

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 670
FOURTH QUARTER, 2020

Bulletin



UNPRECEDENTED

**RISE TO THE
CHALLENGE
OF COVID-19**

INSIDE: ▶ MAKING IATSE VOICES HEARD ▶ COVID-19 TESTING

Stand Up, Fight Back!

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

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

Help Support Candidates Who Stand With Us!

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

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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

Card #: _____ Expiration Date (MM/YY): ____/____ Card Security Code: _____

Employee Signature _____ Date _____ Last 4 Digits of SSN _____ Local Number _____

Print Name _____ Email _____ Phone Number _____

Home Address _____ City _____ State/Zip Code _____

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

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

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

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

Features

**UNPRECEDENTED
RISING TO THE CHALLENGE OF COVID-19** 14

**IATSE WOMEN STAND ON THE SHOULDERS OF
THOSE WHO CAME BEFORE US AND WE VOTE** 28

**PACIFIC NORTHWEST AND WEST COAST
LOCALS FEEL THE HEAT** 43

Departments

PRESIDENT'S NEWSLETTER 5

GENERAL SECRETARY-TREASURER'S MESSAGE 7

POLITICAL AND LEGISLATIVE 8

MOTION PICTURE & TELEVISION PRODUCTION 10

CREW SHOTS 13

WOMEN'S CONNECTION 28

STAGECRAFT 30

EDUCATION AND TRAINING 32

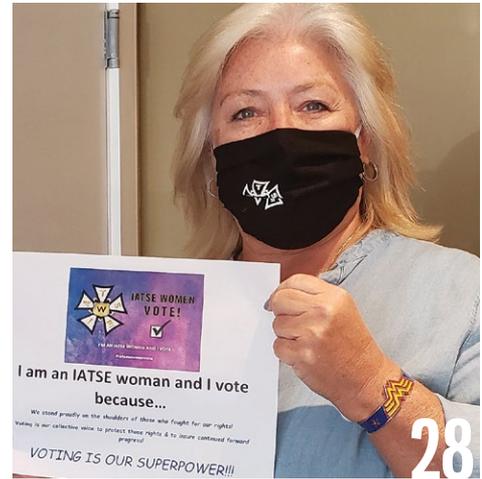
TRADESHOW 40

BROADCAST 42

LOCAL UNION NEWS 44

IN MEMORIAM 54

DIRECTORY OF LOCAL SECRETARIES AND BUSINESS AGENTS 57



28



47



49

James B. Wood
Editor



The OFFICIAL BULLETIN (ISSN-0020-5885) is published quarterly by the General Secretary-Treasurer of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, (IATSE), 207 West 25th Street, 4th Floor, New York, NY 10001. Telephone: (212) 730-1770. FAX (212) 730-7809. Email: bulletin@iatse.net

Material for publication must be received before the first day of January, April, July, and October, to meet deadlines, respectively, for the First, Second, Third, and Fourth Quarter issues.

POSTMASTER: Send address change to the OFFICIAL BULLETIN, 207 West 25th Street, 4th Floor, New York, NY 10001. Entered as periodical postage paid matter at the Post Office at New York, NY and additional locations.

Canadian Publications Mail Agreement No.: 40845543.

Canada Post: Return undeliverables to P.O. Box 2601, 6915 Dixie Rd, Mississauga, ON L4T 0A9.

Subscriptions: IATSE members receive the OFFICIAL BULLETIN as part of their IATSE membership services. Nonmembers may subscribe for \$10.00 per year.

EXECUTIVE OFFICERS

Matthew D. Loeb
International President

James B. Wood
General Secretary-Treasurer

Thomas C. Short
International President Emeritus

Edward C. Powell
International Vice President Emeritus

Michael J. Barnes
1st Vice President

John M. Lewis
7th Vice President

Thom Davis
2nd Vice President

Craig Carlson
8th Vice President

Damian Petti
3rd Vice President

Phil S. Locicero
9th Vice President

Michael F. Miller, Jr.
4th Vice President

C. Faye Harper
10th Vice President

Daniel Di Tolla
5th Vice President

Colleen A. Glynn
11th Vice President

John R. Ford
6th Vice President

James J. Claffey, Jr.
12th Vice President

Joanne M. Sanders
13th Vice President

TRUSTEES

Patricia A. White **Carlos Cota** **Andrew C. Oyaas**

CLC DELEGATE

Siobhan Vipond

GENERAL COUNSEL

Samantha Dulaney

GENERAL OFFICE

207 West 25th Street, 4th Floor, New York, NY 10001
Tele: (212) 730-1770 FAX: (212) 730-7809

WEST COAST OFFICE

2210 W. Olive Avenue, Burbank, CA 91506
Tele: (818) 980-3499 FAX: (818) 980-3496

CANADIAN OFFICE

22 St. Joseph St., Toronto, Ontario, Canada M4Y 1J9
Tele: (416) 362-3569 FAX: (416) 362-3483

WESTERN CANADIAN OFFICE

1000-355 Burrard St., Vancouver, British Columbia V6C 2G8
Tele: (604) 608-6158 FAX: (778) 331-8841

CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN

22 St. Joseph St., Toronto, Ontario, Canada M4Y 1J9
Tele: (416) 362-2665 FAX: (416) 362-2351
www.ceirp.ca

I.A.T.S.E. NATIONAL BENEFIT FUNDS OFFICE

417 Fifth Avenue, Third Floor, New York, NY 10016
Tele: (212) 580-9092 Toll free: (800) 456-FUND
FAX: (212) 787-3607
www.iatsenbf.org

IATSE TRAINING TRUST FUND

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

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

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

FIND US ONLINE



Visit us on the Web: www.iatse.net



IATSE: www.facebook.com/iatse

IATSE Canada: www.facebook.com/iatsecanada

Young Workers: www.facebook.com/groups/IATSEYWC



IATSE: [@iatse](https://twitter.com/iatse)

IATSE Canada: [@iatsecanada](https://twitter.com/iatsecanada)

Young Workers: [@iatseywc](https://twitter.com/iatseywc)



IATSE: www.instagram.com/iatse



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



IATSE Training Trust Fund: www.iatsetrainingtrust.org

Leadership and Hope

On the heels of the Presidential election and the victory of the Biden - Harris team there is much to be optimistic about. We have elected leaders with a vision toward the future that includes unions. Leaders who defer to the science and medicine in this global war against the pandemic that has caused so much hardship. Leaders who understand diversity, equity and inclusion and the plain decency and rights to all of an equal and just system. For the last four years unions and workers have been under attack and there is real reason for hope that the pendulum is swinging back our way.



There is still much to do. The numbers clearly support the Biden / Harris win, and President Trump's failed attempts to bring into question the legitimacy of the democratic system have been wholly without merit. But there is too much division. The political lines are stark but the time is upon us to at least try to unify. We, as a union, know about unity and the power we have as a result. There is vision from the new leadership for unity, especially now when we truly face a common enemy in the coronavirus. Regardless of the results of such efforts, our work will remain focused on striving toward improving the economic and social well-being of the members and making sure they are as safe as possible.

As I write, the campaigns for the two Georgia senatorial runoff elections are in full swing. Should the Democratic Party pick up both seats, it will be in control of the House, Senate (VP Harris will be the tie breaker!) and White House, clearing the way for progressive legislation and policies. This is crucial if we are to undo and repair damage done to unions and workers by the Trump administration, and remove the gridlock toward meaningful progress. We have redoubled efforts to support these important races in Georgia and have a robust ground program there.

