

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 666

FOURTH QUARTER, 2019

Bulletin



OUT OF THE
SHADOWS
AND INTO THE

LIGHT

*How IATSE is advancing members'
mental health and wellness.*

INSIDE: ► NYC LABOR DAY PARADE ► SUMMER OF SOLIDARITY EVENT

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)**

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

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

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

THE OFFICIAL IATSE BULLETIN

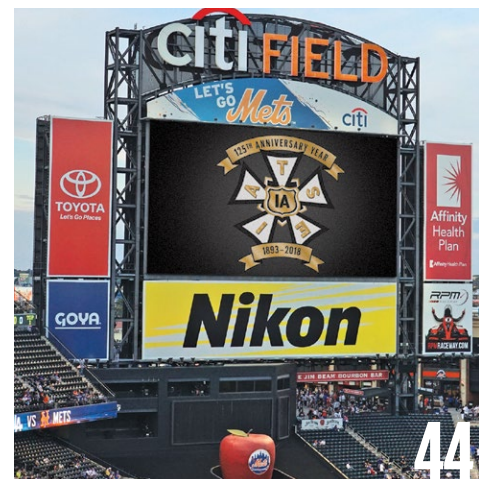
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FINANCIAL RELIEF AVAILABLE FOR IATSE MEMBERS AFFECTED BY WILDFIRES

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 the IATSE's website: www.iatse.net.

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



IATSE Training Trust Fund: www.iatsetrainingtrust.org

2020 Political Activism

Elections matter. Recent political outcomes have been a stark reminder that what we win at the bargaining table can be taken away at the ballot box. I am asking the leadership, membership and all Locals throughout the United States to engage in our 2020 political program and make a difference at the polls in the upcoming elections. It's time to Stand Up, Fight Back. This fight belongs to all of us and you should be part of it.



You know what is at stake in the 2020 elections. Labor unions are under daily threat by the current Administration and countless politicians across the country are undermining workers' collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve.

Our political program is designed to empower you to deliver wins for working families in the 2020 election cycle and beyond, but we need commitment from all of us to succeed. Our engagement is paramount to ensuring our voice is heard and that our issues are front and center when candidates and elected officials seek the support of the IATSE and its members.

That work starts now. Register to vote and help others do the same, talk to your fellow worker about why change is critical, contribute to IATSE-PAC to enhance our collective voice in Washington, help your Local with its political program. Every Local needs a political action plan to engage their members in the 2020 elections. Local union leadership is one of the most trusted sources of information about politics for our members. If we aren't talking to our members about their political interests, someone else is.

The Political/Legislative Department is hard at work creating the materials, resources, and infrastructure necessary to support your political activism. We will soon launch a

streamlined IATSE-PAC website and roll out political resources detailing the IATSE federal legislative agenda, IATSE-PAC and its utilization, a state-by-state election guide with key dates and voter information, and an election year timeline of political activism – helping to facilitate voter registration, canvassing, PAC fundraising, and phone banking.

Our political program will continue to utilize the IATSE U.S. Districts, their Secretaries and Chairs, as a means of disseminating these resources and political updates. In addition, Political Coordinators will be a critical component to the Local political action plan. I ask all Locals without an identified Political Coordinator to appoint someone to take on this vital role leading political activism for your Local. Report the name and contact information to your District Secretary and the Political/Legislative Department.

We must support policy makers that fight to protect and expand collective bargaining rights; defend our pension funds and health care benefits; enforce strong copyright protections; protect funding for the arts; and ensure equality for all and oppose all forms of discrimination.

Having a political environment that is ripe for us to succeed is as important as anything else we do as unions to protect working people. Let's stand together and engage politically for our collective interests.

OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the Renaissance Dallas Hotel, 2222 North Stemmons Freeway Dallas, Texas 75207 at 10:00 a.m. on Monday, January 27, 2020, and will remain in session through and including Friday, January 31, 2020. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with the Renaissance Dallas Hotel by calling 1-800-468-3571. Guest room rate for the IATSE is \$199.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: January 3, 2020



ONLINE HOTEL RESERVATIONS

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

2020 SUPPLIES

The 2020 local union supplies and membership cards have been mailed out at the beginning of December to those local unions that have submitted their 3rd Quarter Report for 2019 and purchased all necessary per capita stamps for 2019. If your Local has not received its supplies, please contact the General Office.

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

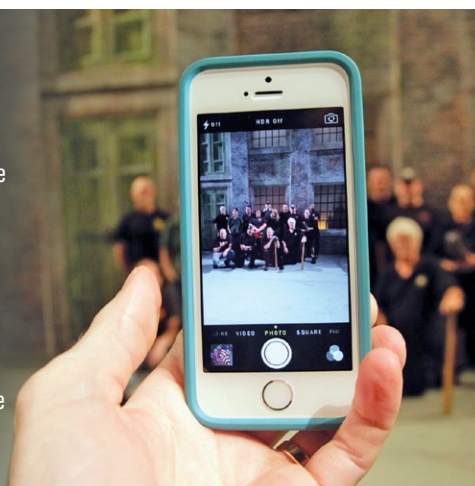
Please send your Bulletin submissions to bulletin@iatse.net.

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.



GENERAL SECRETARY-TREASURER'S MESSAGE

Common Issues for Secretaries and Treasurers

As we complete the final preparations for the upcoming Officer Training 2.0 session for Secretary-Treasurers in Houston, TX in mid-December, I felt that it would be timely to provide some clarification on two of the most common issues that arise between local unions and the General Office.



JAMES B. WOOD

QUARTERLY REPORTS

In order for the International to have accurate membership information, Quarterly Reports must be filed in a timely manner. Article Nineteen, Section 7 of the International Constitution and Bylaws mandates that the Quarterly Report must be filed no later than thirty days following the end of the quarter. Therefore, Quarterly Reports are due no later than April 30, July 30, October 30 and January 30 of each year. It is not necessary to wait until the full thirty days have passed before the report is filed and you are encouraged to file the report immediately after the quarter has ended.

If the number of changes for a local union does not fit in the space provided on the Quarterly Report, it is acceptable to write, "see attached list" on the form and attach such a list. It is not necessary to submit multiple Quarterly Reports in order to accommodate a large number of changes.

This process can also be completed electronically which saves time and improves the accuracy of the reports. The electronic form is already populated with the names of new members, retired members and transferred members. All that is left to provide is information on individuals that are no longer members of the Local. If your local union is not yet using the online system, simply contact the General Office to get registered for this and all of the other features available to our online Locals.

REINSTATEMENT PROCESS

Very often former members of the Alliance decide that they want to become a member again of a local union and they seek reinstatement. The process is covered in detail in Article Twenty-one, Section 14 of the International Constitution and Bylaws, but essentially there are three steps in the process.

First, the local union to which the individual wishes to reinstate sends a written request for approval to the General Secretary-Treasurer indicating the individual's name, last four digits of their social security/insurance number and the reason for the original loss of membership.

Once the request is approved, a letter is sent to the local union indicating said approval and detailing the amount of back per capita that is owed to the International. The amount owed commences with the quarter in which the individual ceased to be a member through to the quarter prior to reinstatement. The exception to this occurs in the case of a former member taking an honorable withdrawal, in which case the maximum amount of back per capita owed is limited to eight quarters.

Finally, the local union submits a check drawn on its general fund (no personal checks from the individual seeking reinstatement) in the amount indicated. Once received by the General Office, the individual is now reinstated and should be listed by the local union as such on the Quarterly Report in which the reinstatement occurred.

Liberal Government Re-elected in Canada But Held to Minority Status

The Canadian federal election was held on October 21 and was a true nail-biter. Heading into Election Day, the governing Liberals and the Conservatives were in a statistical dead heat in the polls, with the New Democratic Party (NDP) in third, followed by the Bloc Québécois, the Green Party, and the fledgling People's Party of Canada (PPC). Members all across the country volunteered their time in the election; door-knocking, fundraising, doing lit drops and putting up signs. The IATSE was also involved in the entertainment industry based "Just Ask" campaign, which had members go to one campaign event and ask one question of candidates.

For the first time ever, we also had four IATSE members, all members of IATSE 891, running for federal office! Prior to the writ being dropped, the IATSE Canadian Office and a number of our Locals contributed close to \$150,000 to support the messaging of Engage Canada, a progressive advocacy group.

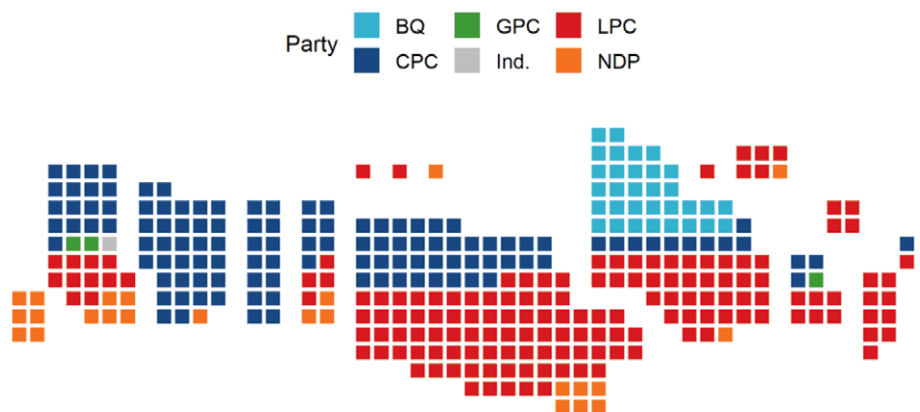
Progressive Canadians were very concerned at the possibility of a Conservative government and talk of strategic voting became more prevalent. Ultimately, the Liberals won the night with 157 of the total 338 seats, but winning less than half the seats in the House of Commons means it's a minority government. A majority government requires 170 seats, so minority governments must work more collaboratively with other parties to secure enough votes (at least 170) in order to pass any legislation.

The Conservatives clocked in at 121 seats, which was up from the 99 the party won four years ago. In the final week of campaigning, Prime Minister Trudeau faced a strong challenge from NDP leader Jagmeet Singh, who looked poised to peel away progressive votes from the Liberals. But despite a surge in the polls in the final weeks of the

campaign, the NDP was unable to convert that success into electoral wins. The party's 44 seats were nearly cut in half, leaving the NDP with 24. The real vote upset on Election Day came from the Bloc Québécois, a federal party that exists only in the province of Québec. The BQ reclaimed official party status (minimum of 12 seats) and snatched

The 2019 Federal Election Results

Each square is a Federal riding.



Note: Produced by @trevortombe using map template from Andrew McCormack, <https://github.com/mccormackandrew>

third place from the New Democrats when they more than tripled their caucus to 32 seats. The Green Party now sits at 3 seats, which is up significantly from the one seat it's held for years, and the very right-wing PPC, known largely for its stance on cutting immigration, failed to capture a single seat.

So, what does a minority government mean? Traditionally, labour and working families have done well under minority governments, as political parties seek common ground and compromise. Medicare was created with a minority government in power. It looks promising that prescription drug coverage will now become a reality for Canada as the Liberals, NDP, and Greens all campaigned on support of some form of Pharmacare. Although the BQ did not campaign on

the issue, the province of Quebec already offers prescription drug insurance for people who don't have a private plan. The result also ensures, subject to the various legal challenges, that the Carbon Tax will remain but also the commitment to build the TransCanada Pipeline. Tax reform will also be a priority, which should bring some relief to lower income Canadians.

The campaign period and the election results demonstrate a country that is not as unified as it once was. Western alienation has been widely reported but so is the split between Canadians living in rural areas versus those that live in dense urban centres. It is heartening to note that progressive political parties won 63% of the vote and there was a clear message that

xenophobic, intolerant views are not welcome in Canada.

The election results also demonstrate the need to follow other parliamentary democracies and introduce proportional representation. The IATSE and the wider labour movement have been proponents of proportional representation, which emboldens every Canadian who votes to know both that their vote means something, and that representation in their Parliament is a reflection of the popular vote. The IATSE will continue to work with the labour movement and other progressive organizations to lobby for proportional representation. As evidenced by the two referenda in BC, this will not be easy, but it is something worth fighting for.

LA LABOR DAY LUNCHEON HONORS UNIONS

On September 3, 2019 at the Kenneth Hahn Hall of Administration in Downtown Los Angeles, the Supervisor Hilda Solis' Labor Day Luncheon honored several unions, including IATSE.

Supervisor Hilda Solis with International Representative Steve Aredas holding an official County Supervisor letter recognizing the IATSE.



Projecting Your Voice:

HOW TO WORK TOGETHER FOR SAFER SETS, BETTER WAGES, AND BENEFITS – IN CITIES BIG AND SMALL

The IATSE continues to track down and bring under contract production companies that think they can hide from the union. Filming outside of cities with a strong union presence doesn't give a company immunity from the union. From Upstate New York to Southern Georgia, crew members have alerted their Business Agents, or the IATSE, about upcoming non-union features.

The crew of “BlackJack”, a low budget movie shooting in the Hudson Valley and New York City, walked out and joined representatives from the IA and New York Production Locals on a picket line in upstate New York until the company buckled and signed a contract. The strike happened not a moment too soon; there were serious concerns about the safety on set, including shooting without permits in the streets of New York City. With an agreement in place, one of the newly-

organized crew members said, “With the backing and protection of the IA, we were able to have a voice and project it to production when they turned their backs on us. Having the IA's support, we were able to confidently provide our services, knowing we were protected. It was a humbling privilege to stand with our crew members, IA representatives and New York Production Locals in solidarity.”

Down in Georgia, two production companies tried to make non-union

features and learned the hard way that the crew was not going to play along.

In August, the IA mobilized and traveled to Columbus, Georgia in the sweltering summer heat to track down a non-union production. “Electric Jesus” was just finishing up their pre-production work and were days away from principal photography. After delivering our Demand Letter for Recognition to the company, the company did not prioritize the crew's desire for union representation. However, when the International began filing Unfair Labor Practice charges with the National Labor Relations Board, a deal was quickly reached. With the ink drying on the contract, the crew were thrilled to learn that there were wage increases of up to 70% and benefits would be paid back to date of hire.

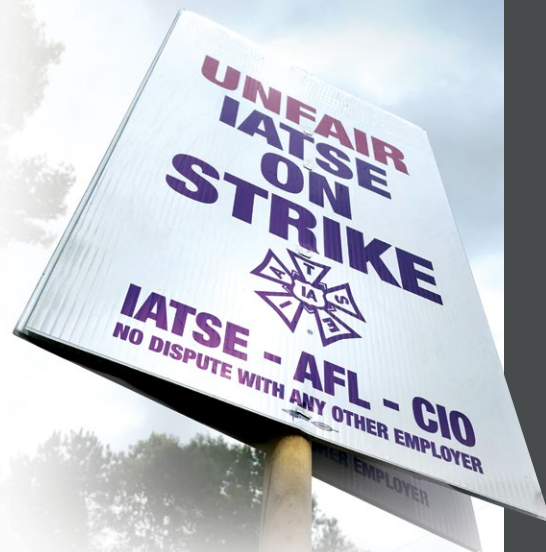
A few months later, after the crew reported a sizable production shooting in Fitzgerald, Georgia, the Locals and IA paid a visit to this small town, and prepared for a strike in the event an agreement couldn't be reached. Once



contacted, “Anti-Life” producers and the union negotiated late into the night for an agreement to cover this \$6.5 million feature. The crew woke to an email from IATSE Representative Wade Tyree that began, “I would like to be the first to congratulate and inform you that a deal has been reached and “Anti-Life” will now be made under a union contract!!!” At call time, the union representatives outlined the deal, which included a pay increase of at least 60%, health and pension benefits back

to date of hire, and all the protections that come with a collective bargaining agreement.

Organizing is our opportunity to amplify your voices with the goal of better wages, pension, health and working conditions. Time and again, these entertainment companies learn that trying to hide from the union is an expensive mistake to make. Keep reporting your jobs, and we’ll be there to support you.



BUILDING THROUGH NEGOTIATION: CLIMBING THE LADDER RUNG BY RUNG

Throughout the summer and fall, it’s been a busy cycle of negotiations in the Motion Picture and Television Department. Pay TV (HBO Entertainment, Showtime and STARZ) and HBO Films have concluded negotiations. Netflix and the National Low Budget Theatrical Agreement are currently underway.

