instructed to, "Stand over in the corner and watch."

Joe was dedicated to the International Alliance and served as a local officer and as a delegate to district and International conventions. As a production carpenter he strengthened every Local his shows played in always respecting and supporting the local officers and crews. All in all Joe made us better stagehands and union members than we thought we could be.

Everyone in the Alliance extends our thanks and condolences to his wife Mille, his sons Michael and Guy along with their families. Thank you for sharing Joe with us. May his memory be eternal.



LOCAL 868 REMEMBERS MARY AHERN

Mary Ahern was a charter member of 868, beginning in 1958, as a result of the organization of the box office at the Ringling Brothers Barnum & Bailey Circus. In addition to her many years with the Circus, Mary worked in the box offices of some of the beautiful old cinema houses throughout the Washington DC area, as well as at the John F. Kennedy Center for the Performing Arts. She retired in the early 2000s and received her Gold Card in 2012. Mary was a champion roller skater as a young woman and even in her later years could often be seen roller blading.

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Joseph Berritto April 4, 2020	1	John Jacobs June 12, 2020	16	Charles Lipscomb May 21, 2020	44	Kenneth R. Conners February 1, 2020	52
Louis F. Desantis June 12, 2020	1	John G. Kilpack March 21, 2020	16	Robert Lucas June 7, 2020	44	John E. Corbett June 16, 2019	52
Darren P. Deverna May 21, 2020	1	William Crow May 21, 2020	19	Dakota Moore March 6, 2020	44	Thomas A De Lillo January 25, 2020	52
Rocco Evangelista April 9, 2020	1	Jack Clark March 29, 2020	21	Frank W. Morehead April 18, 2020	44	Robert Digrigoli March 26, 2020	52
Andrew Ganzi April 4, 2020	1	Paul J. Lewis April 29, 2020	22	Raymond W Oberg April 7, 2020	44	Anna D. Dimeo April 12, 2020	52
Ray Haines April 20, 2020	1	Robert Divozzi June 17, 2020	23	Leslie A. Pope May 6, 2020	44	Patrick J. Dolan May 19, 2019	52
Victor Levy April 8, 2020	1	John G. Palsa June 16, 2020	24	Lawrence Shapiro April 17, 2020	44	Dennis Farrell January 16, 2019	52
Jacob Jack Miller June 19, 2020	1	Alex Brooks June 21, 2020	33	Larry Scott Sisk May 31, 2020	44	Grant Gardner May 10, 2019	52
Robert A. Siegel April 25, 2020	1	Jim Fox May 31, 2020	33	Charles H. Taylor April 15, 2020	44	Kenneth Goss January 3, 2019	52
Richard Siegel Jr. April 25, 2020	1	Steven J. Ross June 6, 2020	33	Jeff Young April 11, 2020	44	James P. Gruebel June 13, 2020	52
James J. Travers Jr. June 16, 2020	1	Keaton S. Walker May 11, 2020	33	Kevin Ankele May 29, 2020	50	Vito L. Ilardi September 30, 2019	52
George E. Donohue April 8, 2020	4	Angelo Genna May 6, 2020	38	Clarence Kunz April 6, 2020	50	Michael J. Kammerer February 17, 2020	52
Patrick Juliano May 16, 2020	4	Richard Lattuca May 13, 2020	38	Matthew R. Mauricio June 19, 2020	50	John Khorigan Jr. February 21, 2020	52
Haniff Mohamed April 3, 2020	4	John G. Palsa June 16, 2020	38	Bruce Abbate June 5, 2020	51	Chris C. Kilduff January 26, 2019	52
Lewis Resnick April 25, 2020	4	Lawrence Montecino April 12, 2020	39	Peter D. Babineaux May 11, 2020	51	Peter J. Koola March 3, 2019	52
George E. Read April 8, 2020	9	Iva E. Abraham March 27, 2020	44	Wiley A. Hamilton May 16, 2020	51	Gary N. Leibman November 8, 2018	52
Dawn Fogle June 18, 2020	10	Kim Dougla Derry March 24, 2020	44	Winslow A. Jeffries June 4, 2020	51	Christopher Leuzzi June 4, 2020	52
Kevin Macdonald April 8, 2020	11	Glen R. Feldman February 16, 2020	44	Steve C. Schultz April 21, 2020	51	Keith J. Marshall August 9, 2019	52
Robert J. Mcevoy May 25, 2020	11	Jim Fox May 31, 2020	44	Frank Azzaretto February 13, 2020	52	James C. Mcmillan Jr. July 16, 2019	52
Christophe Tapping April 14, 2020	15	David Garcia April 12, 2020	44	Daniel Beaman May 17, 2020	52	John V. Mcnamee, Jr February 2, 2019	52
Brien Burroughs March 16, 2020	16	Gonzalo A. Gonzalez March 20, 2020	44	Rolf H. Bortner June 14, 2020	52	Kevin Murphy July 9, 2019	52
Hugh C. Byrne Jr. April 24, 2020	16	Michael Goyak March 20, 2020	44	Charles E. Buckland, Iv May 13, 2020	52	Donald T. Ogle, Sr. May 25, 2019	52
Robert A. Carman January 11, 2020	16	Glenn H. Harman Jr. April 6, 2020	44	Allan Byer October 27, 2019	52	James A. Perdue March 24, 2020	52
Michael T. Hayes June 15, 2020	16	Paul W. Johnson March 31, 2020	44	David W. Cecil September 27, 2019	52	Kabkeo Phothivongsa July 21, 2019	52