I am pleased that the incoming administration has reached out and expressed interest in our unique issues as well as those we share with the AFL-CIO. They are proactively seeking the participation of unions in the transition. Our activism has given us a voice on shaping future policy that affects us. More union leaders are involved in the transition and being considered for high ranking posts in the new administration than ever before. And the administration has put tremendous emphasis on diversity and inclusion at the highest levels. The expectation is that pro-worker, pro-union people will be tapped to fill the

posts that are most important for us. The Department of Labor and National Labor Relations Board will be able to refocus their work back to the primary mission of HELPING workers. A new Labor Caucus has formed in the Congress already. More positive changes are on the horizon and we are well positioned through our Political and Legislative Department to be involved and integral in the matters we care about.

While the motion picture industry is recovering from the worst of the devastating unemployment caused by the pandemic, there is still a steep hill to climb before any work related to live performance will improve in a meaningful way. Live venues and Tradeshow facilities remain largely under government regulations related to attendee limits. We continue to work diligently on the safest return to work protocols possible and most venues are evaluating and formulating the best ways to keep audiences and attendees safe. Yet even once government restrictions begin to ease, audience confidence to attend crowded events will be an issue. In light of this it is critical that we continue to lobby hard for a renewal of an unemployment subsidy to help workers displaced by Coronavirus. We need to make sure that our industry and the needs of its largely freelance workforce are front and center in discussions about relief. Measures designed to ease the economic strain must come from government now.

With distribution of the approved vaccines on the horizon there is much hope. But we know there will still be difficult days ahead. We are facing challenges unlike any before, but we have proven our durability and commitment to face crisis throughout our history. We will continue to fight hard, lock arms and care for one another. We will get through this together.

Be safe and be well.

In solidarity,



OFFICIAL NOTICE

As a result of the continuing spread of COVID-19, this is to advise that the regular Mid-Winter Meeting of the General Executive Board scheduled to be held at The Sheraton Puerto Rico Hotel, 200 Convention Center Blvd., San Juan, Puerto Rico, 00907 from Monday, January 25, to Saturday, January 30, 2021, has been cancelled. All reservations made by local union representatives that were planning on attending have also been cancelled. Plans are being made for a virtual meeting and Local Officers will be advised of the details of that meeting once they are finalized.

FINANCIAL ASSISTANCE FROM THE INTERNATIONAL

Earlier this year the International recognized the financial impact on our Locals and allocated \$7.0 million for the waiver of all local union per capita obligations for the 2nd Quarter.

Additionally, \$2.5 million was contributed to various charities to assist individual members in need.

On November 25, 2020 the General Executive Board met and discussed what further support could be offered to Locals whose members have not only been impacted dramatically in 2020 but will continue to be during the first half of 2021. A waiver of the 1st and 2nd Quarter per capita obligations for 2021 is available for those local unions and is anticipated to result in another \$6.0 million of support for our local unions.

**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

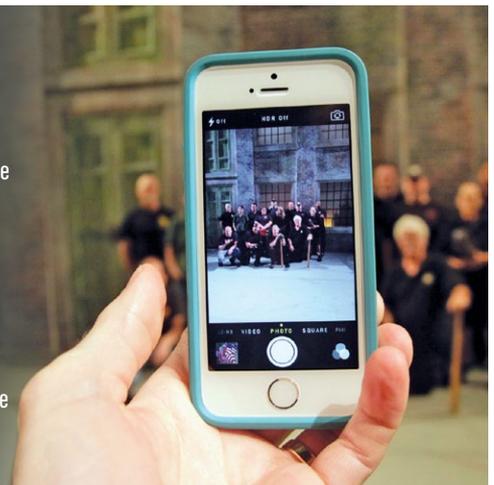
Please send your Bulletin submissions to bulletin@iatse.net.

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.

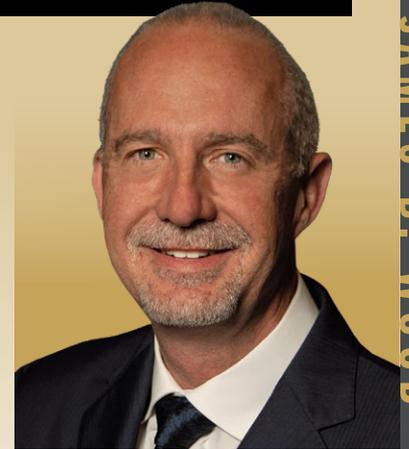
Please do not crop or otherwise modify photos - the original version usually has the highest quality.

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.



Historic Times

On January 20, 2021 Joseph Robinette Biden, Jr. will be sworn into office as the 46th president of the United States. It will be a historic moment because it will mark the end of a long hard-fought campaign conducted entirely during a pandemic. A pandemic that sadly continues to affect all of us every single day.



Just prior to Joe Biden becoming President, the long-awaited shattering of a glass ceiling will take place when Kamala Harris takes her oath and becomes the first female to ever hold the office of Vice President of the United States. There is obviously still one more ceiling to smash, but these election results show that the question is no longer can a woman achieve the highest office in the land, but rather when. As we continue our pursuit of eliminating barriers for all people and seeking a more inclusive society this becomes one more step in a positive direction.

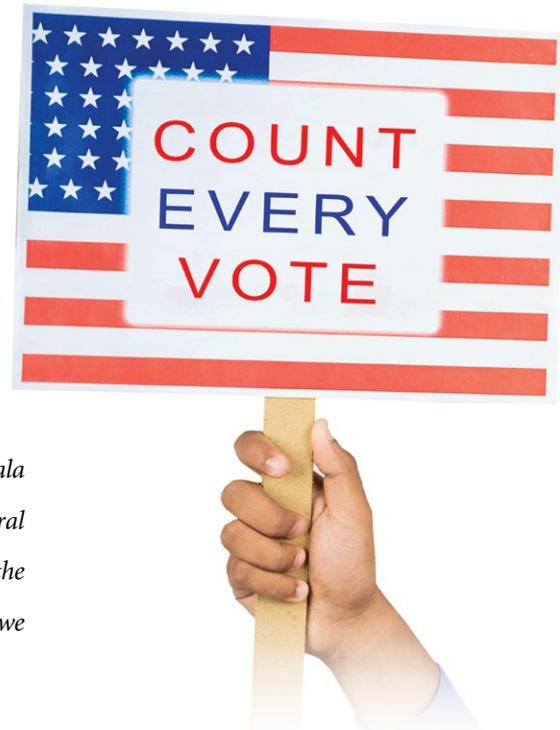
After every election, whether it be local, state/provincial, or national, only one candidate is elected to office. The supporters of the winner are pleased with the result and the supporters of those that have lost are disappointed. I understand that and it is a natural human reaction. However, the election itself is only the first step in a journey towards effective governance.

That is why our work has only just begun. We asked our membership to get involved in campaigns, encourage everyone that they knew to get out and vote and then follow through on that themselves. You heard the call and responded. Now those that were elected need to be held accountable. Both those we supported and those we did not.

The one thing in politics that is certain is that politicians want to keep their jobs and they know that every few years they need to consult with the electorate and survive a job evaluation, otherwise known as an election. Even those we did not support may support our positions if they feel a growing pressure that may turn them into a one term office holder.

This presidential election saw record turnout and demonstrated to politicians that voters were highly engaged. It would be a mistake to now just walk away and assume everything is going to be fine. We need to constantly make our case and promote our priorities. This pandemic has negatively impacted so many lives and so many things. As we look forward to the other side we not only need our politicians to help get us with a bridge to the vaccine, but we also need them to support our issues once the world returns to “normal”. We need to see policies implemented that make the recovery for our membership as rapid as possible. We have taken the first step of voting and now it’s time to keep the pressure on and ensure that we receive the governance we deserve.