In every negotiation we aim to introduce improved working conditions to continue strengthening our contracts. By winning these new conditions in one agreement, we can then take them into our next negotiations with a different employer. For example, 10-hour rest periods and weekend rest were first won in the Low Budget Theatrical Agreement.

In the new Pay TV agreement for episodic/series production, we expanded the rides or rooms provision after any 14-hour day worked to all productions. Also, the enhanced penalty for invasion of the rest period after two 14-hour days now includes pilots. Distant hire idle day pay went from a flat \$60/day up to 4 hours of straight time. This vast improvement puts idle day pay in line with the Basic and Area Standard Agreement. The nearby hire living allowance increases \$21 per week over the life of the contract. Benefits into the National Benefit Funds match or exceed those contained in the Low Budget Agreement and increase in each year of the agreement. By changing the qualifying conditions, those who

qualify for unworked holiday pay expanded, and this contract now contains the strongest no discrimination language of any of our Agreements. As the wages are per the applicable Majors’ Agreement, with higher meal penalties than the Majors Agreements, a 10-hour daily turnaround for all employees, and a new provision of 12 hours of turnaround after the seventh day of work, the Pay TV agreement is not only aligning with, but beginning to exceed, the Majors’ Agreements.

After the Pay TV agreement with HBO, Showtime and Starz (for series production), we negotiated with HBO Films for their Long Form and mini-series production. Our core goals during these negotiations were to apply the improved working conditions that we fought hard for in the Pay TV agreement and to address the wage rates for HBO mini-series, most of which are now very high-budget productions. We achieved both. Everything gained in the Pay TV Agreement will apply to HBO films and mini-series and HBO mini-series that begin pre-production on or after September 1, 2020 will pay the full first-year series rates; MOW rates will no longer apply for these productions. This is an important precedent to set for these high-budget limited series.

We look forward to reporting on the status of the Low Budget Theatrical Agreement and Netflix Agreement negotiations in future articles.

ORGANIZING LOOKBACK:

Effects and Results from a Campaign to their first Successor Contract

In August 2014, the IATSE received a phone call from a Stagehand at the Oregon Shakespeare Festival (OSF) which led to a successful organizing campaign, a first contract, and a newly chartered local union. It has been five years since then and now Local 154 is back at the negotiating table working on their first successor contract. Sitting down with part of the negotiating team, President Amanda Sager, Business Agent Courtney Cunningham, Vice Presidents Tobin Roggenbuck and Jack Buckley spoke with International Representative Radar Bateman to talk about what they have learned from this experience and how having a collectively negotiated contract has affected the lives of these young entertainment professionals.

The Officers, thinking back to when the organizing started, noted that the majority of the employees at OSF moved from other places. “I moved for a part-time follow spot job with the hope of additional hours. I saw a show my senior year of high school, thinking that this place is magical,” said Roggenbuck. They all came to OSF for the rich history and reputation of quality shows and amazing work on stage and off. To a theater nerd, it was the “theater mecca.” At the time, OSF did not have a Union representing Stagehands. Management made changes such as reducing hours and guarantees. All under the rationalization of making the company more efficient and saving on OSF’s expenses. These types of issues led to some technicians inquiring about joining the IATSE.

It was a diverse group of people with different union experiences, some good, some not. Many of the workers were scared and angry that some of their co-workers had called the IATSE. “It was a desperate cry for help from my department that I didn’t think would

be successful, because everyone else was treated better,” said Buckley. He added, “If this didn’t pass, I would have been fired.” Not because Jack did not have the skills needed to do the work, but because of the resistance to organizing from some on his team. They all agreed that taking this step for change was terrifying, and they feared that OSF would retaliate and not renew their contracts for the next season.

Sager said, “At these meetings, it was like a light switch that went off for some of us. Hearing how our coworkers were treated was enlightening because not all managers treated their crew bad.” The Electrics Department was different. They overwhelmingly did not support the Union. “Our manager was a member of the IATSE, and we had “Union like” conditions on the job where he treated us with respect. But as soon as they were fired, we realized how much we needed the Union” said Roggenbuck. “It didn’t matter what the past practice was if you don’t have a contract to defend it” he said, referring to changes in the Electrics Department.

The group recalled the “Battle Royal,” the debate meeting where management tried to pit workers against each other to tear them apart. “[IA Rep Radar Bateman] had armed us with other contracts from different theaters showing how flexible a contract could be.

Cunningham echoed this sentiment, “You hold your own interests better than management, especially when you link yourself to each other and stand as a group. There was a way of thinking that management was our advocate, and they can do it better than this outside Union, but the truth is you are the Union. You have a voice that is equal with everyone else standing together. That serves you much better in the long run.”

Bateman noted that as an organizer, the coaching that went into educating the crew with facts before they went into this captive audience meeting with the employer was so essential. This pivotal point in the campaign could have stopped the campaign in its tracks or resulted in a lost election. It is essential that the workers are ready for

what management is going to put them through.

Regrettably, for many unrepresented workers it is commonly assumed that you should be thankful for the work you get. “Before the Union, I can’t describe all of the unsafe stuff I did to get the work done and impress my manager. All so that he would like me, and I would move up and it worked. These unsafe practices were encouraged by management. If anything had gone wrong, I would not be working as a stagehand now or maybe not even be alive. And that is not ok. That is not how things should work,” said Buckley.

Roggenbuck jumped in, “Management only cared about you so that you would do that job. If you started asking questions or said something is unsafe, they just say to you “Do the job!” But now with the Union, they say let’s take a look at that and solve it and make it safe. Management is looking at the numbers and people in a work capacity. The Union cares for people.” By coming together, we built a community that looked out for one another and that pushed for positive change. Unsafe conditions are addressed now, and it is not because

management gained a conscience, but because workers have the confidence to say no to unsafe things. they are now confident they are protected by the contract from unfair firings.

By becoming an activist for change you also inherent the duty of leadership. “What I didn’t expect was the responsibility of the membership,” said Buckley. Additionally, he said, “Officers need to use the contract to make managers do their job. The employer doesn’t want to do anything that is not easy for them and now we have a contract that makes them do it. We have become the aggregate voice for our co-workers. You have to be the face, but I don’t live in fear of my job not being there.” Sager added, “I like my co-workers way more. We are working with each other to protect our contract.”

“That contract is everything. It is the difference between my supervisor not liking me and my supervisor loving me. It levels the playing field. It makes everything so easy, providing stability, constancy, and security,” said Cunningham. Roggenbuck jumped in with “It is empowerment. It is black

and white. A contract that management agreed to and now they cannot back out of their commitment.”

“You can make a bigger impact than you imagined. You can change things for the better in massive ways and in small ways. It will be very hard, but it will be very worth it,” Cunningham concluded. Five years later, there is a brighter future for these workers. They see that by working with each other, they are stronger. Sager stated that this unit is stronger than they were when this whole thing started. Bateman agreed, “I do believe this is true, a small group of people took advantage of all the opportunities that our strong Union and our leadership have offered them. They are much more powerful for it.” From their first call asking for help, joining together in union with an election and first contract, attending the IATSE Officer Institute, and now participating in the Oregon AFL-CIO they have come a long way. By teaming up with their fellow workers they better the labor movement as a whole and embodies President Loeb’s message of Growth Equals Strength.



From Left to Right: Local 154 Vice Presidents Valerie Lawrence, Jack Buckley, Tobin Roggenbuck, President Amanda Sager, Business Agent Courtney Cunningham, Vice Presidents Celia Rivera Neeley and Cara Wade.

LOCAL ORGANIZING ACTIVITY

WON ELECTION

LOCAL

LOCAL 3
LOCAL 18

EMPLOYER

HEINZ HISTORY CENTER
RIVERSIDE THEATER

UNIT

AUDIO VISUAL TECHNICIANS
STAGEHANDS

FIRST CONTRACT

LOCAL

LOCAL 16
LOCAL 16
LOCAL 16
LOCAL 28
LOCAL 28
LOCAL 28

EMPLOYER

PRESIDIO THEATER
AMBASSADOR THEATER GROUP
CHASE CENTER ARENA
ELDEN ELECTRIC
THINK AV
AVSC

UNIT

STAGEHANDS
STAGEHANDS
STAGEHANDS
STAGEHANDS
AUDIO VISUAL TECHNICIANS
AUDIO VISUAL TECHNICIANS

VOLUNTARY RECOGNITION

LOCAL

LOCAL 28
LOCAL 28

EMPLOYER

WORKBOX PRODUCTIONS
PORTLAND OPERA PROP AND CARPENTRY SHOPS

UNIT

STAGEHANDS
STAGEHANDS

RATE CARD TO CONTRACT

LOCAL

LOCAL 417

LOCAL 127
LOCAL 127
LOCAL 127

EMPLOYER

DURHAM PERFORMING ARTS CENTER
MAKE-UP/HAIR
FREEMAN DECORATORS
GLOBAL EXPERIENCE SPECIALISTS
PEROT MUSEUM OF SCIENCE

UNIT

STAGEHANDS/WARDROBE/

STAGEHANDS
STAGEHANDS
STAGEHANDS

The Event Safety Summit 2019--Wednesday, November 20 – Friday, November 22, 2019--is an annual conference put on by the Event Safety Alliance. The summit caters to entertainment industry professionals who are interested in learning about/improving safety standards in the industry. This year's summit featured almost 30 presentations, workshops and networking opportunities for attendees.



From left to right: Nick Arancibia, Local 22, Allison Helms, Local 22, Bill McCord, TTF/Local 478, Robert Haycock, Chris "Goose" Ruble, Local 22, Jenny Estremera, Apprentice/junior member Local 16, Eddie Raymond, ICAP/Local 16, Anita Hartsock, Local 22, Mike Pittman, Local 13, Daniel Little, International Representative, Hannah D'Amico, Safety and Training Outreach Coordinator, Dave Garretson, International Representative, Genevieve Fanelli, Local 284 (President)

A Historic Vaudeville Road House Goes GREEN

In the struggle to “GO Green”, the entertainment industry is aiming to reduce, reuse and recycle wherever possible. One way theaters can get on board is to find power-saving measures to implement within performance and nonperformance spaces. Over the last two decades, as LED technology has progressed, theaters have worked to find ways to introduce these modern lamps into their spaces.

On stage, the tech has been driven by the productions and the ever present need to impress audiences and broaden design. When it comes to lighting the lobbies, hallways, basements, dressing rooms and audience halls, the task has typically fallen to building engineers. At the historic Balboa Theater in San Diego, California owned by the City of San Diego’s Redevelopment Agency and managed by San Diego Theatres this responsibility is the domain of Director of Engineering, Lyle Mardis. He and Senior Engineering Manager, Erik Engstrom along with their team have been the driving force for energy efficiency since the building was renovated and reopened in January of 2008.

The Balboa Theater, originally built in 1924, is a historic 1,339 seat, proscenium style house (under a Local 122 contract). The performance hall has four large chandeliers with two hundred lamps. Under the balcony there are sixteen pendants with one hundred twenty-eight lamps. As well as fifteen down lamps and some architectural decorative LED tape.

When the space reopened the chandeliers and assorted houselights fixtures were a variety of incandescent lamps with a relatively short life and high wattage, which required constant maintenance. A complete re-lamping was required annually by four maintenance personnel and took two days to complete. The cost of replacement lamps, labor hours and energy was a driving force for finding a more efficient lamp to use. So, Lyle and his team conducted a cost savings analysis to find a solution. With support from the board of directors they endeavored to replace as many lamps as possible with high efficiency LED lamps, without detracting from the buildings historic ambiance.

The first task the engineering team tackled after the building reopened was swapping out the variety of lamps in the theater lobby as well as the theater blade sign which had nine hundred and two lamps. By the beginning of 2017 they were able to complete the conversion to LED lamps throughout the house and

dressing rooms as well. Post conversion the engineering department figured a 90% reduction in energy cost and use for the non-stage spaces.

- Chandelier electrical savings of \$4,700/year
- Wagon wheel pendant lights savings of \$5,031/year
- Dressing room lights savings of \$15,969/year.
- Blade sign lights savings of \$3,931/year

Overall, based on an eight hour day, five days a week, the cost savings estimate for energy alone came out to \$29,631 per year.

With the success of the lamp conversions, the San Diego Theatres Engineering Department is continuing to find other ways to reduce their carbon footprint. By the end of 2019 the building will install a reflective roof and anticipate adding a small solar array as well in the future. This is further proof that sustainability practices can have a large effect in relatively small spaces.

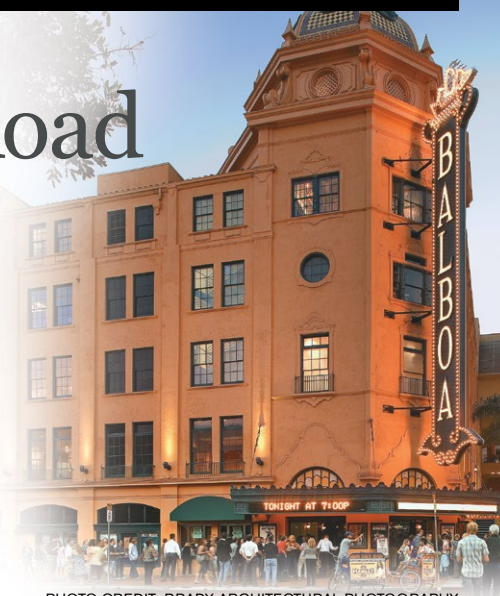


PHOTO CREDIT: BRADY ARCHITECTURAL PHOTOGRAPHY

OUT OF THE SHADOWS AND INTO THE LIGHT

How IATSE is advancing members' mental health and wellness

For Christopher Wilenta, the word “stress” didn’t come close to defining what he was experiencing. A member of IATSE Local 4 and Head Electrician at the Brooklyn Academy of Music’s Harvey Theater, Wilenta was in the midst of a difficult divorce, while at the same time experiencing financial troubles because he was on furlough over the summer.

“I was very fortunate to have a close friend who’s also in the business who knew what I was going through,” Wilenta recalled. “She knew I needed to find a new mental health professional at a time when money was very tight. So she sent me a link that she thought would be helpful and suggested I take a look at it.”

That link was to Behind the Scenes, one of several non-profit organizations — including The Actors Fund and the Motion Picture & Television Fund (MPTF) — devoted to the well-being of IATSE members and other entertainment industry workers. Behind the Scenes offers counseling grants to defray the out-of-pocket costs associated with treatment from mental health professionals, whether due to deductibles, co-payments, or from seeing a therapist out of network.

Wilenta applied for and received a counseling grant, and “it was instrumental in giving me what I needed,” he said. “I have wonderful health insurance [through the IATSE National Benefit Funds], but most mental health providers are out of network, and I would have had to pay up front and wait for reimbursement checks at a time when that wasn’t an option.

The grant basically carried me through the summer and enabled me to work with my mental health care professional as much as I wanted and needed. And then, when things got busy again, I was in the right frame of mind to move forward.

Wilenta came forward to tell his story because, “I was given a tremendous gift that I’m very grateful for,” he explained. “And a big part of doing the right thing is to give back what I’ve been given.

“I’ve lost more than one friend in this business to suicide and I don’t want any of us to think we’re alone in this,” he said. “Stagehands are terrible at taking care of ourselves. We take care of everybody else, but we’ll run ourselves into the ground physically and emotionally.

“We need to recognize there is no shame in taking care of yourself,” Wilenta said. “There’s no shame in doing what needs to be done to protect yourself and your family. This is one of the hardest businesses out there and we need to support each other. The biggest thing is we need to accept that we need to make time in our lives to do this.”

Shelley Bibby, Business Agent of IATSE Local 849 in Nova Scotia, is also speaking out and doing what she can to promote mental health awareness and suicide prevention. She was already trying to gain funding for a mental health first aid course she wanted to offer her Local's members when she received the worst news imaginable — her 27 year-old stepdaughter had died by suicide. This was truly an IATSE tragedy — both of her birth parents and both of her step parents are IA members.

"It's motivated me to try to make other people aware of signs, of paying more attention to indicators that could be there," Bibby said. "You can't turn the clock back and don't want to live your life with regret. But I wish I had known more at the time about what signs to look for and what actions I could have taken to help. This made me more resolved than ever to get that mental health first aid course."

Bibby reached out to International Vice President and Director of Canadian Affairs John Lewis, and International Trustee and Director of Education and Training Patricia White, and she joined the Steering Committee of Behind the Scenes, assisting in the development of a mental health initiative for entertainment industry professionals.