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Evan Pileri March 25, 2020	52	Thomas A. Legault January 13, 2020	80	Mark Dennis March 22, 2020	415	Paula R. Perez March 28, 2020	631
Leslie A. Pope May 6, 2020	52	Mike Mandell June 4, 2020	80	Patrick N. Connelly May 22, 2020	476	Thomas A De Lillo January 25, 2020	632
Daniel Robert March 13, 2019	52	Marguerite Miller June 12, 2020	80	Jeff Duerwachter June 11, 2020	476	Gary Walker January 24, 2020	632
Frank Rodriguez October 3, 2019	52	Joseph Wendell Teague June 12, 2020	80	Paul Fanslow May 4, 2020	476	Gene Jyo March 19, 2020	665
Richard H. Rose September 17, 2019	52	Gene Kelly January 3, 2020	100	Michael T. Hohe May 4, 2020	476	Roger W. Finlay January 10, 2020	667
Mark P. Selemo March 12, 2020	52	Danny Innes February 15, 2020	107	Danny Bower June 13, 2020	477	Kenneth J. Withers March 4, 2020	667
John E. Smith April 8, 2019	52	John T. Mackinnon December 14, 2019	110	Steven J. Jones February 10, 2020	478	Russ Allinson June 10, 2020	669
Simon Tams March 2, 2020	52	Samuel G. Milstein December 27, 2019	110	Jonathan Brown May 2, 2020	479	Douglas G. Franks April 13, 2020	669
Daniel A. Thaler May 25, 2020	52	Harry R. Peterson April 30, 2020	110	Martin Corser March 23, 2020	479	Steven T. Pritchett May 4, 2020	695
Ronald T. Tonkin January 18, 2019	52	James E. Stephenson May 14, 2020	110	Marvin E. Johnson May 28, 2020	479	Matthew Yerke May 5, 2020	695
Joseph A. Valle Jr. August 28, 2019	52	Thomas Deel June 26, 2020	112	Carmen M. Sharp January 30, 2020	479	Else Blangsted May 1, 2020	700
Joseph A. Valle, Sr. February 7, 2020	52	Robert F. Moody, Jr. June 29, 2020	115	Scott A. Stuart April 6, 2020	479	Martin Cohen April 29, 2020	700
Kathryn Westfall-Tharp January 29, 2020	52	Kevin M. Duggan August 10, 2019	166	James C. Kellogg June 10, 2020	480	Beatrice N. Conetta May 17, 2020	700
Kurt Wunder August 10, 2010	52	David W. Johnsen April 1, 2020	169	Stephen Davitt June 4, 2020	487	Morton Fallick April 22, 2020	700
Claude Berthiaume May 22, 2020	56	Lucy Martinov March 7, 2020	187	Michelle Huffman June 20, 2020	487	Anthony D. Garber March 31, 2020	700
Danny W. Malloy April 17, 2020	58	Kendall J. Ward June 14, 2020	220	Christopher W. Allen May 19, 2020	491	Sidney Levin May 24, 2020	700
Robert G. Martin May 3, 2020	58	Barney F. Wilkins June 1, 2020	298	Edward B. Hall April 22, 2020	500	Tony W. Lombardo April 9, 2020	700
John Abraham June 20, 2020	69	Cheryl A. Budd May 20, 2020	306	Allen Daviau April 15, 2020	600	Charles G. Ross April 8, 2020	706
John S. Contaras March 13, 2020	74	Rafael Cortes, Sr. June 8, 2020	306	James R. Dickson April 2, 2020	600	Arthur S. Chulchian June 30, 2020	720
Joseph P. Patria January 28, 2012	74	Rena Kleinman May 24, 2019	306	Frank D. Harris April 27, 2020	600	Hakim Kent May 6, 2020	728
David F. Behn January 13, 2020	80	Anne Reeves August 11, 2019	306	Chester Lau May 31, 2020	600	Ted C. Miller June 16, 2020	728
Frank E. Fiumara March 26, 2020	80	Maria S. Rodriguez June 24, 2020	306	Nate C. Ranger June 20, 2020	600	John L. Murray May 28, 2020	728
John Fordham June 12, 2020	80	Oliver Cronin April 25, 2020	311	Victor Vale March 17, 2020	600	James D. Rose May 24, 2020	728
Pamala Johnson March 25, 2020	80	Carlton H. Cunningham April 17, 2020	322	Mark Hopfensperger February 11, 2020	631	Adam Wilson April 1, 2020	728