Historic Biden/Harris Victory and Making IATSE Voices Heard



American voters have decided, in our free and fair elections, to elect Joe Biden and Kamala Harris to lead the United States as President and Vice President. With over 270 electoral votes and a total vote margin of 5.6 million and growing as every vote is counted, we the people have sent a message that we will not tolerate further attempts to divide us and we are prepared to move forward as a country.

The basis of American democracy is that we pick our leaders – our leaders do not pick their voters. Despite the worst pandemic in a century and deliberate voter suppression efforts, working people came out in record numbers to exercise our rights as citizens in the 2020 election. IATSE workers have done our job by making our voices heard at the ballot box. And now our election officials are doing theirs: counting every vote and verifying the results, as they have in every previous election.

But now that the will of the people is clear and Donald Trump knows he has lost this election, he wants to stop the count and have the courts throw out our ballots for his own gain. In America, the voters alone decide who will represent us and govern in our name. Joe Biden has received more votes than any candidate in U.S. history and is on track to win the popular vote by more than six million.

We have chosen the IATSE-endorsed Biden/Harris ticket to put our country solidly on the path to crushing this virus, providing comprehensive COVID-19 relief, and getting IATSE members back to doing what they love.

MAKING IATSE VOICES HEARD

In the 2020 election cycle, our enhanced political infrastructure allowed IATSE members to build upon previous electoral work and truly make a difference in electing pro-worker candidates who share our views.

To meet the magnitude of this election, the 2020 IATSE political program was unprecedented in its size, scale, and innovation.

This work began long before Election Day with the Political/Legislative Department partnering with the IATSE U.S. Locals to identify a Political Coordinator for every Local and bolster our political reach. Local

union leadership is one of the most trusted sources of information about politics for our members, which is why appointing a Political Coordinator is vital to our political and legislative infrastructure. 292 out of 321 U.S. Locals (representing 98.5% of the total U.S. membership) have appointed a member to serve in the role. Political Coordinators were a critical conduit this year for the Political/Legislative Department to disseminate political resources, information, and calls to action to the general membership.

The Political/Legislative Department worked closely with the U.S. District Secretaries and Political Coordina-

tors on robust voter registration drives and get out the vote campaigns – to say nothing of the political programs run by individual districts, Locals, and IATSE committees which led countless other electoral mobilizations.

The IATSE once again participated as an affiliate of the AFL-CIO with their annual electoral mobilization program, Labor 2020. The International invested significant resources in sponsoring IATSE members to work with the AFL-CIO in battleground states this fall as “Labor 2020 release staff.” We brought on twenty-eight IATSE members who worked over 600 days combined as release staff for their respective AFL-CIO state federations, both record numbers for the IATSE. We commend our IATSE release staff who helped to win races up and down the ballot in AZ, FL, ME, MN, MT, NC, NV, PA, TX, and WI. Additionally, International staff members volunteered their time to make calls during weekly AFL-CIO Virtual Phone Banks in the final weeks of the election cycle.

The International also undertook an expansive direct mail program to communicate with members in thirteen battleground states in the weeks leading up to the election. In total, we reached 17,686 members and sent 35,372 mail pieces focused on voter registration, education on pandemic-related changes to state election deadlines and rules, comparing the labor records of the presidential candidates, and getting out the vote.

In partnership with the Communications Department, the 2020 IATSE political program included a peer-to-peer texting campaign for the first time, using the platform Spoke. Prior to the election, IATSE staff communicated

one-on-one via text with 20,805 members, received 7,420 responses, and altogether sent 26,598 texts over the course of the program. These texts were again focused on assisting members with voter registration, election changes,



“I made it clear with the corporate leaders. I said, I want you to know I’m a union guy, unions are going to have increased power. They just nodded, they understand. It’s not anti-business. It’s about economic growth, creating good paying jobs.”

Joe Biden
President-Elect of the United States

ballot tracking, and how to vote. The Political/Legislative and Communications Departments similarly collaborated with regularity to communicate with the U.S. membership about the election via email and social media.

As an endorsing union, the IATSE

consistently partnered with the Biden/Harris presidential campaign to mobilize our membership in support of the ticket. Most prominently, we sponsored an IATSE for Biden/Harris GOTV phone bank. IATSE International President Matthew D. Loeb was joined by U.S. Senator Sherrod Brown (D-OH) to kick off the phone bank comprised of a couple hundred union member volunteers.

IATSE PAC utilized over \$550,000 of invaluable member contributions to support candidates in the 2020 election cycle who stand with workers and support the issues important to IATSE members.

Finally, and perhaps most importantly, IATSE proudly partnered with Power the Polls, a first-of-its-kind initiative to recruit poll workers to ensure a safe, fair election for all voters. As the COVID-19 pandemic continues to devastate communities across the country, there was a sharp decrease in the number of people who were able to work the polls on Election Day. With much of the entertainment industry still shut down, this moment was a unique opportunity for IATSE members to safeguard our democracy and simultaneously supplement their income. Over three hundred members signed up to serve as poll workers in their local communities through this partnership, joining local election officials to uphold the democratic process.

We can all be proud of the role the IATSE played in organizing, investing, and mobilizing in the 2020 election cycle to win a better political environment for workers to prosper and succeed

COVID-19 Testing – What Is Allowed, What Isn't Allowed, And How Does This All Work?

Now that the Return To Work Agreement is in place for film, television and streaming productions, members are returning to work with rigorous testing protocols in place. Studios and Employers have contracted with various companies and labs to provide testing, and there are a few types of tests and combinations that meet the testing requirements for each zone.

For the pre-employment test, there are three options that are acceptable. A lab-based polymerase chain reaction (PCR, for short) test may be used within 72 hours of employment. This is usually a nasopharyngeal swab test and is the “gold standard” of COVID-19 testing and accuracy. If there are issues with being able to obtain such a test’s results within 72 hours, a company may do a combination of a lab-based PCR test and a rapid test. The rapid test must be done within 48 hours of employment,

and the PCR test as close to the start date of employment as is possible, and both tests must return a negative result for the person to become an employee. Finally, a company may opt to perform two rapid tests, with the samples collected at the same time, within 48 hours of employment. Again, both of these tests must yield a negative result prior to the start of employment. These combinations and options are the result of input by epidemiologists and experts engaged by each of the Industry Unions

and Guilds during the Return To Work negotiations. The goal was to have flexibility for productions to address on-the-ground issues while returning the highest accuracy of test results.

Once you pass your COVID-19 test(s), you are considered an employee. Why is this important? Once an employee, even if you develop symptoms prior to the first day of work, or the health assessment or temperature check the morning of your first day of employment indicates

We continue to have the most robust return to work COVID-19 safety protocols in North America.

you have symptoms of COVID-19, you are now eligible for up to ten days of paid COVID-19 sick leave during your quarantine period.

There are some types of tests that are not allowed at this time; these include antigen and antibody tests. Antigen tests are not sensitive enough to the presence of minuscule amounts of the SARS-CoV-2 virus which causes COVID-19. Antibody tests will only tell you if you've already had COVID-19, and the test may only be accurate for a few months after initial infection.

Once you are working on a production, your periodic testing requirements depend on the zone you're in. Zone A is for actors who, at times, cannot wear PPE and for those crew who are in the same space as those unmasked performers. This group has the highest level of weekly testing. For most of those in Zone A, periodic testing is three times a week, with at least one of those tests being a lab-based PCR diagnostic test.

Zone B encompasses those who can remain outside the "bubble" of unmasked performers but are still part of the production crew. They are tested at least one time a week. Zone C are primarily employees who work away from set, without interaction with Zone A or Zone B employees, unless they can all wear PPE, and do not come within six feet of those people for fifteen minutes or more. Their testing is on a bi-weekly

basis. For Zone B and C employees, the weekly or bi-weekly test shall be a lab-based PCR diagnostic test, with results returned within 72 hours.