"I've seen a lot of substance and alcohol abuse," Bibby said. "There's a lot of stress in our business. The work is irregular, especially in the Maritime Provinces. So people use other means to de-stress. They self-medicate. So I've been working to add inpatient rehabilitation coverage to our Local's benefit plan — even in Canada, getting mental health coverage is not as easy as it seems."

"We have to start by knowing where the pressure points are," she said. "We need to know the best way to reach out and help people. We need to get rid of the shame. If someone dies of a heart attack, there's no whispering about it. But there is with suicide. And that has to change. People's lives are at stake."

MENTAL HEALTH MATTERS

Mental health, substance abuse and suicide present massive public health challenges throughout North America. In the U.S., between 20 and 25 percent of the population has a diagnosable mental and/or substance use disorder in any given year — yet only 40 percent of these individuals get treatment. And suicide is the tenth leading cause of death in the U.S., claiming the lives of over 47,000 people.¹ The prevalence of mental illness and suicide is virtually the same in Canada, as well.²

The entertainment industry doesn't exist in a vacuum and IATSE members are not immune to these issues. In fact, there is some evidence industry workers are affected at higher rates than the general population.

While detailed studies have not been done, the U.S. Substance Abuse and Mental Health Services Administration (SAMHSA) has found that among nineteen broad industry categories, workers in the "arts, entertainment and recreation" industries ranked second in "past month illicit drug use," third in "past year substance use disorder," and fourth in "past month heavy alcohol use."³

In addition, the National Center for Biotechnology Information of the U.S. National Institutes of Health found that

among twenty-two broad categories, women in the "arts, design, entertainment, sports, and media" industries had the highest suicide rate, while men had the second highest suicide rate.⁴

While these categories go far beyond the IATSE family, anecdotal evidence indicates these are major issues throughout the IA. "We live in a world where mental health, substance abuse and suicide are problems everywhere," White said. "The nature of our work is a contributing factor, but so is the pace of modern life, the Internet and social media for younger people, and the opioid crisis. We're not in some bubble where this only affects us."

*"This is one of the
hardest businesses
out there and we
need to support
each other."*

**CHRISTOPHER WILENTA
IATSE LOCAL 4**

1 Sources: Vibrant Emotional Health and U.S. Centers for Disease Control.

2 Source: Canadian Mental Health Association. <https://www.camh.ca/en/driving-change/the-crisis-is-real/mental-health-statistics>

3 https://www.samhsa.gov/data/sites/default/files/report_1959/ShortReport-1959.html

4 <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6290804/table/T3/?report=objectonly>

“Our members often don’t have weekends,” said International Vice President and Director of Motion Picture & Television Production Mike Miller. “They’re going to work when most people are coming home or often coming home when others are going to work. IA members are often expected to work fourteen or more hours in a day. And they can be on tour or on distant locations for feature films and TV work for months at a time. When that happens, it can put a lot of stress on a family.”

“An academic we work with has studied what he terms ‘precarious work’ and the additional stresses it places on people that go beyond everyday stresses of modern living,” Lewis said. “When your work is temporary and you don’t know where or when your next job will be, the incidence of mental health and substance abuse is often going to be significantly higher.” “We’re working hard to ensure that our members have the resources they need to address any mental health issues they have,” Miller said. “The Motion Picture Industry Pension and Health Plans and the IATSE National Benefit Funds have robust health care options for all types of medical issues, including mental health. We work very closely with the Motion Picture and Television Fund, The Actors Fund and Behind the Scenes to support the health and wellness of our members and offer resources to help them through difficult times. And we’re committed to doing more.”

“We’re figuring out how to get a clearer picture of how prevalent these issues are,” White explained, “what tools and resources are available, what might keep people from utilizing them, and what other resources they might need. Step one is the online survey conducted by Behind the Scenes to get a sense of how many people in the industry are experiencing anxiety or depression, have thoughts of suicide, have problems with alcohol/substance misuse, are reacting to traumatic events, or are seeing signs of any of these issues in co-workers or colleagues. From there, we’ll have the road map to take the next steps.”

“We’ve come a long way,” Lewis said. “To a large extent, we’ve eliminated the stigma of talking about these issues. We talk about mental health at membership meetings and new member orientations, making clear that as an IA member, you’re not isolated, you’re working with like-minded people. Our strong culture of the IA helps — people feel they can reach out to their brothers and sisters. And we encourage members to counsel one another, to be aware of whether their co-workers appear to be struggling or are missing work, and to speak with them and offer help. Right now, many local unions



Local One Members Isaac Silver (left) and Kayleigh Truman (right) flank Trustee Joe Valentino at the 2019 Out of the Darkness Walk in New York.

are taking the lead and breaking new ground in this area, many of their health plans include Employee Assistance Programs that offer counseling and other services, and we’re looking at how we can expand on this web of support and services further.”

LOCAL UNION INITIATIVES

A large number of IATSE Locals have made mental health and wellness a top priority and spearheaded innovative programs to assist members in need of help and to offer members the tools to reach out and help their brothers and sisters who face struggles. Here are four among many:

Local One

Local One in New York has partnered with The Actors Fund to provide a free, confidential Member Assistance Program (MAP) for all members and their families who are health fund participants. This includes short-term counseling, support and referrals to help address personal, family and work issues such as stress, depression, anxiety, family pressures, marital and relationship difficulties, domestic violence and bereavement. It also includes assessment and referrals for substance abuse or addiction to a wide variety of treatment programs, and a 24/7 mental health hotline.

“For last two years, we’ve done a lot of outreach on opioid awareness,” said Local One Administrative Secretary Michael

Caffrey. “We’ve worked with the National Guard and New York City Department of Health to distribute [the opioid antidote] Narcan and provide training in how to use it, so we can save lives if anyone has an overdose.

“We also had Department of Health put on a mental health first aid class,” he said. “It was a full eight hour day with two instructors. They taught us how to approach someone who might be regularly late for work, whose job performance is suffering or who shows other signs of struggling with mental health or substance abuse issues, and how to respond in the right way.

“And I can’t say enough about The Actors Fund,” Caffrey added. “They’re there if a member has a drug or alcohol problem, or if we suspect a member may be thinking about suicide.”

In October, Local One took a leading role in New York’s Out of the Darkness Walk, designed to raise awareness about suicide prevention. Trustee Joe Valentino spearheaded Local One’s efforts. “I’ve lost a couple of friends to suicide and have some friends with addiction problems. The two go hand in hand, and I want to help do something about it,” he said. “It’s a tough subject to talk about, but it’s a real thing. I was just trying to raise a little bit of awareness for people who might not know that we have our own social worker and The Actors Fund available to help them and hopefully save some lives.”

Local 891

A pioneer in providing mental health services to members, Local 891 in British Columbia has a model Employee Family Assistance Program (EFAP), a confidential and voluntary counseling support service. Many other Canadian Locals’ health plans offer their own EFAPs, as well. Under the program, members are entitled to see a social worker or therapist to help with any personal, family or work-related issues, up to ten sessions per case. And Local 891’s health plan provides 70 percent reimbursement for the costs of entering a drug or alcohol rehabilitation program.

These benefits are particularly valuable because while Canada’s publicly-funded universal health care plan covers visits to physicians, it generally does not cover visits to non-physician providers, such as mental health counselors.

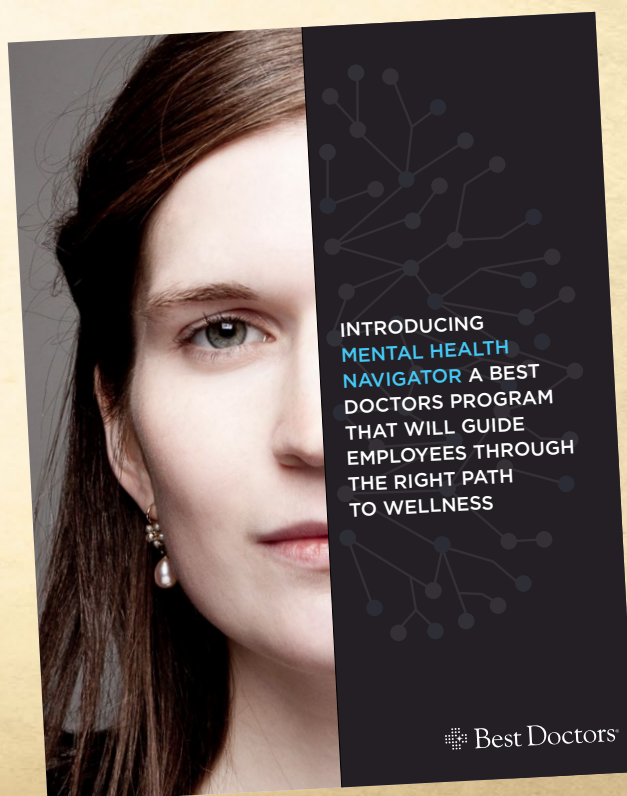
In addition, Local 891, Local 669, and other industry unions founded Calltime Mental Health, a Province-wide campaign to reduce suicide, deaths and injury among British Columbia motion picture workers. It’s designed to reduce the stigma associated with mental health challenges, illness and substance abuse; increasing member self-awareness and education; and

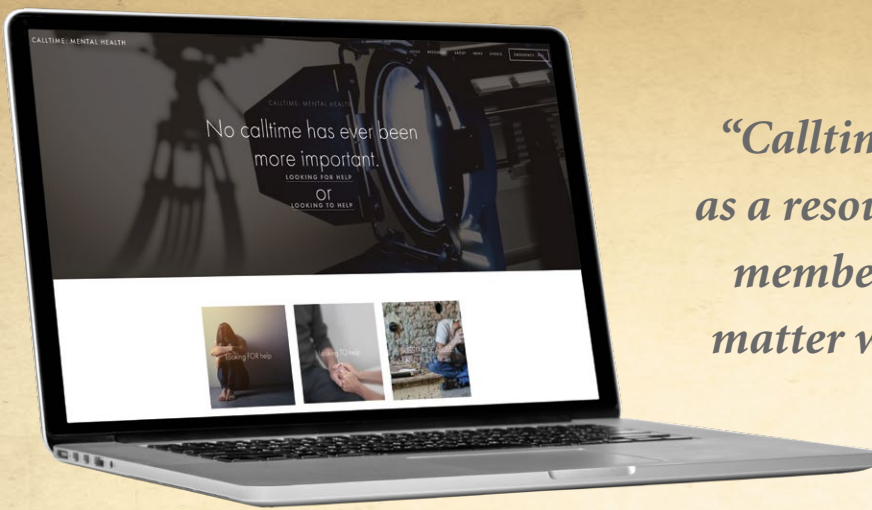
direct members, their families and co-workers to available resources and health benefits. It’s also designed to create a culture where members feel safe at work and empowered to ask for and offer help. And it includes a website (calltimementalhealth.com) with links to health benefits and programs available to each union’s members.

“Calltime Mental Health is meant as a resource, a one-stop place where members can get information no matter what union they belong to,” said Local 669 Vice President Christina Kasperczyk. “It’s driven by an increasing awareness of mental health issues in our industry, including suicide, addiction, and opioid overdoses. The website highlights the resources each union has for its members and it’s meant as an entry point for

“I’ve lost a couple of friends to suicide and have some friends with addiction problems. The two go hand in hand, and I want to help do something about it.”

**JOE VALENTINO
LOCAL ONE TRUSTEE**





“Calltime Mental Health is meant as a resource, a one-stop place where members can get information no matter what union they belong to.”

CHRISTINA KASPERCZYK
LOCAL 669
VICE PRESIDENT

members who want information about how they can help their friends, family members and co-workers.”

Local 891 and other Canadian Locals are also participating in a mental health first aid course put on by the Canadian Mental Health Association. “This is an accredited course but many Locals are sending staff and members to it,” said Local 891 President Keith Woods. “It’s about how to recognize issues, how to talk to co-workers you’re worried about in the workplace, and when to call in professional help. This is an area that hadn’t been talked about much until recently, and public awareness and education are required at all levels to pull it out of the shadows.”

Local 44

Affiliated Property Craftspersons IATSE Local 44 in Los Angeles launched a Social Services Department to assist members on a one-on-one basis and to connect them with resources they might need. Many of these services involve issues such as planning for retirement, how to enroll in Social Security and Medicare, or how to file for disability benefits or paid leave. The Department helps members experiencing a catastrophic event, such as a losing a home due to wildfires, car accidents, serious illnesses or sudden deaths. And the Department helps members with mental health, substance abuse or related problems.

“We have representatives on hand to talk with members who call either because of an issue they’re facing in their own lives or because they’re concerned about someone they work with,” said Local 44 Secretary-Treasurer Anthony Pawluc. “We can then connect members with MPTE, The Actors Fund or other organizations that offer counseling and other forms of assistance. We’re the launching point to get them there.

“We publicize our Social Services Department when new members are initiated, at membership meetings, through brochure or on our website,” he added.

“Sometimes a member calls about his or her own situation and sometimes it’s about someone else,” said Local 44 Social Services Director Jennifer Mastopietro. “I’m a licensed clinician, so I try to identify what the immediate need is and whether there’s an immediate risk of harm. Depending on that, we can refer a psychiatric mobile response unit, refer for a wellness check from non-emergency police dispatch, or make referrals to the right service providers.

“There is now greater awareness of mental health, depression and suicide,” she said. “So we often get calls from members concerned about other members. We strongly encourage that, because people in the midst of their own struggles are often reluctant to come forward, and the concern and caring of fellow members is often the key to getting the help they need.”

Local 479

One of the first Locals to launch a mental health and substance abuse initiative was Local 479 in Atlanta. “About seven or eight years ago, I was working in the field as a medic,” recalled Billy Deacon, Local 479 Field Representative and Director of the Substance Abuse Recovery Program. Local 479 Business Agent Mike Akins “asked me to serve as a liaison to our membership. Mike knew I was in recovery and was already helping my brothers and sisters as an avocation — and that’s how our program got started.

“We put together a pamphlet to get out to people who might be struggling, whether with mental health, substance abuse or even gambling addiction,” he said. “We give it out in our new members’ packet, too, so they have a way to contact someone if they need help.

“We have people who call us about depression and we work to connect them with the services they need, whether it’s a therapist, rehab or hospitalization,” Deacon said. “It’s always completely anonymous. In addition, we regularly visit

treatment centers so we can give members some informed choices about where to go so they can figure out the best match.

"And we follow up long-term," he explained. "When people come out of treatment, the stark reality of life hits them and we all need help. So we try to connect them with other members in our Local with decades of sobriety. And we provide information about where and when the closest Alcoholics Anonymous or Narcotics Anonymous meetings are held.

"We also gave Narcan to every medic off- and on-production," he said. "Our Board voted to do that. We take these issues very seriously.

"Addiction is a disease that tells you you don't have it," Deacon noted. "Denial is as much a part of the disease as the addiction itself. So we need to get the word out. It's all about saving lives and taking care of our members.

"We welcome ideas from other IA Locals as to how they are addressing these issues, he added.

HEALTH INSURANCE PLANS

Many U.S. IATSE members receive their health insurance coverage through either the Motion Picture Industry Pension & Health Plans (MPI) or the IATSE National Benefit Funds (NBF), multiemployer plans directed by boards composed of union and industry representatives. Both plans cover mental health care (including alcohol and drug rehabilitation) as well as physical health care.

All of the health plans offered by MPI — Anthem BlueCross, Kaiser Permanente, Health Net, Oxford Health Plans and Anthem Medicare Preferred/Medicare Advantage — offer the full scope of behavioral health services. "Behavioral health disorders are real, common and often treatable," said MPI Chief Executive Officer David Asplund. "If you have one, know there is help available to you."

The MPI also offers Medication Assisted Treatment (MAT) for substance use disorders. "This can be very effective treatment," said Dr. Janice Spinner, Chief Medical Officer. "Through Express Scripts, participants and dependents have coverage for medically necessary behavioral health, substance use disorder, and psychiatric medications when prescribed by a physician."

The NBF has similar policies. "Mental health, cognitive and behavioral services rendered by licensed therapists, psychiatrists, social workers, and other providers are reimbursed in the exact same manner as any other health condition," said NBF Executive Director Anne Zeisler. "Those reimbursements comport with the in-network requirements, copayment, and deductibles as outlined by the level of Plan the participant is enrolled in. Inpatient rehabilitative services for substance abuse and mental health issues are covered in accordance with which Plan the person is enrolled in (A, C1, C2, C3, C4 and Triple S). Spouses and dependents are covered as well.