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
John Bugarcic May 20, 2020	729	Sherry Heart June 1, 2020	798	John Cau June 8, 2020	891	Maurice V. Woodworth January 26, 2020	891
Walter Zinglewicz June 13, 2020	729	Susan Spaid May 1, 2020	798	Ernie J W Curtis February 14, 2020	891	Tara Lucas Bach March 17, 2020	905
Joseph Geseler January 1, 2015	750	Mckinley T. Taylor May 11, 2020	819	Gerald Haight January 19, 2020	891	Charles L. Schneider April 7, 2020	927
Lawrence T. Maloney January 1, 2017	750	Ernest Prue May 17, 2020	834	Robert Hawkins June 12, 2019	891	William E. Briggs April 10, 2020	18032
Donald J. McBride January 1, 2017	750	Kelly A. Asbury June 26, 2020	839	Alexander Kameniczky March 17, 2020	891	Billy Boozan March 2, 2020	B848
Emanuel Nuccio January 1, 2008	750	Robert Gibbs April 24, 2020	839	Jerzy Lukaszun March 31, 2020	891	Mina Albergo June 30, 2020	USA829
Branko Puhar July 11, 2017	750	Marci Goldstein March 12, 2020	857	John G. "Jerry" McLaughlin January 20, 2020	891	Kevin Brainerd June 30, 2020	USA829
Robert H. Rowland January 1, 2017	750	Charles C. Lore Jr. May 24, 2020	868	Danny J. Mcpherson January 21, 2020	891	Matteo De Cosmo June 30, 2020	USA829
Michael Rutigliano May 10, 2020	751	Alan Greedy June 9, 2020	871	Eric Mott June 18, 2020	891	Richard Fuggetta June 30, 2020	USA829
Herschel Waxman May 8, 2020	751	Tiffany Romero April 30, 2020	871	Andre Paradis March 27, 2020	891	Peter Hunt June 30, 2020	USA829
Richard Wolff April 6, 2020	751	Gunther Bell April 24, 2020	873	Jay Robinson April 13, 2020	891	Neil Jampolis June 30, 2020	USA829
Douglas G. Balaka May 28, 2020	757	Chris Holmes Sr. May 29, 2020	873	Al Schedler January 20, 2020	891	Leslie A. Pope June 30, 2020	USA829
Hajmalik Summers May 1, 2020	764	Heather Midwinter June 28, 2020	873	John Taylor February 24, 2020	891	James Sandefur June 30, 2020	USA829
Duncan Campbell April 1, 2020	768	Robert R. Poole April 17, 2020	873	Sharon Thompson March 6, 2020	891	Nathan Smith June 30, 2020	USA829
Irene D. Grzejka November 19, 2019	769	Ed Ward May 24, 2020	873	Karl B. Varnam June 11, 2020	891	Tarrant Smith June 30, 2020	USA829
Travis Halsey April 6, 2020	769	Maribelle Hughes January 17, 2017	886	David R. Vogt February 13, 2020	891		
Coni Andress May 1, 2020	798	Russ Allinson June 7, 2020	891	Allen White February 5, 2020	891		

THANK YOU

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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.