What if a test result cannot be obtained within a 72 hour window? There are ways to address that, as well. The employee can be administered a rapid test and receive a negative result within the past 24 hours, or, if the person is being tested more frequently than the minimum requirements for their zone, and all tests taken within the past seven days have been negative, they can continue to work.

If traveling by plane, or having to quarantine once arriving at a location before commencing work, please refer to the Return To Work Agreement for the various requirements for testing.

Testing can be performed on- or off-site, and testing not done as part of a work day could even be an at-home test, although that technology is not widely available in most markets as of this writing.

A few other important elements should be noted. We are working with productions when an issue related to obtaining one's tests results arises. If you are having trouble obtaining your test results, other than the production telling you to report to work because you passed, please let your Local know.

Crew members may be required to sign consent forms prior to testing and disclosure of test results. Producers

must follow all applicable laws and there shall be no waivers of the Producer's liability. If you have questions about any documents you are asked to sign, send the document to your Local for review.

Payment for testing not done as part of a work day is paid as a \$250 stipend, unless it's an at-home test, which generates a \$20 stipend on a non-work, -idle or -travel day. We are currently working with the Employers and payroll companies to standardized how this money is distributed.

This comprehensive testing policy is the result of consultation with experts, many sessions of negotiations between the Unions/Guilds and the AMPTP, and the will of both sides to create as safe a work environment as possible. COVID-19 testing for a crew of any size or length of employment is expensive, and this part of the agreement, specifically frequency of testing and the timeline for results, was a battle hard fought. In the end, our research prevailed upon the companies the importance of testing, in combination with appropriate PPE, social distancing, and additional crew who can oversee these new rules.

Going forward, the Unions and Employers will have periodic meetings to address any adjustments or issues that arise from this historic agreement. We will follow the science and be nimble to change so that we continue to have the most robust return to work COVID-19 safety protocols in North America.

MOTION PICTURE & TELEVISION PRODUCTION

THE COVID-19 RETURN TO WORK AGREEMENT

On September 21st, after months of negotiations between the Unions (comprised of the IATSE, DGA, SAG-AFTRA and Teamsters/Basic Crafts) and the AMPTP, an agreement to address the safety of crews working on motion pictures, streaming and television productions was reached. This contract is the culmination of dozens of meetings involving not just the unions and employers, but also epidemiologists, medical experts, and input from members regarding best practices for their specific crafts.

The result of one of the most comprehensive and pro-active set of safety protocols of any industry in North America and is a direct result of the power of unified union labor.

By building layer upon layer of safety rules and protocols, sets and places of work are able to quickly identify COVID-19 cases, perform contact tracing, and isolate anyone who may be infected. This is accomplished by adhering to distancing protocols, wearing of masks and, when required, other personal protective equipment (PPE), frequent testing for those most at risk of infection due to the requirements of their job, and timely, thorough contact tracing and containment of potentially at risk employees, with a sick leave policy that compensates them for time away from work due to potential illness or exposure.

Let's look at some of the specifics.

A zone system was established, each with their own level of testing per week or per employment. Within each of these zones, for those working on live-action productions, employers should utilize working pods to minimize interaction between too many crew members. This helps reduce the amount of crew who may need to quarantine if one of their co-workers has, or is suspected to have, COVID-19.

There now exists the position of a COVID-19 Compliance Supervisor (CCS), who, depending on the size of the production, can oversee a number of employees in the COVID-19 Compliance Team. The CCS should be available to all employees during work hours, and have access to medical professionals or other experts when necessary. They are responsible for the implementation and execution of the Return to Work agreement, and should address any COVID-19 issues, in consultation with production, that may arise.

To help educate crew members before they go to work,

CSATF or the appropriate entity, such as the IATSE Training Trust Fund, now provides a COVID-19 safety course to all employees.

COVID-19 sick leave pay was negotiated that is better than what Federal or State law provides. If someone meets one of the six "Eligible COVID-19 Events", they may use up to ten days per employer of sick leave, at the applicable hourly wage minimum and eight hours of benefits, with a daily wage cap of \$750, for each day of work they miss. There is no accrual period; this sick leave is available once a person becomes an employee.

It is important to note that a negative COVID-19 test is required to be considered an employee. Once a person is cleared to work and is employed, any eligible COVID-19 event, including symptoms or a positive test, will trigger COVID-19 sick leave pay.

Daily health screenings are required prior to the start of work each day. Answering COVID-19 related questions can be done at home or at the worksite, depending on the production. If the health screening is performed prior to reporting to work, 1/10th of an hour will be added on to that day for daily and weekly hires.

There are provisions for payment for those who are required to quarantine (either due to a Country, State or Local rule), or at request of the production. If someone has to quarantine due to an eligible COVID-19 event, they would instead be eligible for the COVID-19 sick pay.

Two additional documents were also incorporated. These include craft-specific protocols that address a variety of topics, including best practices and cleaning regimens, and the majority of the original White Paper.

Due to the ever-evolving nature of what we know about COVID-19, the Unions, Guilds and AMPTP have agreed to meet periodically to review the Agreement, current science, and address any issues as they arise.

This Agreement is in place until April 30, 2021. If, at that time, it is found that COVID-19 is still a threat to the workforce, an extension will need to be addressed.

Negotiations with the AICP to address commercial production are ongoing. We will provide an update in future Bulletins on the status of these discussions and potential outcome.