"We are committed to making sure our participants and their families get the most out of the benefits they work hard to obtain," she said. "We are here to help guide you through the Plan, advocate for you when you're having difficulty and find resources for you when you need a helping hand. Our Live Health Online service provides behavioral health services without having to leave home. You can make appointments with the same therapist and speak with them via your smartphone or tablet. Reduced copays apply. We hope everyone reaches out for help when they need."

Canadian IATSE members are usually covered by their local unions' or employers' health plans. All typically cover mental health care. As noted previously, many have Employee Assistance Programs connecting members to mental health and substance abuse resources and treatment.

Of special note, members of Canadian Locals receiving health benefits from the Great-West Life Health Insurance Plan now have access to a Mental Health Navigator. This is a confidential service that provides an action plan tailored to the specific needs of each member seeking treatment. Members who

NEED HELP?
There is good news!
THERE IS A SOLUTION!

The contact information provided here can be your first step in addressing the issues that you have had no success dealing with on your own. The people you will be talking to have "been there and done that." You will be in good hands.

If it is determined that you need in-house treatment, the IATSE health care does provide up to a 30 day hospital stay! You must have coverage through Empire Blue Cross/Blue Shield for in-house treatment. If you have a different policy, please check with them to see if they will cover in house treatment for substance abuse.

Please contact me directly if you need guidance as to the best facility for the issue you are dealing with. I am here to help you!

Your privacy is my first concern. You will be protected!

I AM AVAILABLE AT
678.777.6204

BILLY DEACON
Director of Substance Abuse
Recovery Program
Local 479

- ALCOHOLICS ANONYMOUS -
Central Office 24 hour hotline
404.525.3178
www.aa.org

- NARCOTICS ANONYMOUS -
Midtown Atlanta 404.795.0355
South Atlanta 404.447.4957
East Atlanta 678.405.0840
North Atlanta 678.405.0825
www.na.org

- GAMBLERS ANONYMOUS -
Georgia Hotline 404.237.7281
Marietta / Douglasville 404.641.5327
www.gamblersanonymous.org

- CELEBRATE RECOVERY -
Faith Based Recovery
www.celebraterecovery.com

- OVEREATERS ANONYMOUS -
www.aa.org

call answer a series of questions and then speak with a Mental Health Navigator — a qualified nurse — who guides them through the process. A mental health expert clinician reviews the case and provides recommendations in a comprehensive report and an Action Plan for the member to follow.

SUPPORT ORGANIZATIONS

Four organizations devoted to the well-being of entertainment industry workers provide valuable support for IATSE members facing mental health, substance abuse, suicide or other issues in their lives, complementing the services provided by their union and their health plans. These include The Actors Fund, the Motion Picture and Television Fund (MPTF), Behind the Scenes and the Will Rogers Motion Picture Pioneers Foundation. Notably, International President Matthew Loeb serves on the Board of Trustees of The Actors Fund and the Board of Directors of the MPTF. Eddie Raymond, retired Vice President and Training Director of IATSE Local 16, serves on the Board of Directors of Behind the Scenes.

The Actors Fund

Founded in 1882, The Actors Fund serves all professionals — not just actors — in film, theater, television, music, opera, radio and dance through programs that address the community's unique needs. As noted previously, it works closely with Local One and many other IA Locals. "We are proud to say we help EVERYONE in entertainment and the performing arts, and we are here for ALL members of the IATSE," said Joe Benincasa, President & CEO of The Actors Fund.

Headquartered in New York, with offices in Chicago and Los Angeles, The Actors Fund offers many services to IA members, including financial assistance, career counseling, employment training, affordable housing, and senior care. A major and growing component of its work is in mental health care.

The Actors Fund has an Entertainment Assistance Program (EAP) providing short-term counseling, group counseling, assessments and referrals to all working entertainment professionals. Its Social Services Department offers two kinds of ongoing psychoeducational

Groups. One is made up of ongoing long-term groups built around peer support for such issues as addiction and recovery, living with HIV, caregiving and sexual harassment. The other involves eight-week, skills-based group cognitive-based therapy sessions designed to help people trying to manage general anxiety and depression. These skills-based groups have proven

so popular that The Actors Fund recently doubled the number offered.

"This group teaches you tangible ways to change how you think so you can reduce those symptoms," The Actors Fund social worker Lillian Gallina told Equity News. "It's amazing to see people in this industry come together around their personal mental health because there is such a feeling in this industry that you have to be doing well all the time."

"We all work together and are here to support you," she said. "For people who need immediate support, we are here and will stay with you to get you through a specific crisis."

While The Actors Fund has a medical office located in Times Square called The Friedman Health Center for the Performing Arts, help is always available for members no matter where they are working. They can call their regional Actors Fund office (New York City, Los Angeles or Chicago) and talk with a clinician who will conduct an assessment over the phone and connect them with local resources. For members on tour, free short-term phone counseling or teletherapy services may be options, as well. For more information, visit actorsfund.org.

There is a separate but similar Actors Fund of Canada, founded in 1958 and now known as The AFC, that works to help Canadian entertainment professionals maintain their health, dignity and ability to work. Anyone in the arts and entertainment community can call for compassionate, confidential, non-judgmental support with a tough situation.

The AFC can help IATSE members address problems they face and connect them with existing support systems and resources, such as identifying strategies to cope with stress, developing tools to tackle difficult situations, accessing community services, and information on mental health resources. For more information, visit afchelps.ca.

Motion Picture & Television Fund

Founded in 1921, the MPTF was originally devoted to providing charitable financial assistance to entertainment industry workers and retirees who had fallen on hard times. Over the years, it expanded to provide retirement living options, medical facilities and other services that can provide emotional and financial relief to industry professionals and their families.

Today, the MPTF serves 4,000 people annually, some of them on the grounds of its Wasserman Campus in Woodland Hills, CA, which includes the Samuel Goldwyn, Jr. Center for Behavioral Health and the Saban Center for Health and Wellness, and many more in the community and in other locations where

“It’s amazing to see people in this industry come together around their personal mental health because there is such a feeling in this industry that you have to be doing well all the time.”

LILLIAN GALLINA
THE ACTORS FUND SOCIAL WORKER

industry members work or have retired.

“We have social workers embedded at the UCLA-MPTF health centers,” said MPTF President and CEO Bob Beitcher. “If a physician encounters a patient who might have issues, including those related to mental health, he or she will introduce the patient to a social worker who takes over from there. The social worker may then refer the patient to a licensed mental health provider. It’s a team effort between the UCLA Health physicians and social workers in the field.

“We conduct extensive outreach to IATSE members and others in the industry,” he said. “We try to publish articles in newsletters, we attend business agent meetings and new member meetings, we participate in retirement seminars, and we try to reach people at every milestone event in their career. We also make set visits, conduct lunch-and-learns, and hold small group meetings.”

The MPTF is able to serve members living and working outside of Southern California, too. “Our services are just a phone call away,” Beitcher explained. “We also have a Daily Call Sheet program to reach people, especially retirees, facing social isolation and loneliness. It makes a big positive difference.”

Naomi Rodda, MSW, LCSW, MPTF Director of Home & Community-Based Services, noted that one area of focus is the “sandwich generation.” “This is a hidden population in the industry,” she said, “men and women who are caring for young children and caring for aging parents and trying to manage both roles at the same time. What happens if mom falls or a dad calls you twenty times a day because he has dementia? If you’re in the middle of shooting, you can’t just get up and leave. There’s

HOW AND WHERE TO GET HELP

In the U.S., if you or someone you work with is considering suicide, call the National Suicide Prevention Lifeline at **800-273-8255** immediately.



In Canada, if you or someone you work with is considering suicide, call Crisis Services Canada at **833-456-4566** immediately.

If someone you work with is experiencing an apparent overdose, dial 911 immediately. If there is a medic on set or if your union or employer has a Narcan kit on site, administer this life-saving nasal spray antidote immediately.

If you or someone you work with is struggling with issues such as depression, anxiety, or addiction to alcohol or other substances, take the following steps:

- Call your local union to see what resources and support are available.
- Call your health plan to verify coverage for the services needed.
- Call one or more of the entertainment industry support organizations:
 - The Actors Fund at **800-221-7303**.
 - The AFC at **416-975-0304**.
 - Behind the Scenes at **212-244-1421**.
 - The Motion Picture and Television Fund at **855-760-6783**.
 - The Will Rogers Motion Picture Pioneers Foundation at **888-994-3863**.

The most important thing is to speak out, reach out and get help today!

SUBSTANCE USE & MENTAL ILLNESS IN U.S. ADULTS (18+)

FROM THE 2014 NATIONAL SURVEY ON DRUG USE AND HEALTH (NSDUH)

Behavioral health (substance use and mental health) issues affect millions in the United States each year.

SUBSTANCE USE IN THE U.S.



MENTAL HEALTH IN THE U.S.



7.9 MILLION adults had both Substance Use Disorder (SUD) and Any Mental Illness (AMI)

Co-Occurring Behavioral Health Disorders in the U.S.

1. Any Mental Illness (AMI) is defined as individuals having any mental, behavior, or emotional disorder in the past year that met DSM-IV criteria (excluding developmental and substance use disorders).
2. Serious Mental Illness (SMI) is defined as adults with any mental, behavior, or emotional disorder that substantially interfered with or limited one or more major life activities.
3. Substance Use Disorder (SUD): Individuals with alcohol or illicit drug dependence or abuse are defined as having SUD. The questions used to measure dependence and abuse are based on criteria in the fourth edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM-IV).

SOURCE: Substance Abuse and Mental Health Services Administration, Center for Behavioral Health Statistics and Quality, 2014 National Survey on Drug Use and Health.

Substance Abuse and Mental Health Services Administration
SAMHSA
www.samhsa.gov



SAMHSA's mission is to reduce the impact of substance abuse and mental illness on America's communities.

always a fear of having a 'do not hire' asterisk next to your name. No one teaches you how to take care of your aging parents in high school or college. So some of our programming is designed to help people at this stage of life find balance.

"Our work is very personalized and each situation is different," Rodda said. "We'll ask a lot of questions and identify what concrete steps members can take to alleviate the burden. Sometimes, it's just reassurance that they're doing everything they need to do. Sometimes, it's helping people through anxiety and anger. It can seem like an overwhelming problem and we try to break it down. We help them navigate the maze."

"We've been doing this for nearly one-hundred years," Beitcher said. "We treat every case confidentially and we deal with every person holistically. We're not cookie cutter. We'll see the world through your eyes and figure out how we can help you. We help thousands of industry people every year — that number probably includes ten people working on your set and you don't even know it." For more information, visit mptf.com.

Behind the Scenes

The Behind the Scenes Foundation is a non-profit organization established in early 2005 to create and support charitable programs for the entertainment technology industry. Its main focus originally was to provide financial assistance to entertainment technology professionals with serious illnesses or injuries, and their families. But several years ago, Behind the Scenes launched a counseling fund. "We had an industry member come to us and say that after losing too many friends, we should encourage people to seek counseling early on before it becomes a major problem," said Executive Director Lori Rubinstein.

"We developed a simplified application process for our counseling grants," she said. "The only requirement is that the grantee receives treatment from a licensed therapist or rehabilitation facility. We're usually able to evaluate and approve grants within two to four days, and then can issue checks immediately. It's proven very helpful in many cases. Sometimes, IA members have to go out of network to find the right therapist for them — especially one who understands the unique stresses that come with working in this industry. Plus, members often have irregular hours and need to find therapists who can see people at night, on weekends or via Skype.

"The counseling grants have been available for several years now, but there have been more suicides, more cases of substance abuse, and it's apparent we need to do more," Rubinstein added.

That's why Behind the Scenes, with representatives from IATSE, The Broadway League, NBCUniversal and MusiCares, recently launched an online survey as the first step in developing a Mental Health and Suicide Prevention Initiative. While the results are not yet available, the response has been overwhelming, with many insightful comments by respondents.

Behind the Scenes is working closely with Vibrant Emotional Health (formerly the Mental Health Association of New York City), which operates the National Suicide Prevention Lifeline (1-800-273-TALK). "The Entertainment Services and Technology Association and the United States Institute for Theatre Technology brought Dr. John Draper, the Lifeline's Executive Director, to speak at a rigging symposium earlier this year," Rubinstein said. "He explained that the entertainment industry is one the industries with the highest suicide rates. They have developed programs specifically for others facing similar problems, like the NFL and the construction industry, and we want to craft an initiative tailored to ours, that speaks our language.

"Specifically, we'd like to develop materials like posters to go backstage that detail what to look for, what the warning signs are, and what to do if you see them," she explained. "It's natural to be afraid that saying something to a co-worker could make things worse, but in fact, talking does help. We want to give people some basic tools about how to ascertain if there is problem and then outline the early basic steps they can take to help people get help." For more information, visit <https://wp.behindthescenescharity.org>.

Will Rogers

The Will Rogers Motion Picture Pioneers Foundation provides financial assistance and supportive counseling to those who work in theatrical exhibition who are experiencing hardship due to illness, accident or underemployment. It provides both short-term and long-term assistance to veterans of the motion picture entertainment industry. It not only assists members with their immediate needs, but also identifies and supports the groundwork necessary for members' ongoing success.

The Foundation's social workers are available to provide confidential consultations and to help solve long- and short-term challenges. They can provide supportive counseling on mental health and substance abuse issues, bereavement counseling, comprehensive care assessment, health insurance advice and other services, while making referrals to other specialists as needed. For more information, visit wrpioneers.org.

WHAT MEMBERS CAN DO

It's vitally important for IATSE members to be aware of the array of services at their disposal for addressing mental health, substance abuse and other wellness issues through their local unions, health insurance plans, and entertainment industry support organizations. But what's even more important is to bring these issues out of the shadows and into the light — talking about them openly, removing any stigma, and acting affirmatively in support of our sisters and brothers.

"Our members have the 'show must go on' mentality," said General Secretary-Treasurer James Wood. "If you don't feel good, you suck it up. That has to change. Taking care of yourself and looking out for your sisters and brothers is not a sign of weakness — it's a sign of strength and courage."

"Mental health is every bit as important and as impactful as physical health," Miller said. "And illnesses around mental health can be just as devastating as cancer or any type of insidious disease. We need to address them the same, with no stigma or shame. An illness is an illness, not a character flaw. If you suffer from depression or addiction, it's no different than if you suffer from heart disease or diabetes."

"People often don't know where to turn," White said, "and it's up to all of us to spread the word about the resources and help that's available. The problems of mental health, addiction and suicide are too large for any one person or organization to solve, but everyone has to work on it and if we do it together, we'll make a difference."

"I'm not an expert, but I think all of us know instinctively when something's not right with our brothers and sisters," Lewis said. "I'm not talking about an isolated incident, but when it's regular and you see it, it takes courage to take action. You might think, 'It's not my business,' but we have to make it our business, about looking out for each other and being part of a supportive organization. We can't turn a blind eye and we can't sit idly by."

"One of the problems that's inherent in a freelance world is the fear of being singled out in some way," he noted. "There's

a fear that if you get treatment, you'll have some kind of black mark. We have got to get around that by having frank and real conversations amongst ourselves and with our employers. And there are some legal protections. It's a cultural shift. We must become less judgmental and more accepting. Slowly but surely we are getting there."

OUR BROTHERS' AND SISTERS' KEEPERS

"We are our brothers' and sisters' keepers," said International President Matthew Loeb. "That's the essence of trade unionism, the essence of solidarity. And it applies 100 percent when it comes to mental health and wellness."

"Our members are brilliantly skilled craftspeople applying their talents in creative and deeply fulfilling professions," he said. "But along with that come the realities of the entertainment industry, which often involve long hours, extensive travel, sporadic work and innumerable stresses. Of course, these can take their toll on personal and family life, as well. No one is more dedicated to the success of the shows and projects they work on than our members, but our members also need to take care of themselves and one another."

"The IATSE is committed to doing everything in our power to protect our members' mental health, to helping those who are struggling get well, and to preventing suicide," Loeb emphasized. "We are making investments and expanding our efforts to destigmatize these issues, to talk about them openly, and provide our members with the tools and support they need to be well and help others. We are working to help our local unions offer the resources to support our members. And we are continuing to partner with entertainment industry support organizations to ensure that they can best serve our members who need assistance."