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In Memory Of

Herschel Waman
Donation on behalf of Doris Powell

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Reference Letters:

AAE Amusement Area Employees

ADG Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftspersons)

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 Craftspersons

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)

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S 229 FORT COLLINS, CO/CHEYENNE/LARAMIE, WY.-Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org. (970-226-2292) (Fax: 970-490-2292).

TWU 719 DENVER-Elisa Spadi, erspadi@msn.com; 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Steve Davis, local719ba@aol.com; (303-829-1567).

T B7 DENVER-Frank Millington III, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

CONNECTICUT

SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/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 074 SOUTHERN CONNECTICUT-Catherine Moore; P.O. Box 9075, New Haven, 06532. (203-497-3067)(Fax: 203-497-3067). Bus. Agt.: James Shea, jshea@iatse74.org.

S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT - John R. Clark, IV, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

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

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S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (302-750-3752) (Fax: 302-475-4903) Bus. Agt.: Justin Reuschlein.

DISTRICT OF COLUMBIA

S 022 WASHINGTON, DC/WASHINGTON DC SUBURBS, MD/NORTHERN VIRGINIA-Lynn Jackson, P.O. Box 92820, NE, Washington, DC 20090. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

TWU 772 WASHINGTON-Vickie Rankin, Secretary@iatse772.org; 2782 Cedar Drive, Riva, MD 21140 (443-994-0212). Bus. Agt.: Martha Timlin.

TBSE 819 WASHINGTON-Craig Yarnell, secretary@iatse819.org; P.O. Box 5645, Friendship Station, Washington, 20016. (202-966-4110) Bus. Agt.: Robert A. Richardson.

T&T 868 WASHINGTON-Jillian Clark Gibson, secretary@iatse868.com; P.O. Box 58129, Washington, 20037. (202-422-1782) Bus. Agt.: Anne Vantine, businessagent@iatse868.com.

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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.: Kimberly A. Holdridge, kimberly.abowles@gmail.com.

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)-Jaroslav Lipski, jerry@iatse780.com; 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mngr.: 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-Connor Williams, 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@iatselocal193@gmail.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery.

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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TWU 859 ATLANTA-Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-757-6242) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

S 927 ATLANTA-Mary Grove, 420 McDonough Blvd., SE, Suite 106, Atlanta, 30315. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

HAWAII

M 665 STATE OF HAWAII-Robin Kekuewa Wong, 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Irish Barber.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jaye" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@aol.com, (509-999-5073).

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).

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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@iatselocal85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatselocal85.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. (217-415-4810) 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-Steven Ray Dyer, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

SM 476 CHICAGO-Mark A. Hogan, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Mark A. Hogan.

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, cschwenk27@gmail.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Georgia and New York) Stephen Wong; National Executive Director, Rebecca Rhine; Central Region Director, Nhu Phan, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275). Atlanta Office: 1355 Peachtree Street NE, Suite 1060, Atlanta, GA 30309. (404-888-0600) (Fax: 404-888-6593).

T&T 750 CHICAGO-Joseph Wanderling, iatselocal750@gmail.com; 106 W. Calendar Court, #272, La Grange Park, 60525. (708-276-3175) Bus. Agt.: Daniel Garnett, garnett.dan@gmail.com.

TBSE 762 CHICAGO-Kris Kettner, IA762treas@hotmail.com, P.O. Box 4350, Oak Park, 60304 (773-793-3124). Bus. Agt.: Joel Colwell.

TWU 769 CHICAGO-Cheryl Weber, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-732-6326) (Fax: 847-608-6884) Bus. Agt.: Thomas Pusateri.

MPVLT/LT/AC&GE 780 CHICAGO (see also Florida)-Jaroslav Lipski, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mng.: Jerry Lipski, jerry@iatselocal780.com.

ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina)-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

USA829 ILLINOIS REGIONAL OFFICE (See also New York)- 111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: Matt Walters.