CREW SHOTS

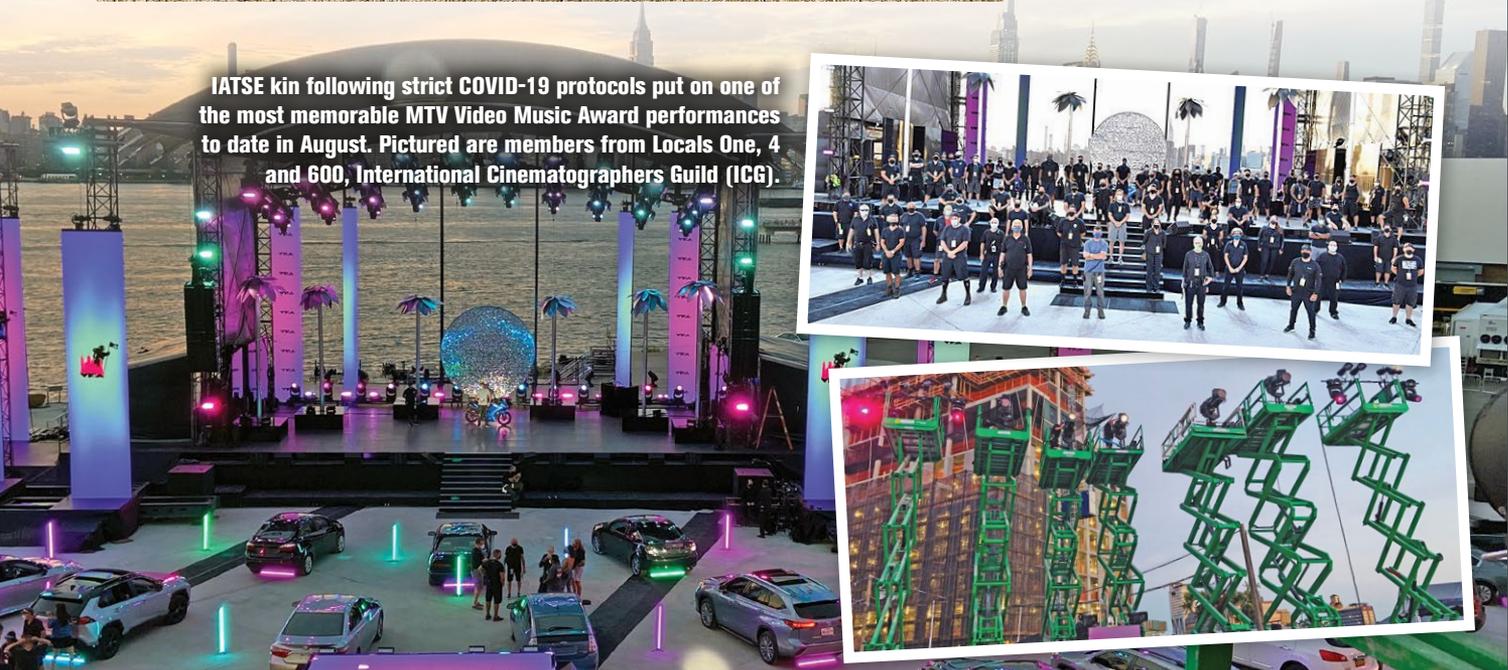


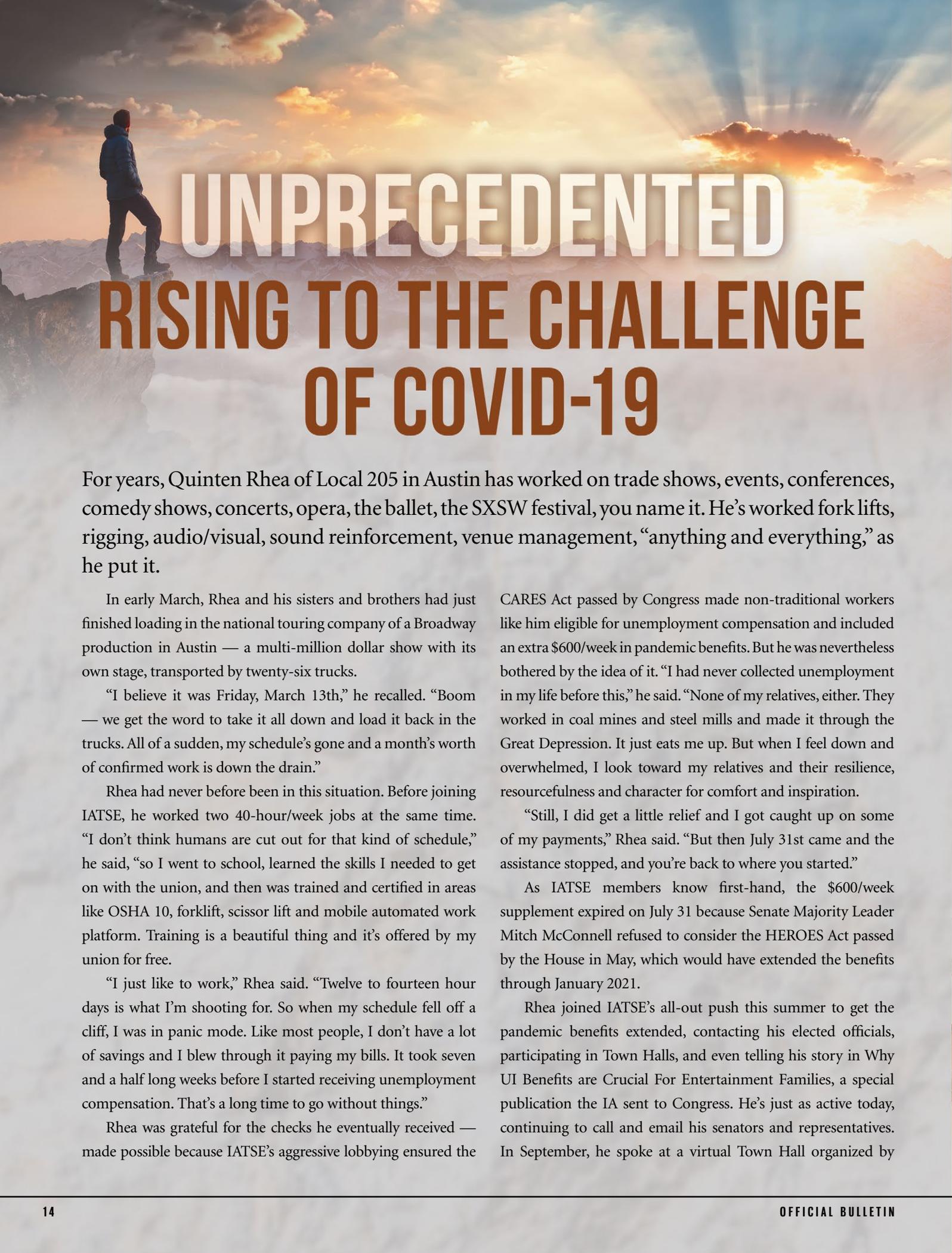
A round of applause for the talented women and men of Local 27 that set the stage for democracy at the 2020 presidential debate held on Tuesday, September 29 in Cleveland, Ohio. Great job IATSE Local 27!



Behind every great campaign is an even better crew. Local 8 members pose for a crew shot during a Biden Harris campaigning event held on October 23rd in Bristol, Pennsylvania.

IATSE kin following strict COVID-19 protocols put on one of the most memorable MTV Video Music Award performances to date in August. Pictured are members from Locals One, 4 and 600, International Cinematographers Guild (ICG).





UNPRECEDENTED RISING TO THE CHALLENGE OF COVID-19

For years, Quinten Rhea of Local 205 in Austin has worked on trade shows, events, conferences, comedy shows, concerts, opera, the ballet, the SXSW festival, you name it. He's worked fork lifts, rigging, audio/visual, sound reinforcement, venue management, "anything and everything," as he put it.

In early March, Rhea and his sisters and brothers had just finished loading in the national touring company of a Broadway production in Austin — a multi-million dollar show with its own stage, transported by twenty-six trucks.

"I believe it was Friday, March 13th," he recalled. "Boom — we get the word to take it all down and load it back in the trucks. All of a sudden, my schedule's gone and a month's worth of confirmed work is down the drain."

Rhea had never before been in this situation. Before joining IATSE, he worked two 40-hour/week jobs at the same time. "I don't think humans are cut out for that kind of schedule," he said, "so I went to school, learned the skills I needed to get on with the union, and then was trained and certified in areas like OSHA 10, forklift, scissor lift and mobile automated work platform. Training is a beautiful thing and it's offered by my union for free.

"I just like to work," Rhea said. "Twelve to fourteen hour days is what I'm shooting for. So when my schedule fell off a cliff, I was in panic mode. Like most people, I don't have a lot of savings and I blew through it paying my bills. It took seven and a half long weeks before I started receiving unemployment compensation. That's a long time to go without things."

Rhea was grateful for the checks he eventually received — made possible because IATSE's aggressive lobbying ensured the

CARES Act passed by Congress made non-traditional workers like him eligible for unemployment compensation and included an extra \$600/week in pandemic benefits. But he was nevertheless bothered by the idea of it. "I had never collected unemployment in my life before this," he said. "None of my relatives, either. They worked in coal mines and steel mills and made it through the Great Depression. It just eats me up. But when I feel down and overwhelmed, I look toward my relatives and their resilience, resourcefulness and character for comfort and inspiration.

"Still, I did get a little relief and I got caught up on some of my payments," Rhea said. "But then July 31st came and the assistance stopped, and you're back to where you started."

As IATSE members know first-hand, the \$600/week supplement expired on July 31 because Senate Majority Leader Mitch McConnell refused to consider the HEROES Act passed by the House in May, which would have extended the benefits through January 2021.