"Nothing matters more than our members' well-being," he said. "And we're going to keep utilizing every tool at our disposal to ensure that our members can lead fulfilling, healthy, productive lives."

"The IATSE is committed to doing everything in our power to protect our members' mental health, to helping those who are struggling get well, and to preventing suicide."

MATTHEW LOEB
INTERNATIONAL PRESIDENT



TAKE FIVE STEPS TO PREVENT SUICIDE

Vibrant Emotional Health, which operates the National Suicide Prevention Lifeline, has developed five evidence-based action steps for communicating with someone who may be suicidal under the banner #BeThe1To. Members of IATSE should be aware of these steps and be ready to act on them if you sense that a co-worker is struggling.

1. **Ask**

Be up front. Asking the question, “Are you thinking about suicide?” communicates that you’re open to speaking about suicide in a non-judgmental and supportive way. That opens the door for effective dialogue about their emotional pain and can allow everyone involved to see what next steps need to be taken. Other questions you can ask include, “How do you hurt?” and “How can I help?” And you need to listen, taking their answers seriously. Help them focus on their reasons for living and avoid trying to impose your reasons for them to stay alive.

2. **Keep Them Safe**

After asking, it’s important to find out a few things to establish immediate safety. Have they already done anything to try to kill themselves before talking with you? Does the person with thoughts of suicide know how they would kill themselves? Do they have a specific, detailed plan? What’s the timing? What sort of access to do they have to their planned method? If the answers suggest imminent danger, call the National Suicide Prevention Lifeline at 800-273-8255.

3. **Be There**

This can mean being physically present for someone, speaking with them on the phone when you can, or any other way that shows support for the person at risk. An important aspect of this step is to make sure you follow through – do not commit to anything you are not able to accomplish.

4. **Help Them Connect**

Helping someone with thoughts of suicide connect with ongoing supports – including the Lifeline (800-273-8255) – can help them establish a safety net for those moments they find themselves in a crisis. You can also connect them with supports and resources through your local union, Behind the Scenes, The Actors Fund, MPTF and Will Rogers, or in your community.

5. **Follow Up**

After your initial contact with a person experiencing thoughts of suicide, and after you’ve connected them with the immediate support systems they need, make sure to follow-up to see how they’re doing. Leave a message, send a text, or give them a call. This is a great time to check in to see if there is more you are capable of helping with or if there are things you’ve said you would do and haven’t yet had the chance to get done for the person.

For more information, please visit www.bethe1to.com/bethe1to-steps-evidence/.

2020 IATSE Education and Training New Year's Resolutions



Sticking to New Year's resolutions can be tough. Whether the goal is to lose 10 lbs, save money, or spend more time with family, it can be difficult to plan and stick with a regiment that will help you succeed. But don't let the prospect of complications discourage you, because this year the IATSE Education and Training Department has developed an assortment of New Year's resolutions designed to help IATSE workers easily incorporate education and training into their 2020 plan. Each resolution is designed to cater to a worker's busy schedule. Feel free to accomplish as many resolutions as possible!

Resolution 1: Download the LinkedIn Learning app and complete one new class each month

LinkedIn Learning—formerly known as Lynda.com—is an educational platform that offers a broad scope of accessible and easy-to-use online trainings. With over 7,500 courses, the LinkedIn Learning online library is filled with high-quality, instructional videos that focus on everything from time management to Adobe Illustrator. Subscriptions are free through the IATSE Training Trust Fund for all IATSE workers. This year, we would like to encourage workers to download the LinkedIn Learning app, which can be downloaded on smartphones and tablets. The app was created to help make it easier to complete online classes while you are on-the-go. Follow this link to download: <https://mobile.linkedin.com/>.

After downloading the app, you can set a goal of how many courses you would like to complete in 2020—our suggestion is to try and start with taking at least one

course each month. Your craft and skill level will determine which courses you may be interested in, but if you're a computer/technology beginner we suggest starting here:

- Computer Literacy for Windows 10 By: Garrick Chow 2 hours 6 minutes.
- Computer Literacy for Mac By: Garrick Chow 2 hours 28 minutes.

There are many high-level courses, too, that teach you digital tools as well as classes in Excel and Microsoft Word, plus Leadership courses such as public speaking, strategic planning, and conflict resolution.

Resolution 2: Get your OSHA 10/GES® Card

OSHA 10/General Entertainment Safety® is a two-day training—developed by the IATSE Training Trust Fund—that combines entertainment industry knowledge with OSHA standards, laws, and regulations to inform workers about common occupational safety hazards.

After the training, workers will receive an OSHA 10 card to show that they have successfully completed the course. The IATSE Training Trust Fund sponsors several OSHA 10/GES® trainings throughout the United States each year. The trainings are free of charge to all IATSE workers (flight, hotel, and food expenses are not included).

Upcoming TTF sponsored OSHA 10/GES® trainings for 2020 include:

- Atlanta, Georgia—February 22 & 23, 2020
- Charlotte, North Carolina—March 7 & 8, 2020
- Nashville, Tennessee—June 27 & 28, 2020
- Baltimore, Maryland—August 15 & 16, 2020

Follow this link to apply for one of the upcoming OSHA 10/GES® courses: <https://www.iatsetrainingtrust.org/osha-10-ges>.

Want to bring the training closer to home? Your local union can request the

OSHA 10/GES® training through the IATSE Training Trust Fund website by following this link: <https://www.iatsetrainingtrust.org/borrow-our-osha-trainer>.

This resolution can be completed in as little as two days!

Resolution 3 (for union leaders):

Improve your leadership skills—

Sign-up for IATSE Leadership Training

IATSE Leadership Training is offered by the IATSE Officer Institute. Courses are listed online at <https://www.iatse.net/member-education/iatse-officer-institute>.

You can also take a labor studies course in 2020 through the IATSE Labor Education Assistance Program (LEAP). LEAP is a course reimbursement program that covers Officers, Officials, Trustees, and Executive Board Members in all local unions. Eligible members can be financially reimbursed for (1) labor studies course each calendar year. Interested in LEAP? Follow this link to learn more: <https://www.iatse.net/member-education/leap>.

Resolution 4: Complete the TTF Safety First!® Courses:

TTF Safety First!® courses are a series of free online trainings that are available to all IATSE workers through the IATSE Training Trust Fund. IATSE workers from all over the United States and Canada can benefit from these straight-forward courses that enable workers to become aware of workplace hazards through a training that is correct and easy-to-use. Each course runs between 35 minutes and 2 hours long, and each module contains a stop-and-start function that lets individuals complete the course at their own pace. TTF Safety First!® course topics include:

1. Basic Entertainment Safety (55 minutes)
2. Biological Hazards (45 minutes)

3. Chemical Protection (1 hour, 15 minutes)
4. Compressed Gases (44 minutes)
5. Confined Space/Small Space Awareness (40 minutes)
6. Electrical Safety (45 minutes)
7. Elevated Work Platforms and Aerial Lifts (35 minutes)
8. Ergonomics (45 minutes)
9. Fall Prevention and Protection (45 minutes)
10. Firearms Safety (45 minutes)
11. Hand and Portable Power Tools (42 minutes)
12. Hazard Communication: Workplace Chemicals (2 hours)
13. Noise Exposure (50 minutes)
14. Rigging Safety (1 hour)
15. Scaffold Safety (45 minutes)
16. Welding and Cutting (1 hour, 10 minutes)

In total all sixteen courses amount to approximately fifteen hours of class time in total, which breaks down to only 1.25 hours per month! Follow this link to get started: <https://www.iatsetrainingtrust.org/safetyfirst> and then complete as many classes as you choose!

Resolution 5: Become an AVIXA member and complete AVIXA online courses

Through a partnership with AVIXA—the Audiovisual and Integrated Experience Association—the IATSE Training Trust Fund offers an extensive audio-visual training program, as well as free AVIXA memberships and online AV courses. IATSE workers have access to AVIXA's premium membership, which affords you access to free introductory AV courses and a 15% discount on most trainings, free global trade show access, and members-only events. More info about the benefits of AVIXA membership can be found here:

<https://www.iatsetrainingtrust.org/avixa>.

The audiovisual industry is multi-billion dollar industry with a rapidly-growing job sector. 2020 is the perfect time to get involved by signing-up for your free AVIXA membership!

After registering, be sure to explore these free AVIXA online courses to get started:

- Quick Start to the AV Industry Online
- Essentials of AV Technology Online
- AVIXA-Recognized AV Technologist Test
- CTS Prep Online Networking Technology Online
- AV Math Online
- Event Setup for AV Techs Online
- Project Management for AV Online

Already an audiovisual professional? AVIXA also administers the Certified Technology Specialist™ (CTS®) program. CTS is an internationally recognized professional AV credential that tests a worker's knowledge, abilities, and skillset regarding audiovisual work. Through our AVIXA partnership IATSE workers are given access to free courses that will prep them for the CTS exam.

Resolution 6: Get certified!

Whether you want to get your CPR/AED certification for the first time or if you're on track to acquire your CTS or ETCP credentials—the IATSE Training Trust Fund offers certification reimbursement to help IATSE workers achieve these goals without breaking the bank. The New Year is the perfect time to start looking at your work experience and begin to consider which industry certifications can help further your career. For more information along with the rules/regulations that govern certification reimbursement visit: <https://www.iatsetrainingtrust.org/certification-reimbursement>.

EDUCATION AND TRAINING

Resolution 7: Have a training at your Local

We strongly encourage all Locals to offer training to their membership. The IATSE Education and Training Department has developed trainings that can be sent to Locals upon request. Training that IATSE Locals can request include:

- IATSE Steward Training—Steward Training was created to provide IATSE stewards with basic information necessary to perform their duties on the job. The training is meant to be taught by local union trainers and course materials were developed for use by all Locals, upon request. Steward training is available in both a U.S. and Canadian version. If you would like to bring IATSE Steward Training to your Local please direct all requests to hdamico@iatse.net.

- IATSE Road Show: “Why Unions Still Matter”—The Road Show is a traveling presentation that is available to all local unions. The Road Show teaches members about the important impact that unions and workers have on the growth of the economy and quality of life. The Road Show is available for both U.S. and Canadian Locals. Interested U.S. Locals may contact jhalpern@iatse.net and interested Canadian Locals may contact pdaprato@iatse.net.

Resolution 8: Reach out to the workers of the future

Young workers are our future. That is why the IATSE Education and Training Department offers courses like Passion & Pay to help keep young workers informed and up-to-speed with our ever-evolving industry.

- “Passion & Pay” is an educational tool that can be used by Local unions to promote student outreach. The training is a PowerPoint presentation that was designed to provide workers and students with basic information on what a union is as well as the nature of the entertainment industry. You can request for Passion & Pay to be sent to your Local by contacting jhalpern@iatse.net.

The IATSE Education & Training Department exists to facilitate culture of ongoing learning within the IATSE. We strongly encourage all IATSE workers to incorporate one or more of these eight educational resolutions into their New Year’s resolutions, and 2020 will be a safe and happy New Year for all.



OFFICER INSTITUTE 2.0, ORGANIZING COLUMBUS, OH, OCTOBER 4, 2019

Leonard M. Applefeld, 487
Aaron L. Berwinkle, 12
Brick Brickman, 489
Raymond L. Brown Jr., 479
Ryan Chavka, 22
Michael Buzz Dooley, 12

David Erdei, 764
Christina R. Fiers, 600
Andrea A. Friedland, 15
Anthony P. Galanti, 200
Robert D. Hooker, 283
Frank lafrate, 200

John Jett, 30
Margaret J. LaBombard, 764
Frank R. Lazarto, One
Michael K. Maley, 16
Martha J. Mountain, USA829
Brian Mulry, 30

Cory L. Parker, 478
Gregory G. Reeves, 728
Rebecca A. Swartz, 12
Brian L. Thomas, 12
Heather Williams, 871



**OFFICER INSTITUTE 1.0
MINNEAPOLIS, MN, OCTOBER 25, 2019**

Kevin C. Allen, IA	Randal T. Darabosh, 470	Alex J. Livland, 118	Wayne F. St. George, 634
Dorothy Karla Amos, 892	William A. Davis, 82	Dutch Merrick, 44	Eric St. Laurent, 118
Adriane A. Bennett, 540	Molly K. Diers, 13	Melanie R. Merritt, 795	Ana L. Stout, 99
Simonette L. Berry, 478	DeJon E. Ellis Jr., 80	Katie Murphy, 871	Victor J. Swircz, 795
Nolan Bettermann, 745	Sheryl Emmons, 874	Jamie R. Ostertag, 13	David H. Tellez, 873
Linda Bloom, 488	Paul Emmons, 80	Nicholas A. Prescott, 793	Rachel M. Thomson, 488
Tiffany M. Boivin-Brawley, 634	Marisa A. Frantz, 480	Brandy N. Romero, 480	Alexander J. Tonisson, 600
Jordan S. Both, 118	Valerie A. Gladstone, 798	Lewis Rothenberg, 600	Matthew Paul Vielle, 93
Steven D. Chaussee, IA	Theodore Q. Grant, 470	Jeremy D. Salter, IA	Winona S. Wacker, 600
BJ Clark, 285	Crystal J. Hopkins, 871	Wanda J. Shaffer, 772	David O. Whatley, 478
Mark Dann, 856	Jacob S. Hopkins, 824	Ken Simonson, 13	Manon J. Wilkes, 487



IATSE TRAINING TRUST FUND SAFETY FIRST! ONLINE COURSES

INTRODUCTION TO BASIC ENTERTAINMENT SAFETY • BIOLOGICAL HAZARDS • HAZARD COMMUNICATION: WORKPLACE CHEMICALS • CHEMICAL PROTECTION • ELECTRICAL SAFETY
FALL PREVENTION AND PROTECTION • ELEVATED WORK PLATFORMS AND AERIAL LIFTS
SCAFFOLD SAFETY • ERGONOMICS • NOISE EXPOSURE CONFINED SPACE/SMALL SPACE
AWARENESS • FIREARMS SAFETY • HAND AND PORTABLE POWER TOOLS
COMPRESSED GASSES • RIGGING SAFETY • WELDING AND CUTTING

www.iatsetrainingtrust.org/safetyfirst

DID YOU KNOW? LOCAL UNION TRAINERS CAN ACCESS THE INSTRUCTOR LED TRAINING (ILT) WEBSITE TO TEACH THESE COURSES IN A GROUP SETTING USING AUDIO NARRATION. VISIT OUR WEBSITE TO APPLY TODAY!

EDUCATION AND TRAINING

NEGOTIATIONS/COLLECTIVE BARGAINING PUBLIC SPEAKING & TELLING OUR UNION STORY

Dallas, TX | January 31 – February 1, 2020

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

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

PLEASE PRINT LEGIBLY

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

Return Completed Application via Email or Mail to:

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

Email: officerinstitute@iatse.net

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

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

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

PLEASE PRINT LEGIBLY

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

Return Completed Application via Email or Mail to:

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

Email: officerinstitute@iatse.net

EDUCATION AND TRAINING



**OFFICER INSTITUTE 2.0 - LOCAL UNION TRUSTEE TRAINING
NOVEMBER 15, 2019, NEW YORK, NY**

Bill Cassidy, 13
Michael C. Smogor, 30
Robert J. Carlyle, 44
Lesli M. Lytle, 44
Adam Zerkel, 44
Joseph T. Goodrich, 317
Paul Sakosky, 329

Bruce W. Bryant, 354
Earl Woods, Jr., 478
Arthur Paul Arndt, 480
Brian A. Pitts, 481
Ryan R. Bushman, 600
Kyle A. Borgogelli, 634
Alex (Axel) Green, 634

Jennifer C. Winslow, 695
Emily Gaunt, USA829
Dorothy Faria Amos, 892
Avery Bacon, 919
Martin Gil, 919
David Schraffenberger, 919



Pictured here is the Roundabout Theatre Theatrical Workforce Development Program—Cohort Four fellows who received their OSHA cards. This is the fourth year class of young workers who are in an intensive training program at Roundabout, in partnership with the IATSE and the New York Locals. President of Local USA829 Beverly Miller (not shown) was the instructor.



GROW YOUR LEADERSHIP SKILLS WITH CLASSES DESIGNED FOR IATSE LEADERS!

All courses suitable for both Canadian and U.S. Local Leaders, unless otherwise noted.