T 846 CHICAGO, IL/MILWAUKEE, WI- Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE /LOGANSPOUT/ 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-Stephanie Driggers, wsdriggers@gmail.com; 2177 Morton Street, Terre Haute, 47802. (812-240-7049) 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/CRAWFORDS-VILLE-Steven Choate, schoate62@yahoo.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8037) Bus. Agt.: Ruben Mendez, rmendez.iatselocal125@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-Richard Bakos, P.O. Box 474, South Bend, IN 46624. (574 292-1871) Bus. Agt.: David Sears, local187ba@gmail.com.

TBSE 317 INDIANAPOLIS-Kristen Smith, P.O. Box 1172, Indianapolis, 46206. Bus. Agt.: Lance Coler.

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@iatselocal618.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.

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S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA-Destiny Stark, secretary@iatselocal42.org; 5418 S. 27th Street, #1, Omaha, NE 68107. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: William Lee, Omaha@iatselocal42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-Alicia Weir, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: Aaron Bowen.

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S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE-Janelle Smith, iatselocal191@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-Timothy McCulloch, P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Benjamin Juhnke, ba190@iatselocal190.com.

M 464 SALINA-Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67402. (785 342-6786). Bus. Agt.: Bill Tuzicka, wtu-zicka@yahoo.com.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE- Casey A. Black-Pherson, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Robert J. Ferree.

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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S 039 NEW ORLEANS-Darrell Eik, miloeko@aol.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox.net.

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S 298 SHREVEPORT-Debbie Graham, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Bobby Griffie.

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. (318-329-4519) 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; (225-294-3024).

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TBSE 926 AUBURN-Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-835-3800).

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S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA-Lynn Jackson, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

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, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

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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 Larse, viarsee@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-John Noga, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508 929 0385) Bus. Agt.: Kevin J. O'Connell.

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, jmacdonald@iatse481.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 Aurlauskas.

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.: Joshua Roskamp.

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Keith R. Braun, kbraun3246@wowway.com; 900 Pallister Ave., Detroit, 48202. (313 870-9570) (Fax: 313 870-9580) Bus. Agt.: E. Joseph Miller, jmiller@iatse38.org

M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN-Richard Bakos, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, deboramayers@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-Nicholas James Eaton, 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.

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T B26 MINNEAPOLIS-ST. PAUL-Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980). Bus. Agt.: Sue Lundquist.

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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.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 310 Homestead Road, Nashville, TN 37207. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Peter Kurland.

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, abegglar@comcast.net 8137 Rosewood Lane, Meridian, 39305. (601-286-5092). Bus. Agt.: Jerry Tucker, jerrylynntucker@aol.com.

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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.

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M 363 RENO/LAKE TAHOE-Barbara Kneebone, P.O. Box 9840, Reno, 89507. (775-786-2286). Bus. Agt.: Stephen Earnat.

M 720 LAS VEGAS-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Apple Thorne.

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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.

SM 052 STATES OF NEW JERSEY/ NEW YORK/ 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.

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M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox, scox70@hotmail.com (732-492-7630).

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 009 SYRACUSE/ROME/ONEIDA/UTICA-Linda Mack, P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Richard Muldoon.

S 010 BUFFALO-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-852-2196). Bus. Agt.: Gary Syracuse, Jr., ba@iatse10.com; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

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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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TWU 747 COLUMBUS-Stephanie Keller, stephani.kell@gmail.com; 1813 Dorsetshire Road, Columbus, 43229 (614-329-8682). Bus. Agt.: C. Wayne Cossin, twu747wayne@aol.com; 1954 Indianola Ave., Columbus, 43201 (614-313-8119).

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TWU 864 CINCINNATI-Mary C. Berns, P.O. Box 14743, Cincinnati, 45250. (513-382-5446) Bus. Agt.: Tim Kelly, twu864@gmail.com.

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TWU 886 DAYTON-Robyn Thomas, rthomas@woh.rr.com; P.O. Box 124, Dayton, 45401-0124. (937-271-5389) Bus. Agt.: Andi Trzeciak, andi222@woh.rr.com.

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T B38 CINCINNATI-Mike Murray, P.O. Box 11476, Cincinnati, 45211. (513-662-9615) Bus. Agt.: Thom Brannock.