Rhea joined IATSE's all-out push this summer to get the pandemic benefits extended, contacting his elected officials, participating in Town Halls, and even telling his story in *Why UI Benefits are Crucial For Entertainment Families*, a special publication the IA sent to Congress. He's just as active today, continuing to call and email his senators and representatives. In September, he spoke at a virtual Town Hall organized by

Democratic Senate candidate MJ Hegar on rebuilding the Texas economy. “We need substantial and sustained support until three conditions are met: Until there’s a vaccine, until there’s a safe working environment, and until the industry returns,” he told participants.

More than four months after Rhea’s pandemic payments ended, life continues to be a struggle. He receives food deliveries from his IATSE family. And he’s grateful for the support provided by his union.

“It’s been absolutely excellent, amazing,” he said. “We have a phone tree to check on people. The union has helped me apply for the very few jobs that occasionally become available. It’s unheard of in the corporate world to have people call to see how you’re doing and bring groceries. I am greatly appreciative. I am usually the one helping others, though, and I hope to contribute soon.”

Facing the unknown and the possibility that work might not return for a long time, Rhea is considering applying for a grant from the Actors Fund — available because IATSE donated \$2.5 million to that Fund, the Actors Fund of Canada and the Motion Picture and Television Fund to help members during the pandemic. “I hate asking for things, I’ve never been able to do it before this,” he said. “Still, I have to eat, and my bills have to get paid.”

Rhea is concerned about the future. “There has to be a bridge to get us to the next place and get this behind us. We can beat this, but if it takes a year, year and a half, people can’t make it that long. It’s a lot of pain. And there are a lot of peripheral issues, too, like stress, anxiety and depression affecting people, that could last even beyond the end of this. Hopefully, the election will bring us new, compassionate leadership that does the right thing, restores sanity and gets us back on course. All of us need to keep fighting together for our sisters and brothers.”

INITIAL RESPONSE

In its 127-year history, IATSE has been through two World Wars, the 1918 Spanish Flu pandemic, the Great Depression and other economic downturns, terrorist attacks and natural disasters. But never have members faced the industry-wide devastation caused by the COVID-19 pandemic. Unfortunately, Quinton Rhea’s plight has been shared in one form or another by virtually every one of the IA’s 150,000 members.

When the shutdown hit in mid-March, IATSE officials instantly recognized the singular nature of the threat and sprung into action. Among the first steps taken, the General Executive Board allocated \$2.5 million to the Actors Fund, the Actors Fund of Canada and the Motion Picture and Television Fund to aid members in need, as noted previously.

The General Executive Board also provided relief to Locals for second quarter per capita obligations.

Another immediate concern was ensuring that members not working would not lose their health care coverage. So the union trustees at the Motion Picture Industry (MPI) Health Plan and the IATSE National Benefit Funds went to work to make this happen.

Acting in his capacity as Labor Chair of the MPI Health Plan, International Vice President Thomas Davis (who also serves as Business Manager of Local 80) worked with his fellow directors to have MPI provide free COVID care without payment and immediate premium relief for all participants. This has continued and most recently, MPI announced it will continue to provide no-cost COBRA coverage and waivers of dependent health care premiums through May 31st.

As union trustees of the IATSE National Health and Welfare Fund, International President Matthew D. Loeb; General Secretary-Treasurer James B. Wood; International



Vice Presidents Daniel Di Tolla, Michael F. Miller, Jr. and Joanne M. Sanders; International Trustee Patricia White; and former International Vice-President Brian Lawlor did the same. As a result, The Fund gave Plan A participants credits to maintain their eligibility, and covered shortfalls in CAPP so Plan C participants would retain their benefits, as well.

“While some employer trustees were concerned about the financial impact of doing this, 2019 was an excellent year for the Health & Welfare Fund and our consultants did an excellent job making sure we had all the financial information we needed to be assured this was a sound decision,” Sanders said. “It was a huge relief to do this. I have so much compassion for our rank and file members, and if we can’t take care of them, then I don’t feel like I’m doing my job.”

“Our health plans are spending a lot of money to keep people covered, while going without the normal hourly contributions that come in,” Miller said. “The fact that the reserve funds are available for this purpose is thanks to the hard work bargaining committees have done in previous negotiations and the skillful management of these plans. This is what the reserves are for and I’ve been impressed at how far they’ve gotten us to this point.”

As a result of these twin actions, an estimated 98 to 99 percent of IATSE members who work in motion picture production have been able to retain their health coverage despite the absence of work. In fact, the level of attrition has actually been less than in normal eligibility periods.

The MPI’s labor directors also acted to enable participants in its Individual Account Plan (IAP) — an employer-funded defined contribution pension plan — to make hardship withdrawals without paying a penalty. And the California IATSE Council — also chaired by Davis — persuaded the California state legislature to waive any state tax penalties for hardship withdrawals, mirroring a similar federal provision in the CARES Act passed by Congress.

Similarly, the IATSE National Benefit Funds’ trustees made

sure that participants in the IATSE Annuity Fund can take penalty-free hardship withdrawals.

To provide further support for members facing hardship, the General Executive Board launched the Coronavirus Active Response and Engagement Service (IATSE CARES). Found at <https://iatsecares.org>, this initiative connects members and retirees who need help — especially those who are at-risk, elderly, and/or disabled — with members who are willing to help. So far thousands of members have volunteered to serve their sisters and brothers and kin.

Notably, IATSE CARES creates a buddy system where members may sign up to have a volunteer check in with them as often as they choose. And, as Quinton Rhea noted, it establishes a safe and free delivery system enabling members to request supplies, groceries, or whatever else they may need, and have it brought to their door by another IATSE member.

At the same time, IATSE underwent an unprecedented mobilization to gain relief for members through the U.S. Congress and Canadian Parliament.

Members sent a whopping 108,000 letters to Congress and thanks to their activism, the CARES Act, which was signed into law on March 27, 2020. It made IA members eligible for financial relief — including those with scheduled or offered work that had been shut down due to the COVID-19 pandemic — and added an extra \$600/week in pandemic unemployment benefits through July 31st. It also extended the duration of unemployment compensation by an additional thirteen weeks.

Canadian IATSE members achieved comparable success in Parliament, creating a \$2,000/month Emergency Response Benefit for those who typically do not qualify for traditional unemployment insurance and winning other important relief (see page 23-25 for more information).

But the job was not done yet. “Passage of the CARES Act was just the first step — we didn’t stop, and in fact, we had to work even harder,” said IATSE Political and Legislative Director Tyler

On September 5th 2020, Sisters, Brothers and Kin of Local 200 and surrounding Locals 82, 283, and 501 held their first ever civic action. A “Case Push” rally around the PPL Center in Allentown Pennsylvania to bring awareness to unemployed entertainment workers and urging Congress to extend pandemic unemployment assistance.



“WE SERVED THOUSANDS OF WORKERS IN OUR COMMUNITY AND ARE GRATEFUL THAT WE HAVE THE FACILITIES AT THE WEST COAST OFFICE TO SERVE OUR MEMBERS.”

Michael F. Miller, Jr.
*International Vice President and
Director of Motion Picture and Television Production*

McIntosh. “Our grassroots activism spearheaded House passage of the HEROES Act on May 15th, and then we channeled our collective strength toward the Senate.”

The HEROES Act extended the \$600/week pandemic unemployment benefit through January 2021; provided a 100 percent COBRA premium subsidy; made all non-profits, including unions, eligible for Paycheck Protection Program support; provided relief to multiemployer pension plans; required OSHA to issue COVID-19 standards; and appropriated \$20 million in funding for the arts. Unfortunately, Senate Majority Leader Mitch McConnell refused to consider the bill in the Senate, despite all-out pressure from IATSE and organized labor.

“The work that Locals did was awe-inspiring,” McIntosh said. “They held rallies, built grassroots momentum through their communities, generated local press, and raised awareness about the plight of entertainment workers.” Several Locals also held Case Pushes across the country, with members pushing empty road boxes emblazoned with “HEROES Act Now,” “Save the \$600,” and “Extend PUA” banners.