DALLAS, TX:

January 31 – February 1, 2020

- Negotiations/Collective Bargaining
- Public Speaking & Telling Our Union Story

I.A.T.S.E. OFFICER INSTITUTE

- Phoenix, AZ: February 10 – 14, 2020
for U.S. Local Unions Only
- Cleveland, OH: October 5-9, 2020
for both U.S. And Canadian Locals

ADVANCED I.A.T.S.E. OFFICER INSTITUTE "2.0"

- Secretary-Treasurer Cleveland October 5 – 7, 2020
- Organizing Las Vegas September 14 – 17, 2020
- Organizing New Orleans December 1 – 4, 2020

MORE TRAININGS WILL BE ADDED

Check the website often for new dates
and locations, applications, and
information about class content.

[http://www.iatse.net/member-resources/
member-education](http://www.iatse.net/member-resources/member-education)



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

Applicant Name (please print) _____

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

LOCAL UNION INFORMATION

Local Union _____

Mailing Address of Local Union _____

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

Contact's phone and email: _____

Local Contact Signature _____

CERTIFICATION

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

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

Applicant's Signature _____

FOR OFFICE USE ONLY:

Rec'd by _____ Approved Y N

Notified _____

Notes: _____

THIS FORM MUST BE ACCOMPANIED BY AN APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN A 2019-2020 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN PHOENIX, AZ (FEB. 10-14, 2020); OR CLEVELAND, OH (OCT. 5-9, 2020). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).



2019 NYC LABOR DAY PARADE





Tradeshow Community

The importance of having skilled IATSE members behind the scenes at tradeshow is a given. But what about having IATSE members out front at tradeshow? We're often not great at tooting our own horns, but IATSE Locals across North America are increasingly participating in industry tradeshow to showcase who we are and what we're all about. Few people read their theatre programs or watch the credits of their favorite movies or TV shows, so most people don't understand how many folks are involved in bringing the art they love to life, or how many career opportunities are available.

Another benefit of showcasing the skilled technicians we represent is our participation in the associations that bring together producers, employers and vendors to advance their segment of the entertainment and exhibition industries. The foundation of any good association is to increase awareness of the product through showcasing and education at their events, and to engage their community of interest. Our members benefit from additional education opportunities and can find outlets for community activism that directly affects our industries.

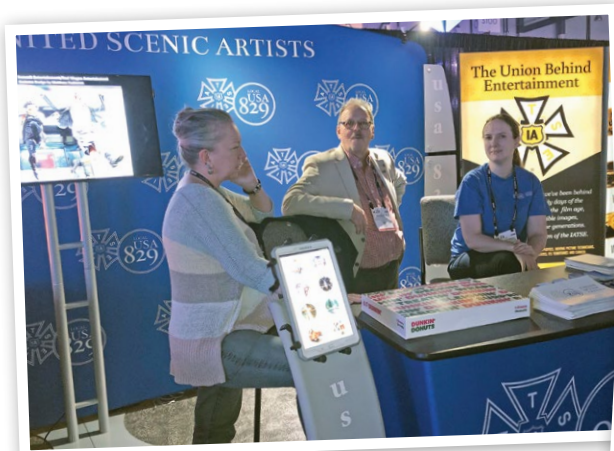
The IA is currently active in the following associations in the US:

INTIX: In 2017, Local 751 President Lawrence Paone and Local 868 Business Agent Anne Vantine requested President Loeb's approval in establishing an IA presence at INTIX, the annual conference produced by the International Ticketing

Association. They received that approval and the full support of staff including access to design elements, informational publications and handouts for attendees. Lawrence and Anne have continued to coordinate participation with their fellow Treasurers & Ticket Sellers' Locals and will be presenting an educational session at the 2020 event in New York City. President Paone commented "Having an IATSE booth at the INTIX tradeshow was the first step that we took to revitalize the craft of ticket selling. We were able to connect with a younger generation of ticket sellers and Box Office professionals and discuss ways to move our craft into the future."

<https://www.intix.org/>

EXHIBITORLIVE: This annual conference is produced by EXHIBITOR Media Group at Mandalay Bay Conference Center in Las Vegas and is billed as "Best Practices in Trade





Shows and Events". Featured in the education sessions are comprehensive courses on event management from logistics to sustainability. The IA exhibits at their tradeshow along with general service contractors, exhibitor appointed contractors, display production firms and Audio-Visual providers. This year's conference is scheduled March 30 through April 2, 2020.

<https://www.exhibitoronline.com/live/2020/index.asp>

USITT: The United States Institute for Theatre Technology defines its mission as connecting performing arts design and technology communities with practitioners, educators, and students. As a sustaining member, IATSE has fostered a mutually beneficial alliance which supports technical standards programs and education initiatives. Through our participation in annual conferences and tradeshow, we have reached thousands of students ready to begin their careers in entertainment and let them know the benefits of IA membership. Along with Locals One and USA829, we will exhibit at this year's event taking place in Houston April 1-4, 2020.

<https://www.usitt.org/conference-events-programs>

InfoComm: This is the US conference and exhibition produced by AVIXA, the Audio Visual Integrated Experience Association. InfoComm rotates between Orlando and Las Vegas on an annual basis. AVIXA provides every IATSE member, who signs up through the General Office, access to the AVIXA training library at reduced or no cost. Continuing collaboration with our Education Department and IA Training Trust Fund has resulted in the AV Essentials Live Event certificate that many of our members now hold

by virtue of completing their Local's sponsored training. InfoComm's conference offers a full week of education sessions on site as well as an extensive tradeshow including a Live Events area where the IA exhibits. Any IA member can gain complimentary access to the tradeshow through our partnership. This year's event is June 13-19, 2020 in Las Vegas.

<https://www.infocommshow.org/>

SIGGRAPH: This annual conference is produced by ACM, Association for Computing Machinery which caters to the computer graphics and visual effects community, VFX. The IA has continued to exhibit here to spread the word on the benefits of working under a collective bargaining agreement to this community that suffers from a lack of representation. We have a large contingent with ADG Local 800 and Local USA 829 exhibiting along with us in the Union Block. Although this event usually rotates between southern California locations and Vancouver, BC, the 2020 conference will be in Washington, DC, July 19-23.

<https://s2020.siggraph.org/>

LDI: Live Design International produces an annual conference and tradeshow for live design professionals from all around the globe, attracting over 14,000 members of the production community, working in a wide range of international live and broadcast venues – festivals, corporate events, theatre, concerts, clubs, and theme parks. The IATSE exhibits along side our Locals One, 33, 720, 728 and USA829 in what has become known as IA Alley.

<https://www.ldishow.com/ldi19/Public/Enter.aspx>

IAEE Expo Expo is the tradeshow for Convention and Meetings organizers produced by the International Association of Exhibitions and Events. Counting a global membership exceeding 12,000 that includes Convention and Visitors Bureaus competing for this lucrative market, which is now estimated to be one third of every Fortune 500 companies marketing budget. Virtually every producer and vendor to this industry has a presence at this event. As part of IAEE's activism for their membership, VP Joanne Sanders has lobbied Congress on behalf of this important segment of the economy.

<https://www.iaee.com/events/expo-expo-iaees-annual-meeting-exhibition-2020/>

TRADESHOW



In Canada, more and more often, Locals are participating in job fairs and entertainment industry tradeshows. With the burgeoning film industry take off in Northern Ontario, the IATSE has twice hosted a Film Industry Symposium featuring booths for different IATSE-represented departments, equipment rental houses, local colleges and universities with film programs, and other industry unions and guilds. In Toronto, this Fall saw the first-ever Movie Expo, which brought fans, film students, and thousands of movie-making professionals together under one roof. The three Toronto-based film Locals co-sponsored and staffed the IATSE booth. Local 873 Business Agent Monty Montgomerie, who coordinated the look, said, “the IATSE unquestionably had the best exhibit at the show. The large 20’x20’ exhibit showcased the fantastic work of our Costume Designers, a camera setup, and numerous posters promoting many of the popular shows that are currently in production, as well as award winners. It was also a great way to educate the general public on the jobs currently available in the industry and the important role the IATSE plays as “The Union Behind Entertainment”.”

Over in Winnipeg, Local 856 has been participating in career fairs, held by the city’s colleges and universities. Local 856 Business Agent Rob Rowan noted, “Our youth committee has been highly successful in attending career fairs and tradeshows,

informing the public about what we do and recruiting the future of our Local.”

The IATSE also participates in the annual Canadian Institute of Theatre Technology (CITT Rendezvous) Tradeshow and Conference which offers three days of sessions, workshops, backstage tours, a tradeshow, social events and networking opportunities. This year’s Rendezvous in Whitehorse, Yukon, featured a scaled-down IATSE booth. Said CITT National Coordinator Monique Corbeil “IATSE Canada has been an important supporter of CITT/ICTS and is always present at and welcomed to our annual events. The partnership between IATSE and CITT/ICTS has strengthened over the years as we collaborate on more professional development training opportunities, health and safety issues and diversity in the work field”. In addition to

Our members benefit from additional education opportunities and can find outlets for community activism that directly affects our industries.

the International, many Locals take part in regional CITT events such as the Ignition Career Fair and Conference in Toronto and Expo Scene in Montreal. Local 58 President Justin Antheunis reports “We at Local 58 participate in Trade shows to connect with those trying to get a foot in the door. When students and young technicians see Local 58 waving the IATSE flag at events, there is an excitement. They want to be represented by an organization like us and work in the venues where Local 58 members work and see that we are much more accessible than they may have heard”.

Calling all Young Workers!

Growth remains one of the most important parts of the IATSE. Growth doesn't only mean adding new members, it also includes expanding the spaces we create internally so that a diversity of voices and experiences can be shared. With that in mind, the IATSE has prioritized the creation of opportunities for young workers to participate in their union.

The Young Workers initiative aims to give our young members a greater understanding of the responsibilities of membership and encourages their participation in the IATSE. As the demographics of the workforce change and more young people begin their careers in our sectors, it is vital that we create opportunities for these new members to have a voice in their union. Creating a Young Workers Committee in your Local is a great first step to ensuring that these young members are engaged and supported.

Several Locals have already formed Young Workers Committees. These committees help to establish programming and initiatives designed to create engagement with the ever-growing younger population of their Locals. Members of these committees should be committed to advancing the



labor movement through participation in their local union's activities, activism within the community, engagement with the wider labor movement, and organizing.

Canadian Young Workers Committees have begun coordinating nationwide calls where representatives from the International and each Local committee can share ideas, discuss challenges and support each other. This initiative was kicked off by Local 58 Young Workers Andrew McAllister and Harrison Bye. If you're in a Canadian Local with a Young Workers Committee and you would like to participate in these calls, you can contact them at ywc@iatse58.org. If your Local does not have a Young Workers Committee and you would like help setting one up, you can contact the International Young Workers Committee at ywc@iatse.net.

The IATSE has prioritized the creation of opportunities for young workers to participate in their union.



So... You Want to Watch the Game How IA Broadcast Technicians Make That Happen

Every day, around the world, millions of sports fans gather around their televisions to watch their teams in action. Maybe those fans are in California's Bay Area watching Curry and the Warriors vie for NBA championships. Perhaps they are Chicagoans rooting for the Cubs or Sox. Hockey fans in DC likely watch Ovechkin and his Capitals compete against the Stars from Dallas. Golf fanatics hang on every putt and alumni want to see their alma mater crush their long-time rival schools in a variety of sports. Across the globe, there exists a passion for sports.

There is another team at play every time you tune in to watch a game. A team of broadcast professionals is at work, passionate about skillfully telling the story of a game through sights and sounds. Long before the national anthem is sung, hours before the stadium's parking lot sees its first fan, this team of TV technicians is at work. Like the teams themselves, broadcast techs must coordinate, strategize, hone their skills, and bring a passion for their craft. The goal: seamlessly tell the story of the competition, make the fan who is sitting on the couch feel like they are sitting in the bleachers.

Feel proud. Many of these skilled broadcast team members are IATSE Brothers and Sisters.

There are at least twenty-five different jobs defined in IATSE contracts which cover Broadcast work. The size of the crew and the compliment vary wildly from production to production. Higher

profile events require more technicians, small productions get by with fewer. Not every craft is represented at every job, but most usually are.

Regardless of the crew size, many times the first workers to broadcast job sites are the Utility Technicians. In the Sports Broadcast world, Utilities, as their name implies, handle a wide variety of duties, including installing cables, unloading and moving equipment and helping the set-up and the teardown. While a strong back is helpful, the best Utilities work smart and make the hard work look easy. Knowledge, skill and experience collaborate to make it so.

Tip-off is at 7:00 p.m. On this game day, Utilities arrive at work just before 1:00 p.m. Just behind are Camera Operators (Cams), Audio Technicians, Replay and Video Controllers. As lenses, tripods, cables and mics are carted to their positions inside the stadium,



Technical Directors, Graphics Operators, Font Coordinators, Scorebox Operators, Associate Directors (AD's) and Capture/Playback Operators take to the control room. Stage Managers (SM's) arrive a little later, maybe walking in with a Statistician or a Specialty Mic Operator (A3).

The first goal for most sports broadcasts is to get the equipment installed, programmed and working properly. To that end, camera operators deploy to various positions inside the stadium where they attach long lenses to cameras and cameras to tripods. On any given production there might be studio cameras, hand-held cameras, steady-cams, jib cameras, robotic cameras, POV or ENG cameras used. Similarly, Audio Assistants (A2's) install parabolic, shotgun, headset and/or lavalier microphones throughout the venue, to better hear the crack of the bat, the swish of the net or the cheer-

leader's cheer. Runners are running, literally, moving materials from truck to announce booth or moving announcers from hotel to stadium. Remember now our noble Utility workers. As most microphones and cameras require cable, here too is the realm of the Utilities.

Meanwhile, the control room resembles a bee hive. Video Controllers (V1's) are working with Video Assistants (V2's) to receive and send dozens of signals into and out of the truck. Audio Mixers route signals and establish internal communication. A2's bark "Testing, Testing 1,2,3." A1's bark back. Capture Playback Operators edit, search archives, and create highlight packages. Font Coordinators huddle with Graphics Ops, typing and formatting. Scorebox Ops input data. Our trusty Utility worker has made their way here as well, helping to connect this portable control room to Madison Square Garden or Staples Center and to the portable control room next door. The flurry of activity will likely last until game time.

The leaders of this band of Broadcasters are two: The Audio Mixer (A1) and the Technical Director. Both are charged with programing incredibly sophisticated machines, mixers and switchers respectively, with a myriad of faders, buttons, switches,

levers and lights that most find baffling. To the outside observer they are magicians, the skill and knowledge required seems nothing short of magic. Once these department heads approve all technical aspects, the broadcast team is game ready. Producers and Directors finalize a strategy and meet with their troops. Skilled producers and directors make certain there is time for lunch. No one wants to pay the meal penalty.

Then they drop the puck or blow the whistle... and the storytelling starts. The TD executes the will of the director, cutting sources and playback machines, eventually fading to black. Camera Ops pan, tilt, zoom, frame and focus. Capture Playback Operators carve out moments of emotion and action with precise replays, A1's track and monitor sound levels, making certain everyone hears what they need to hear. Graphics Ops generate fresh content as game circumstances warrant, fingers frenetic but accurate. Video Controllers make sure the cameras look the same and can be switched between seamlessly and fix problems as they arise. Utility Technicians get in the game too, managing cable for handheld cams and keeping them out of harm's way. All are contributing to the narrative, telling the story of the game.

How well does the IA band of broadcasters do? Judge for yourself. Do you yell at the refs (on TV) when they miss the call? Do you jump for joy when the game winner settles into the net? Do you ever say to yourself "Wow, nice replay" or wonder how a camera can follow a 100 mph slap shot? Do you cringe when you hear the thud of a heavyweight uppercut landing squarely on a jaw? Do you feel the thrill of victory or the agony of defeat? Yes?...then mission accomplished.

Fans make their way to the exits. Custodians collect and discard empty beer bottles and hotdog wrappers. TV techs stick around for a couple hours more, as cameras are put in boxes and those boxes are stowed. Cables are coiled. Every single piece of gear is returned, counted and stored, ready for another broadcast, in another city, as the portable control room continues its tour of sporting events. And where do we now find our intrepid Utility workers? They are still working and will be until the last cable is coiled and stored. Tomorrow our Utility friends will be back, first to arrive for another day. Passion every day and all day. That is the IA way.