T B148 AKRON-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

AMTS 8754 CINCINNATI-Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

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S 112 OKLAHOMA CITY, OK/WICHITA FALLS, TX-April Burkhalter, iatse112.finsec@att.net; P.O. Box 112, Oklahoma City, 73101. (405 231-0025) (Fax: 405-231-2778) Bus. Agt.: Peter Burton.

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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).

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M 028 PORTLAND/SALEM-Phillip Timmons, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Rose Etta Venetucci.

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SM 488 PACIFIC NORTHWEST-Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503 232 1523) (Fax: 503 232 9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

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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).

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S 098 HARRISBURG/HERSHEY/CARLISLE-Mark Matlock; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Chester Ross, ialocal98@yahoo.com.

S 113 ERIE-Jillian Orr, P.O. Box 557, Erie, 16512. (814-474-1116) Bus. Agt.: Ryan Patsy. 2402 Cherry St. Erie, PA 16502, business@erieiatse.com.

M 152 HAZELTON-Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Drive, Beaver Meadows, 18216. (570-582-8898) Bus. Agt.: Nicholas J. St. Mary.

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S 501 LITITZ-Joseph Gigliotti, P.O. Box 56, Lititz, 17543 (215-952-2106). Bus. Agt.: Zachary Matt.

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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/BLOOMSBURG/SELINGROVE/INDIANA-Dustin Wagner, dwagner21@yahoo.com; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Marina Nau, iatse636@gmail.com.

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TBSE 820 PITTSBURGH-David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marjorie Murphy, marj.mm@verizon.net.

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TBSE 902 JOHNSTOWN/ALTOONA-Erik Grant, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Erik Grant.

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S 069 MEMPHIS- Allen Byassee, ialocal69@aol.com; 3340 Poplar Avenue, Suite 316, Memphis, 38111. (901-327-4994). Bus. Agt.: Allen Byassee.

S 140 CHATTANOOGA-Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-421-9847) Bus. Agt.: Bob Hasselle, businessagent140@gmail.com.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-David Rsnake, P.O. Box 946, Knoxville, 37901. (865-310-5898) (Fax: 423-282-5970) Bus. Agt.: Matthew Kryah, jckryah@yahoo.com.

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S 051 HOUSTON/GALVESTON-Jonathan Lowe, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Bob Baker.

S 076 SAN ANTONIO-Daniel Vivier, spurson44@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.finsec@att.net; P.O. Box 112, Oklahoma City, 73101. (405 231-0025) (Fax: 405-231-2778) Bus. Agt.: Tina Saxton, iatselocal112@att.net.

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S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Lee Terry, secretary@iatse127.org, 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-Cole-

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M 331 TEMPLE/KILLEEN/BRYAN/WACO-Holly Serfass, itserf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-9773) Bus. Agt.: William Sproul, billrat2@centurylink.com.

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T B184 HOUSTON-Omega C. Villanueva, ovillanueva@fcoh.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).

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S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

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DID YOU KNOW?

- Federal Law prohibits the use of union dues for political purposes. So, you must voluntarily sign up to contribute to IATSE PAC.
- IATSE PAC is non-partisan. Funds are intended to support candidates who stand with workers, and against politicians who consistently stand against us.
- Contributors to the IATSE PAC will receive a unique lapel pin to signify their commitment to standing up and fighting back!

WHO CAN CONTRIBUTE?

Members of IATSE local unions and employees of the IATSE—and their families—are the only individuals who may contribute to the PAC

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"Labor unions are under assault, with politicians across the country undermining workers' collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve. We need to stand up to fight against these attacks before they get even worse."

—Matthew D. Loeb, IATSE
International President

IATSE PAC is a non-partisan, federal political action committee created in order for our union and its members to have a greater voice in the political and legislative process.



The IATSE PAC supports policy makers that fight to:

- Protect and expand collective bargaining rights
- Defend our pension funds and health care benefits
- Eliminate so-called "Right-to-work" laws that enable free-riders
- Enforce strong copyright protections
- Protect funding for the arts
- Ensure equality for all and oppose all forms of discrimination

HOW TO CONTRIBUTE:

- Visit IATSEPAC.net to contribute online and access additional resources
- Fill out and submit the IATSE PAC contribution form
- Contact iatsepac@iatse.net to inquire about payroll deduction options

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