“While we’ve kept the heat on the Senate through the fall, we’ve also focused our 2020 political program around the need to address COVID-19,” McIntosh said. “We’ve made clear where the candidates stand on the issues that, now more than ever, directly affect our members’ lives and livelihoods. And we kept our members informed on the latest voting information so they could choose how best to cast their ballots, whether by mail, through early voting or in person on Election Day.”

Beyond legislative and political action, and providing needed relief to members, each Department is working tenaciously to address the specific needs of each craft and industry, and to ensure that no member is left behind during these unprecedented times. What follows is a more detailed look at how IATSE is answering the call.

MOTION PICTURE AND TELEVISION PRODUCTION

As it was for Quinton Rhea, March 13th was “Black Friday” for IATSE members working on live action motion picture and television productions.

But there were a few exceptions. “We were fortunate in some ways,” said Michael F. Miller, Jr., International Vice President and Director of Motion Picture and Television Production. “Animation continued without seeing anywhere near the downturn that the live action crews experienced. Some staff employees and many post-production employees continued working, too, with working at home an option in many cases.”

But for members unable to work from home, there was no work. Miller and Local leaders immediately urged employers to do right by IATSE members, with significant successes. “Our employers did a lot to carry our people,” he said. “Most provided between three and eight weeks of relief pay. Shows that continued in production tried to carry their entire crew even when not all crew members worked. Netflix in particular was the first to act and a model for others to follow. Overall, our employers paid hundreds of millions of dollars in relief.”

Throughout this time, motion picture and television production Locals in Southern California partnered with the Los Angeles County Federation of Labor and the Los Angeles Regional Food Bank to distribute food to members in need, operating out of the IATSE West Coast Office. “It was a very sobering experience to see lines of entertainment industry workers in need of food during this crisis,” Miller said. “We served thousands of workers in our community and are grateful that we have the facilities at the West Coast Office to serve our members.”

Though the employment outlook remained bleak in many IA crafts well into the fall, there has been a resurgence the last few months in motion picture and television production. “We’ve



been seeing exponential increases in work, particularly in pre-production, which is a precursor to everything else,” Miller said, noting that Georgia and New York have been busy and that Los Angeles is in the early stages of a return to normalcy.

Of course, returning to work can only happen when production sets are safe — that members won’t risk exposure to COVID-19 on the job.

At IATSE’s behest, the Industry-Wide Labor Management Safety Committee — which has existed for many years — began meeting in March to create a list of COVID-19 safety protocols that would serve as the minimum requirements to allow production to resume.

While this work was going on, IATSE Locals were busy negotiating return to work protocols with employers on a case by case basis. Miller estimated that IA staff and officers bargained 300 or more separate protocols. “Our Local staff representatives have never worked harder or had more to do than over these seven months,” he said. “They’ve done an incredible job.”

At the same time, New York Gov. Andrew Cuomo and California Gov. Gavin Newsom asked the motion picture and television industry — both labor and management — for help in developing statewide standards. They charged the Labor Management Safety Committee, co-chaired by Local 80 member and IA Safety Committee Chairman Kent Jorgenson, with developing an Industry-Wide Safety Committee White Paper in consultation with other stakeholders, such as Studio Mechanics and New York Production Locals. Working in partnership with the Directors Guild of America (DGA), Screen Actors Guild (SAG-AFTRA), the Teamsters and Basic Crafts, IATSE finalized the document with the Alliance of Motion Picture and Television Producers (AMPTP). New York and California then issued guidelines that closely adhered to the White Paper. As a result, the IA’s safety protocols set the standard for the industry.

Announced on September 21, the protocols’ guiding principles include strictly enforced testing regimens, a zone-based system, and diligent use of personal protective equipment (PPE). To ensure workers’ livelihoods are not burdened with added uncertainty during the pandemic, the agreement also includes COVID-19 sick leave and quarantine pay.

“This is the first time I’m aware of when IATSE, the Directors, SAG-AFTRA, the Teamsters and the basic crafts went in together with the major studios and Netflix to determine what needed to be done to protect the industry and the livelihoods of its workers,” Miller said. “This unprecedented cooperation was recognized by our employers. The strength to come in as one voice was tremendous.

“Importantly, it applies to everyone,” he emphasized. “It applies to a director the same as a grip, it applies to an actor the same as a costumer. The virus doesn’t recognize craft lines.”

As part of this effort, IATSE worked with Contract Services and the Training Trust Fund to conduct COVID-19 awareness training, which must be taken by all the workers on a set to remain eligible for work.

“The protocols enable us to come back strongly and quickly, with unprecedented benefits like sick leave, quarantine pay, and a testing regimen that no other industry has yet matched,” he added. “And for other industries, it provides a good model for joint labor-management cooperation and allowing for a safe return to work.

“We’ve seen evidence thus far that we’ve created a robust program that is working,” Miller said. “The reality is that motion picture production is different now. Since no one has done this before, there are bound to be bumps in the road. But I think we’ve established a viable framework for now and the foreseeable future.

“Work flows on the set are certainly changing,” he said.

“There’s a lot to unpack. It ranges from how different groups of crew members are separated from one another to how crews work with actors not wearing masks when scenes are shot. There’s also a tremendous amount of technological change that’s now enabling some crew members to work remotely from home.”

“Due to logistical issues around the new protocols and the cost of compliance, it remains to be seen whether and when production levels and work hours will match where they were pre-pandemic,” Miller noted. “On the other hand, demand for content has not subsided at all. The one consistency in all of this is uncertainty. But we are moving forward.”

STAGECRAFT

The impact of COVID-19 on members in Stagecraft has been brutal from day one. Not only on Broadway but all across the country.

“When things shut down in March, every touring company, every dance company, every opera company, symphonies, all of them immediately and completely stopped work,” said International Vice President and Director of Stagecraft Daniel E.

“OUR LOCALS HAVE BEEN VERY ACTIVE, CONDUCTING FOOD DRIVES, MAKING MASKS, LOBBYING TO EXTEND PANDEMIC UNEMPLOYMENT BENEFITS, AND ENGAGING THEIR COMMUNITIES.”

Daniel E. Di Tolla

International Vice President and Director of Stagecraft

Di Tolla. “That remained the case through most of the summer. Starting in July, local and traveling stagehands went back to load out the sets and send the equipment back into the shop and several Broadway shows loaded out, as well. But of course, that was just temporary work, not long-term.”

Stagecraft Locals also took the initiative to assist members in need. “Our Locals have been very active,” Di Tolla said,

GETTING THE WHEELS BACK IN MOTION

Daniel McManus, a crew chief and member of Locals One and 4, and Edward Lavin, an Emmy Award winning Broadcast Technician and member of Locals 100 and 600, both had the opportunity to work on the “virtual” 2020 MTV Video Music Awards. While the work was substantially different than in the pre-COVID-19 days, both members were happy to be back on the job.

“I’m smiling now, while thinking about it,” McManus said of the experience. “It was an amazing feeling to be working on the set of the VMAs. It was tough not being able to hug or shake hands with any of my IA family but it was great to see everybody.”

“It was amazing,” Lavin agreed. “It felt good to see good people and to see people get paid for something we all care about.”

Lavin was impressed with the safety precautions in place. “Safety first and I’m happy to see the care taken to ensure the safety of all crew members,” he said. “It’s nice to see value placed on what we do and that we matter.”

McManus echoed this sentiment. “I really appreciated the safety measures MTV/Viacom took to make sure everyone on the site was tested regularly and always wearing masks,” he said, “but it also made everyone on the job site feel safer to work during these conditions.