SUMMER OF SOLIDARITY EVENT

On September 15, Officers, Representatives, members and their families participated in a Summer of Solidarity Event at Citi Field, where the New York Mets took on the 2018 National League Pennant Champions Los Angeles Dodgers. International President Matthew Loeb threw the ceremonial first pitch, with International Vice President and Local One President James J. Claffey, Jr. as catcher.

Before the game, all were invited to a meet-and-greet at Citi Field. Locals discussed the importance and benefits of supporting the IATSE-PAC, the political and legislative issues that affect working families, provided IATSE-PAC donation forms and distributed game tickets. Proudly, the event collected \$11,677 for the IATSE-PAC.

This outing was a labor of solidarity which took months to prepare and hopefully will be a template for other Locals to host similar events.

Spearheading the event were Brothers Mark May and Jason Caccavo of Local 4, and Brother Scott Templeton of Local 52. Appreciation is also extended to Sisters Mandie DeMeskey (52); Jennifer Bullock and Angela Johnson (798); Kelsy Harro and Brothers Mike Smith (USA829); Terrance Ryan, Keith

Silano, Tony Santoro and Kenneth Purdy (4); District 10 Locals and Secretary Greg Hancox; International Trustee/President of Local 764 Patricia White, Communications Director Jonas Loeb, Assistant Director of Education and Training Robyn Cavanagh, International Representative Wade Tyree, former Political/Legislative Director Erika Dinkel-Smith, and Kina Letcher and Cresta Hill with PAC Services.

Special thanks to International President Matthew Loeb, General Secretary-Treasurer James B. Wood, and International Vice President and Local One President James J. Claffey, Jr.



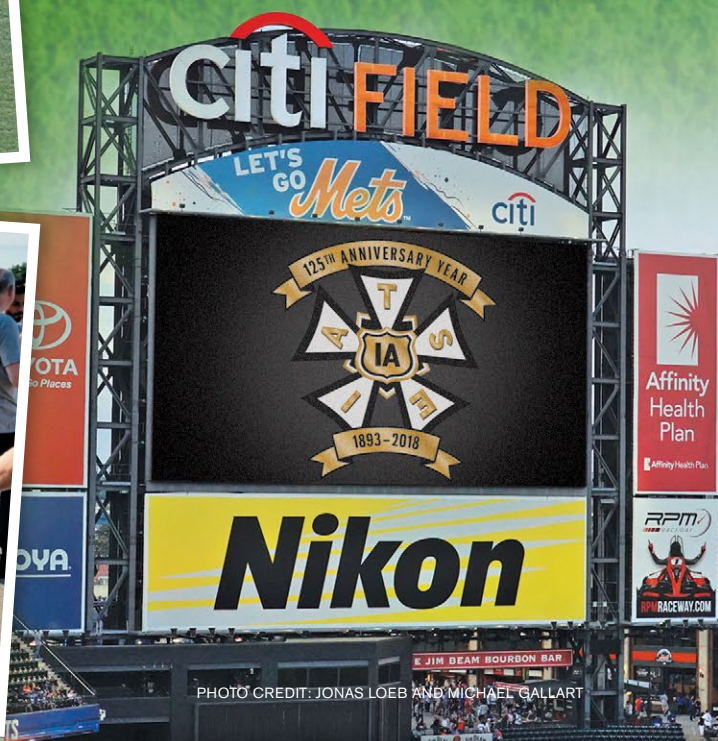


PHOTO CREDIT: JONAS LOEB AND MICHAEL GALLART

Canadian Locals Step up Anti-Harassment Training

Kudos to many Canadian Locals for continuing to move forward on anti-harassment initiatives. Montreal's Local 514 developed an online training course that is mandatory for all members. The Local has also made the course available to all Canadian IATSE Locals on a fee-per-member basis. Interested Locals should contact Local 514. All monies raised from the course are donated to a hardship fund for Local 514 members who are unable to work due to serious injury or long-term illness.

In Southern Ontario, Local 357, with a jurisdiction of Kitchener, Stratford, Cambridge, Guelph, and Waterloo, was

the first Local to begin using Local 514's online anti-harassment training. Fees for the course are being covered by Local 357 so that no member is out of pocket.



Calgary's Local 212 has also just adopted it, and at a recent General Membership Meeting, voted to make successful completion of the training a mandatory requirement for Membership.

In addition to these efforts, Local 212 continues to offer Respectful Workplaces training, and has added a Respectful Workplaces component to both its Set Etiquette training and its New Member Orientation. All of these initiatives are so important in helping to ensure that everyone in the workplace is treated with respect and dignity. It's not up to the target of harassment alone to correct the situation, it's up to all of us.

HONORARY GOLD CARD FOR ROSEMONT MAYOR

On October 2nd, at its General Membership Meeting, Chicago Local 2 Officers presented Rosemont Mayor, Illinois State Representative and Local 2 Brother Bradley Stephens with an Honorary Gold Card.



Left to right: Local 2 President and Call Steward Michael Robinson, International Vice President and Local 2 Business Manager Craig Carlson, Rosemont Mayor, Illinois State Representative and Local 2 Member Brad Stephens and Local 2 Secretary-Treasurer Tom Herrmann.

TKTS TREASURER HONORED FOR LONGTIME SERVICE

On October 15, Theatre Development Fund (TDF) Executive Director Victoria Bailey and Managing Director Michael Naumann presented TDF Head Treasurer Bill Castellano an autographed baseball from New York Mets' Pete Alonso at Castellano's retirement send-off at Patrick's Restaurant on West 42nd Street in New York City. Dozens of his colleagues from Local 751 were in attendance.

Brother Castellano began his box office career at Radio City Music Hall in 1979, then went on to Madison Square Garden. His first of two stints working for TDF at their TKTS Discount Booths from 1982 - 1998 both in Times Square and then as supervisor at TKTS World Trade Center. He left TKTS in 1998 to work at the Metropolitan Opera House in Lincoln Center and came back to TKTS in 2003 in the role of Head Treasurer where he was instrumental in the opening of the new TKTS Booth "under the red steps" in Duffy Square. He is succeeded by William Roeder as TKTS Head Treasurer and Barbara Palmeri as TKTS Assistant Head Treasurer.



From left to right: TDF Executive Director, Victoria Bailey, Managing Director, Michael Naumann and TDF Head Treasurer Bill Castellano.

LOCAL 924 MARKS A MILESTONE

Congratulations to the members of IATSE Local 924, the incredibly talented wardrobe local for the Stratford Festival, in Stratford, Ontario, who recently celebrated the 35th anniversary of their charter. The event was marked with a special cake, speeches, and a lot of reminiscing. Local 924 President Ina Brogan gave an inspiring speech on solidarity and growth at the local's anniversary celebration, and International Representative Jim Brett attended the event on behalf of the International.



Officers and members pictured here with the Local's original charter.

Operation Warm Events to Start the Holiday Season

Local 311's Operation Warm sponsored an event at the Adriance Memorial Library in Poughkeepsie, NY on October 26. This was the first of two Operation Warm events Local 311 was involved with this year.

The second was in association with a local employer and the Newburgh, NY Library. The Newburgh Library teamed up with Head Start of Eastern Orange County and with additional funding from Operation Warm, was able to

provide new coats for all the children registered.

Between the two, Local 311 helped put new coats on close to 400 children in need this year.

From left to right:
Local 311 members
Wayne Montecalvo,
Nestor Madaleno-
goitia, Volunteer
Cheryl Rice, Michael
McCabe, Pati Dynes,
Chad Phillips, and
Volunteer Kathy
Dynes.



On November 9, 2019, Chicago Local 2 sponsored an Operation Warm event at the Brighton Park Branch Library.

This year the new coats ordered by Operation Warm, and to be distributed to the children, were not up to standards so Operation Warm did not accept them. Instead they bought 100,000 upscale coats from a coat manufacturer named Fahrenheit that retail at \$160 each.

Along with the distribution of 150 coats and 150 books to children in need, two musicians led sing-a-longs, interactive games were played, and new library cards were distributed.

A perfect start to the holiday season.



**International Vice
President/Business
Manager of Local 2
Craig Carlson with
a couple of happy
recipients.**

CREW SHOTS



Local 12 crew during a break of the 2019 "Breakaway Music Festival" at Mapfre Stadium in Columbus, Ohio.



International President Matthew Loeb and Local 52 Shop Steward Mandie DeMeskey (center) with the "Hedestown" Broadway crew at the Walter Kerr theater.



Indianapolis Local 30's "2019 Indiana State Fair" Crew.

IN MEMORIAM

LOCAL 728 REMEMBERS ROGER LATTIN

Our friend and colleague Roger L. Lattin, Local 728, passed away on October 11, 2019 after aggressively and optimistically fighting an illness for almost two years.

Roger was a member of Local 728 since August 10, 1989. He held a strong passion for training, understood the importance that standards hold in our industry for both safety and efficiency, and believed in the necessity of organized labor to protect workers in the face of corporate America.

Roger served Local 728 as an Executive Board Member, Delegate, Trainer, and ESTA Representative for more than 20 years. Local 728 honored Roger's exemplary service by giving him the Local 728 Gold Card last July. ESTA colleague and friend, Eddie Kramer, Local One, flew in from New York to surprise Roger and to be part of the award ceremony.

Roger also received the Above and Beyond Award from ESTA a few weeks later honoring his contribution to

Entertainment Industry Codes and Standards.

One of Roger's deepest desires was to influence and guide the entertainment community in new and effective ways. He achieved his goal of shaping the industry by collaborating, influencing, and helping those around him create the foundations that keep our part of the entertainment industry safe, vibrant, relevant, and progressive.

Roger will be missed by the members of Local 728 and all those who knew him as well as those whose lives were influenced by his devotion to a safer and stronger entertainment industry.



LOCAL 865 REMEMBERS HOPE ELLEN FURLOW



Hope Ellen Furlow, Charter Member of Local 865, Odessa, Texas, passed away on November 4, 2019. Hope was 90 years old. Born March 24, 1929 in McCamey, Texas, Hope Ellen Bargesser grew up in Odessa, graduating Odessa High School in 1947. Hope married Shelton Estill Furlow, April 17, 1949.

Shelton 'Speck' (as he was best known) was a projectionist by trade. He soon trained Hope as a projectionist as well. Hope was one of the first IA union women projectionists in the U.S. and Canada.

They worked for Scott Theatres and Twin Theatres, the Scott & Rio Theatres, in downtown Odessa. Hope was employed there until her first born son arrived, October 10, 1950.

Speck and Hope and sixteen others united in 1956 to form the Charter Membership of Mixed Local 865 on October 26th of that year. The paradox was neither Speck nor Hope had ever been on a stage much less worked on one; however, in the smaller markets across the country, the International generally opted for the mixed status to better represent the area and afford more opportunity for the members.

Speck served as Business Agent until his death in 1986. Shortly thereafter Hope was elected to serve as BA. She received her Gold Card and retired in 2006. Early in their stage careers, Speck and Hope became fixtures operating the lead spots on Ice Capades each year.

Her dedication, loyalty, perseverance, and skill shall be immensely missed by Local 865.



IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Richard Belzer Jr. October 8, 2018	1	John F. Cassaubon September 15, 2019	24	Joseph A. Valle Jr. August 28, 2019	52	William Catania September 13, 2019	487
Bruce D. Cameron July 31, 2019	1	Herb Watt June 9, 2019	27	Kurt Wunder August 10, 2010	52	William B. Ritchey September 1, 2019	488
Joseph J. Dungan Jr. July 21, 2019	1	Thomas D. R. Hairston April 18, 2019	30	Frank U. Scarnechia August 21, 2019	64	Hazael Lozada-Martinez July 14, 2019	494
Edward T. Kaminski August 1, 2019	1	Leyland Cheong September 16, 2019	39	Richard A. Stewart September 13, 2019	66	Peter Jago September 2, 2019	580
Gerard X. MacAvoy June 29, 2018	1	Perry M. McAuley September 24, 2019	39	Tony Blaszczyk September 11, 2019	80	Edward De Core September 30, 2019	592
Mufit A. Olmez August 18, 2019	1	Mark Alan Barbier July 25, 2019	44	David Bodin September 23, 2019	80	William H. Battersby Jr. September 19, 2019	600
Colin Petch September 27, 2019	1	Joseph A. Campbell September 5, 2019	44	Doug Bolder September 30, 2019	80	Alan S. Blauvelt September 9, 2019	600
John J. Petro December 7, 2018	1	Richard C. Chronister June 5, 2019	44	Matthew T. Tablone July 20, 2019	97	Robert M. Feller July 18, 2019	600
Robert Threlfall August 24, 2019	1	Paul Z. Cohen September 15, 2019	44	Michael J. West August 18, 2019	110	Patrick Miniotta September 27, 2019	600
Charles O. Conklin June 6, 2019	4	William L. Cooper August 15, 2019	44	David Johnson July 18, 2019	122	Ted C. Polmanski August 11, 2019	600
Leonard Sapphire July 30, 2019	4	Maureen Farley July 2, 2019	44	Samuel L. Alfeo September 15, 2019	124	Frank Rodriguez July 11, 2019	600
Steve B. Pinkston July 1, 2019	6	Hugo Herrera July 19, 2019	44	Jim L. Brady September 28, 2019	126	Orlando V. Suero August 19, 2019	600
David W. Cecil September 27, 2019	8	Frank Munoz August 15, 2019	44	J. Douglas Cockman July 10, 2019	129	Adam Taylor August 31, 2019	600
Jonathan M. Godfrey August 24, 2019	11	Thomas P. O'shea August 15, 2019	44	Donald Hom September 22, 2019	134	Robert H. Goble March 31, 2017	631
Paul Stanley July 20, 2019	12	Cody Reedy September 22, 2019	44	Bob Moreno July 7, 2019	134	Ken Hartz February 13, 2019	631
Sherri Enger August 24, 2019	13	Ray A. Roberts June 14, 2019	44	Randy D. Garman September 8, 2019	146	David R. Heath September 9, 2019	631
John W. Follows April 1, 2019	13	Freddie J. Rymond July 11, 2019	44	Echo A. Noyes July 20, 2019	212	Jon D. Heister September 7, 2018	631
William Hamilton September 23, 2019	13	John E. Spina July 5, 2019	44	William F. Minihan August 29, 2019	274	William A. Keser August 12, 2019	647
Bradley A. Lobash May 1, 2019	13	William Wainess August 21, 2019	44	Barbara J. McMurray September 26, 2019	336	Lee Alexander July 25, 2019	695
Michael Meyer May 2, 1901	13	Adair J. Longtin August 5, 2019	50	Paul David O'Connor April 17, 2019	471	Dean L. Champlin July 8, 2019	695
Michael J. Yunker May 1, 2019	13	David W. Cecil September 27, 2019	52	Daniel Machut July 20, 2019	476	Richard P. "Pat" Walsh August 16, 2019	695
Gerald W. Crangi September 22, 2019	15	Vito L. Ilardi September 30, 2019	52	Llewellyn L. Evans July 24, 2019	478	Addison V. Humphrey July 27, 2019	700
Ryan C. Snyder July 16, 2019	16	Keith J. Marshall August 9, 2019	52	Michael T. Satterfield July 8, 2019	478	Mark Polycan August 22, 2019	700
Felix J. Guinto August 28, 2019	19	James C. McMillan Jr. July 16, 2019	52	Jeff Schlaudecker July 12, 2019	478	Scot Scalise September 22, 2019	700
George Tivvis July 4, 2019	19	Kevin Murphy July 9, 2019	52	Ramin Payrovi September 10, 2019	479	Robert Shammass July 31, 2019	700
Kenneth Jenkins August 21, 2019	21	Kabkeo Phothisongsa July 21, 2019	52	Kristen Blodget April 15, 2019	480	Stanley Hudson August 17, 2019	705
David Edward Shack August 20, 2019	22	Richard H. Rose September 17, 2019	52	Paul D. Harman August 4, 2019	480	Lauren Silvestri August 19, 2019	705

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Jennifer Nicole Wittman	706	James R. Vogler	764	Michael Maccuish	871	Brent R. Morrison	891
July 18, 2019		September 1, 2019		August 26, 2018		May 15, 2019	
Sheldon L. Bailey	720	John W. Salyers	769	Dana Reaves Bolla	871	Colin Palmer	891
September 3, 2019		August 16, 2019		October 18, 2018		July 13, 2019	
Glane H. Brode	720	Philip G. Pfister	780	Warren Appleby	873	Janet Sala	891
July 4, 2019		April 7, 2019		July 18, 2019		June 10, 2019	
Don Dillingham	720	Marvin Pakula	794	A. Randy Jones	873	Chris Sweet	891
August 15, 2019		August 12, 2019		September 11, 2019		July 9, 2019	
Zane B. Drake	720	Roy Bryson	798	Marcelo Torres	873	Robert Ullman	ATPAM
July 29, 2019		July 22, 2019		August 7, 2019		July 31, 2019	
Richard Odneal	720	Rosemarie Gardner	798	Margaret Schlaifer	884	Caroline Chao	USA829
September 3, 2019		July 23, 2019		September 11, 2019		July 30, 2019	
John P. Stephens	720	Mona Orr	798	Douglas Berry	891	William Drake Jr.	USA829
August 19, 2019		September 8, 2019		April 29, 2019		July 30, 2019	
Peter J. Enneking	728	Robert K. Kinoshita	800	Cecil G. Brookes	891	Jack Hakman	USA829
July 1, 2019		July 24, 2019		August 7, 2019		September 30, 2019	
Alfred E. Kalous	728	Roy F. Smith	800	David L. Cameron	891	Carol Luiken	USA829
July 24, 2019		July 24, 2019		June 13, 2019		September 23, 2019	
Richard F. McConihay	728	Doreen E. Veri	828	Kevin L. Eryvine	891	William Mackintosh	USA829
September 23, 2019		October 7, 2019		April 17, 2019		July 18, 2019	
David I. Schwartz	728	Daniel Kenney	835	John Fedorek	891	Nikita Polyansky	USA829
September 1, 2019		September 9, 2019		September 13, 2019		July 18, 2019	
Dimitri Bugarcic	729	Hugh R. K. Jones	849	Don Gillie	891	Seymour Tomashoff	USA829
September 27, 2019		August 10, 2019		June 27, 2019		August 26, 2019	
Danny R. Haskell	729	Lynn Aber	871	Robert Harvey	891	Thomas Warren	USA829
August 26, 2019		June 21, 2019		May 12, 2019		September 23, 2019	
Casey Parent	729	Ryan Dean	871	Charles Leitrants	891	Cheryl Salazar	B18
September 8, 2019		September 5, 2019		July 14, 2019		May 28, 2019	
Ted Vabakos	750	Cosmo Genovese	871	John Lenard	891	Steven Michael Salzman	B18
September 8, 2019		July 30, 2019		July 22, 2019		June 21, 2019	
Dennis M. Gates	762	Shelley M. Gilbert	871	Ronald E. Martin	891		
April 13, 2019		March 28, 2019		July 22, 2019			

THANK YOU

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

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

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LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees

ADG Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftpersons)

AE Arena Employees

AFE Arena Facility Employees

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

AMTS Admissions, Mutual Ticket Sellers

APC Affiliated Property Craftpersons

ATPAM Association of Theatrical Press Agents and Managers

BPTS Ball Park Ticket Sellers

CDG Costume Designers Guild

CHE Casino Hotel Employees

EE Exhibition Employees

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

ICG International Cinematographers Guild (inclusive of Publicists)

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

MPEG Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)

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

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

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

MPP,VT&CT Motion Picture Projectionists, Video and Computer Technicians

MPSELT Motion Picture Studio Electrical Lighting Technicians

MPSG Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

MT Mail Telephone Order Clerks

O Operators

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

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

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

SS/C,C,A&APSG Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild

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

T Theatre Employees

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

TSA Ticket Sales Agents

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists (inclusive of Theatrical Sound Designers)

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S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA-Jane E. Leslie, jel042@iatse33.com; 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Ronald Valentine, (Legit) Robert Pagnotta.

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S 158 FRESNO/MODESTO/STOCKTON-Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) Bus. Agt.: Mark Irwin.

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Stephan Shelley, mrsteff@sbcbglobal.net; P.O. Box 29284, Oakland, 94604 9284. (510-470-2424) Bus. Agt.: Stephan Shelley

M 215 BAKERSFIELD/VISALIA-Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-862-0215) Bus. Agt.: Matt Bemon.

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

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) Bus. Agt.: Frederick Flores.

M 504 ORANGE COUNTY/PARTS OF CORONA-David Earick, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Sam Bowers.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also Georgia, Illinois and New York) Stephen Wong; National Executive Director, Rebecca Rhine; Western Region Director, Alexander Tonisson, 7755 Sunset Blvd., Hollywood, 90046. (323 876 0160) (Fax: 323 878-1162) Associate National Executive Director/Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Nhu Phan (Chicago/ Atlanta: 312-243-3841 / 404-888-0600).

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Arman Boyles, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Rep.: Patrick Fitzsimmons, businessrep@iatse611.org.

S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP-Windy J.Maxon, windylocal614@gmail.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 951-769-9160) Bus. Agt.: Robert Szoke, (909) 677-3102; Local614ba@gmail.com.

PST,TE,VAT&SP 695 HOLLYWOOD-Laurence Abrams, edu@local695.com; 5439 Cahuenga Blvd., N. Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Scott Bernard, scottb@local695.com.

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MPC 705 HOLLYWOOD-Bethany Jane Bohatila, 4731 Laurel Canyon Blvd., #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: David Swope.

MAHSG 706 HOLLYWOOD-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Rep.: Randy Sayer.

MPSELT 728 HOLLYWOOD-Patric Abaravich, 1001 W. Magnolia Blvd., Burbank, 91506. (818-954-0728) (Fax: 818-954-0732) Bus. Agt.: Patric Abaravich.

MPS&SW 729 HOLLYWOOD-Robert Denne, 1811 W. Burbank Blvd., Burbank, 91506. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: Robert Denne.

TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS-Danyele Thomas, 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Ann Kelleher.

TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD-Naomi Patrick, 1182 Market Street, Suite 312, San Francisco, 94102. (415-861-8379). Bus. Agt.: Bobbi Boe.

TBSE 795 SAN DIEGO-Melinda Gray, treas@iatse795.com; 3755 Avocado Blvd., PMB 437, La Mesa, 91941. (619-602-5831) (Fax: 858-715-0640). Bus. Agt.: Darin Haggard, ba@iatse795.com.

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AG&AO&GA 839 HOLLYWOOD-Paula Spence, 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Jason MacLeod.

T&T 857 LOS ANGELES/ORANGE COUNTIES-Alexis Savko, 13245 Riverside Dr., #350, Sherman Oaks, 91423. (818-990-7107) Bus. Agt.: Sergio A. Medina.

SS/C, C, A&APSG 871 HOLLYWOOD-Elizabeth Seaford, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Reps.: Crystal Hopkins and Doug Boney.

TWU 874 SACRAMENTO AND VICINITY-Shelley Mauricio, P.O. Box 188787, Sacramento, 95818 (916-832-3396) (Fax: 916-371-2530) Bus. Agt.: Sheryl Emmons, iatse874@yahoo.com

MPST 884 HOLLYWOOD-Monique Hernandez-Fisher, correspondingsecretary884@gmail.com; P.O. Box 461467, Los Angeles, 90046. (310-905-2400) Bus. Agt.: Doug Boney, doughtboney@gmail.com.

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TWU 905 SAN DIEGO-Judith A. Watson, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Mary Harris, L905BA@gmail.com.

S&FMT 923 ANAHEIM-Matt Froelich, P.O. Box 9031, Anaheim, 92812-9031. (714-774-7574) Bus. Agt.: John Lawson.

T 818 SAN FRANCISCO-Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

T 832 SAN JOSE-SANTA CLARA COUNTY-Jennie Santana, jennstana@yahoo.com; P.O. Box 2832, Santa Clara, 95055. (408-710-9011) Bus. Agt.: Edward Scagliotti, edscaagliotti@gmail.com.

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T B7 DENVER-Frank Millington III, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

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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.

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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.

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SM 477 STATE OF FLORIDA-Nancy Flesher, sec-treas@ia477.org; 3780 SW 30th Avenue, Fort Lauderdale, 33312 (305 594 8585) (Fax: 954-440-3362) Bus. Agt.: James Roberts, II.

M 500 SOUTH FLORIDA-Terrence McKenzie, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Terrence McKenzie.

M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH-Kimberly Holdridge, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Rep.: Sean Wilson.

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Larry McDonald, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Peter Browning.

MPVT/LT/AC&GE 780 (See also Illinois)-Jaroslaw Lipski, jerry@iatse780.com; 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mgr.: Jerry Lipski.

EE 835 ORLANDO/DAYTONA BEACH-Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Mark Hardter.

AE AE938 JACKSONVILLE-Andy Canady, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Charles Bennett.

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SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)-Frank Hatcher, Jr., fhatcher@iatse479.org; 4220 International Parkway, Suite 100, Atlanta 30354. (404-361-5676) (Fax: 404-361-5677) Bus. Agt.: Michael Akins, mkins@iatse479.org.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, sectres@

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S 629 AUGUSTA-Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk, bbalk@mindspring.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Illinois and New York) Stephen Wong; National Executive Director, Rebecca Rhine; Central Region Director, Nhu Phan, 1355 Peachtree Street NE, Suite 1060, Atlanta 30309 (404-888-0600) (Fax: 404-888-6593). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275).

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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.

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S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

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S 138 SPRINGFIELD/JACKSONVILLE-James Rapps, P.O. Box 6367, Springfield, 62708. (217-414-4244) Bus. Agt.: Brian Aarup.

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA-Sarah Short, iatselocal193@gmail.com; P.O. Box 6355, Peoria, 61601. (309-643-0049) Bus. Agts.: Donnie Bentley (Peoria), Michael Irvin (Bloomington).

M 217 ROCKFORD-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-670-9264)(Fax: 815-484-1085). Bus. Agt.: Richard Abrams.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, iatse421@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

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TWU 769 CHICAGO-Cheryl Weber, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-732-6326) (Fax: 847-608-6884) Bus. Agt.: Thomas Pusateri.

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INDIANA

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S 102 EVANSVILLE-Mark Fehr, 1628 Lisa's Way, Evansville, 47720 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Steve VanMeter.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDSVILLE-Greg Palmer, iatse125@msn.com; 2905 DeKalb St.,

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M 187 SOUTH BEND/MISHAWAKA/ELKHART/ GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Melissa Bialko, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

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M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH-Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Greg Miranda.

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SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI/ MOBILE, AL-Dawn Arevalo, 511 N. Hennessey Street New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbinton Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Lewis Rhodes.

M 668 MONROE-Dan Saterfield, dsaterfield@yahoo.com; P.O. Box 2561, West Monroe, 71291. (318-235-7090). Bus. Agt.: Ross Slacks, rossslacks@aol.com.

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T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (857-204-5287)(Fax: 617-868-8194) Bus. Agt.: Carol Arlauskas.

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S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-John Wendling, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Rep.: E. Joseph Miller.

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

M 616 MERIDIAN-Benny Egglar, abeggler@comcast.net 8137 Rosewood Lane, Meridian, 39305. (601-286-5092). Bus. Agt.: Jerry Tucker, jerryglynntucker@aol.com.

M 674 BILOXI/GULFPORT-Paul J. McNally, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/STATE OF TENNESSEE-John Curtin, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

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S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfitzner, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 1611 S. Broadway, St. Louis, 63104. (314-621-1430) (Fax: 314-621-4930) Bus. Agt.: Gordon J. Hayman.

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M 363 RENO/LAKE TAHOE-Barbara Kneebone, P.O. Box 9840, Reno, 89507. (775-786-2286). Bus. Agt.: Stephen Ernaud.

M 720 LAS VEGAS-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Enrico Grippo.

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S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH-John Seubert, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

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

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MAHS 798 NEW YORK (See also Georgia) -John Curtin, 70 West 36th Street, Suite 4A, New York, 10018.. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina) - Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

EE/BPBD 829 NEW YORK-Kenneth Kerrigan, 31 West 34th Street #7013, New York, 10001. (212-679-1164) (Fax: 212-679-1421).

M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON-Kevin James, P.O. Box 1272, Oneonta, 13820. (607-437-0218). Bus. Agt.: Scott O'Brien, sob373@gmail.com.

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T 890 ROCHESTER-Rick Welch, rwelch0313@gmail.com; 5692 McPherson Point, Livonia, 14487. (585-415-8585) Bus. Agt.: Laura Honan, lhona1@yahoo.com.

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M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE-John Horsman, P.O. Box 24864, Winston-Salem, 27114-4864. (336-399-7382) Bus. Agt.: Benjamin Jones.

ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York) - John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3839).

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M 510 FARGO, ND/MOORHEAD, MN-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

OHIO

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

S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE-Jimmy Sizemore, sec-treasurer@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Brian Thomas, businessagent@iatse12.org.

S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY-Sandra Cassaubon, 435 S. Hawley Street, Toledo, 43609. (419-244-6320) (Fax: 419-244-6325). Bus. Agt.: John Palsa.

S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-James J. Holden, jimmy@iatse27.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Michael Lehane, mlehane@iatse27.com.

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S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Kenneth G. Rice.

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T B148 AKRON-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

AMTS B754 CINCINNATI-Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

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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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M 387 LAWTON/OKLAHOMA CITY-Maryann Leday, 35 NW 28th, Lawton, 73505. (580-248-0830) Bus. Agt.: Barry Leday.

SM 484 STATES OF OKLAHOMA/TEXAS-Laura King, 4818 East Ben White Blvd., Suite 204, Austin, 78741. (512-385-3466) Bus. Agt.: Laura King.

TWU 904 TULSA-Maegan Swick, P.O. Box 563, Tulsa, 74101. (918-406-1593) Bus. Agt.: Debbie Furgerson (918-809-0850).

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T B20 PORTLAND-Thomas Phelps, 3645 SE 32nd Avenue, Portland, 97202. (503-502-9602) Bus. Agt.: Christine Bachman.

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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).

S 097 READING-David Sterner, iatse97@gmail.com; P.O. Box 6116, Wyomissing, 19610. (484-955-3009) Bus. Agt.: Jason Wingenroth, baiatse97@gmail.com.

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S 113 ERIE-Jillian Orr, P.O. Box 557, Erie, 16512. (814-474-1116) Bus. Agt.: Thomas Catalde.

M 152 HAZELTON-Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Drive, Beaver Meadows, 18216. (570-582-8898) Bus. Agt.: Nicholas J. St. Mary.

S 200 ALLENTOWN/EASTON/STROUDSBURG/ BETHLEHEM-David Caddoo, iatse200secretary@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-867-0658) Bus. Agt.: Frank lafrate, iatse200ba@gmail.com.

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M 283 HANOVER/YORK COUNTY/GETTYSBURG/ LANCASTER COUNTY-Judi S. Miller, iatsepejudi@yahoo.com; P.O. Box 21585, York, 17402. (717 424-4439) Bus. Agt.: Robert Hooker, zouba@yahoo.com.

M 329 SCRANTON/PITTSTON-Pattianne Martin, patcathair@aol.com; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Benjamin Martin, (570-815-9370).

SM 489 GREATER PITTSBURGH AREA-Andrea Kubala, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (415-559-5382) (Fax: 412-820-2621) Bus. Agt.: Virginia Phillips.

S 501 LITITZ-International Vice President-in-charge Michael Barnes, 2401 South Swanson Street, Philadelphia, 19148 (215-952-2106)

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M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)-Arthur Milliren, 215 Calhoun Road, Elizabeth, 15037. (412-216-5587) Bus. Agt.: Arthur Milliren.

M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMS-

BURG/SELINGSGROVE/INDIANA-Dustin Wagner; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Marina Nau.

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TBSE 902 JOHNSTOWN/ALTOONA-Erik Grant, 49 404 North 9th Avenue, Altoona, 16602. (814-255-7600) Bus. Agt.: Bob Flegle.

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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-Alan Reihl, alanreihl@gmail.com, P.O. Box 946, Knoxville, 37901. (865-296-9826) (Fax: 423-282-5970) Bus. Agt.: Matthew Kryah, jckryah@yahoo.com.

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S 076 SAN ANTONIO-Daniel Vivier, spursan44@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell.

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M 183 BEAUMONT/PORT ARTHUR/ORANGE-Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jamiestrawther@gmail.com.

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O 330 FORT WORTH/DENTON/GAINESVILLE-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

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