“I do feel this is a huge step in the right direction though and showing everyone that we took on this show and had great success going by all protocols and COVID-19 related guidelines,” McManus added. “We really showed the wheels can get back in motion!”

“If some are returning to work, we all will eventually,” Lavin said. “Do what you can with the time you have. Time with family, your friends, your church and loved ones.”



“conducting food drives, making masks, lobbying to extend pandemic unemployment benefits, and engaging their communities. It’s been a real inspiration.”

While Broadway is now shut down through May 30, 2021, and most national touring companies and regional theaters will likely remain closed for the foreseeable future, some work has started to return. “Some scene shops have gone back to work and some have gone in to do maintenance,” Di Tolla said. “Some talk shows in New York City resumed production in September without a live audience, and with social distancing and PPE for our members.

“Recently, Local 4 crewed the MTV Video Music Awards,” he noted. “Rather than taking place in the Barclay’s Center with a live audience, most of the show was shot outdoors around Brooklyn. It was good to have the work, but it was still about one-third the number who would have been working on a normal awards broadcast.”

The Stagecraft Department developed COVID-19 safety protocols for all members returning to work, submitted them to expert epidemiologists for review, and incorporated their recommendations. Locals then negotiated the protocols with employers.

“All of the protocols involve PPE, with the requirements more stringent if close interaction with artists is required,” Di Tolla said. “For example, with stagehands keeping six feet apart, masks are sufficient, while make-up requires gowns and N95 masks. There are limits on ingress and egress to avoid clusters of people, and social distancing is required during breaks and meals. Hand sanitizer is everywhere.

“For large groups, there is pre-employment testing,” he said. “There are protocols about how to handle people who may have been exposed to ensure adequate contact tracing and that people in danger of infecting others are removed from work. And we’ve made sure there are good sick leave provisions, because it’s important that all workers know they can answer the questions they’re asked about their health and possible exposures honestly without putting their income at risk. The protocols do vary a bit depending

on the employer and the Local, but these are usually the broad parameters.”

He noted that, as one example, the Feld Company, which produces Disney on Ice, agreed that once they’re back to work, touring personnel who either test positive or are exposed to someone with COVID-19 will be paid for the length of their required quarantine.

“Our employers are taking COVID-19 seriously and working with us to adopt what we both agree are appropriate safety measures to reduce the dangers of infection in the workplace as much as possible,” Di Tolla said. “The only pushback we have ever gotten over safety protocols has been at Trump campaign events, where campaign advance people are not wearing masks, distancing or observing proper safety protocols. We’ve had to warn all local unions about this.”

TRADE SHOW & DISPLAY

Along with Stagecraft, Trade Show & Display Department members have been the hardest hit by the COVID-19 pandemic, with in-person conventions, meetings, exhibitions, concerts and a host of other events cancelled since March.

“I’d estimate that between 90 and 95 percent of our members have been out of work,” said International Vice President and Director of Trade Show & Display Joanne Sanders. “Some general service contractor warehouses have had some work but even that’s been sporadic at best.”

“Our Locals have stepped up in a big way,” Sanders said. “It’s been amazing what they’ve done for the membership.” In particular, she cited Local 720 in Las Vegas for completely renovating a room in their building to serve as a food pantry, and several Los Angeles Locals for raising more than \$12,000 for area food banks.

“The number of individuals who have been stepping up and working together has been phenomenal,” she said. “As awful as this pandemic is, that has helped build solidarity and that is priceless.”

Locals were very active in lobbying to extend pandemic unemployment benefits. This included a Red Alert protest in

“AS AWFUL AS THIS PANDEMIC IS, THAT HAS HELPED BUILD SOLIDARITY AND THAT IS PRICELESS.”

Joanne Sanders

*International Vice President and
Director of Trade Show & Display*

NOURISHING THOSE IN NEED

All across the country, IATSE local unions have been organizing food banks and distribution centers to ensure that members and their families don't go hungry during these hard times.

One notable recent effort was launched by Local 720 in hard-hit Las Vegas. In mid-October, they gave away 222 two-person food kits and 181 four-person food kits to members as well as anyone in the community who asked for one. They also delivered nearly fifty food boxes to members unable to drive to Local 720's headquarters. Local 720 Business Manager Apple Thorne estimated that in total they fed close to 1,000 individuals, with over 550 adults and over 400 children or elderly dependents.

Another, larger food bank distribution was planned for November 19 and 20 and slated to include fixings for a Thanksgiving feast.



which more than 2,400 buildings were lit up in red to raise awareness about the plight of entertainment and gig economy workers.

“Our members can’t go back to work because government regulations closed down their work,” Sanders said. “The notion opponents put forward that pandemic unemployment benefits would incentivize people to stay home is clueless, outrageous, and an insult to our members, and we have made that point over and over.”

Interestingly, the IA has been joined by newly formed industry groups including We Make Events (founded by the Professional Lighting and Sound Association of the U.K.), Save Our Stages (founded by the National Independent Venue Association), and Go Live Together (founded by Freeman and fourteen other trade show employers, unions and associations).

“In the past, the trade show industry hasn’t felt the need to do much lobbying,” Sanders said. “But now they’ve learned what we’ve long known — you have to be able make your case if you want to have an impact. Most people don’t realize what it takes to put together a show, whether it’s a live concert, tradeshow

or a convention, and Go Live Together in particular is helping to shine a light on the critical work our members do in the live events industry.”

Throughout the course of the pandemic, Trade Show, like all IATSE Departments, has worked to develop safety protocols for its sector of the industry, in consultation with three epidemiologists hired by the union for this purpose.

“We wrote up protocols that apply to the trade show sector,” Sanders said. “After being edited by our epidemiologists, we distributed them to every Local. We covered every area of work, addressing issues like how to keep equipment disinfected, and how to handle freight coming from another country, as well as mask mandates, cleaning stations and testing.

“We’re working closely with our employers on this, and we’re on the same page when it comes to what needs to happen when work resumes,” she added.

The Department is being particularly vigilant due to the fact that many jobs involve multiple layers of oversight, including the General Service Contractor, the Show Manager and venue management. “Hopefully, we won’t run into issues, but this is one area we’re alert to,” Sanders said. “The General Service

Contractor will come into the building with its own set of protocols. The venue will have its own standards. We need to make sure the higher standards are always followed no matter the situation.

“Each state, county and municipality has its own standards as well,” Sanders noted. “This became an issue in Jacksonville this summer, where Local 115 did a WWE event, following city and venue protocols. Then the Republicans wanted to hold Convention events there, but insisted they would do whatever they wanted. The venue said, ‘No, you’re going to follow our protocols.’ The Republicans pulled out and our Local lost that work.”

Sanders noted a few indications that some work may be coming back. “One recent show was held in Orlando as a hybrid test case with events held both virtually and on site,” she said. “There was social distancing, masks were required, and booths were farther apart than normal. There is a show planned in early December in Louisville that may follow a similar mode. And there have been some meetings in Las Vegas as people explore how to bring people together while protecting everyone’s health. We’re doing everything we can to get as many members as possible back to work safely as soon as possible.”

BROADCAST

For IATSE members in broadcasting, March 11, 2020 might as well have been Woeful Wednesday. On that day, Utah Jazz Center Rudy Gobert tested positive for the coronavirus, the National Basketball Association suspended its season, and all live professional and college sports ground to a halt.

For three months, broadcast members were largely out of work. The IA immediately mounted a sustained pressure campaign on the Regional Sports Networks (RSNs) that employ most broadcast members to compensate them for missed work. “The RSNs pleaded poverty but we called them on their

BS because they were still receiving cable fees even when they weren’t broadcasting games,” said Steve Belsky, Co-Director of the Broadcast Department. “President Loeb supported an aggressive PR campaign to bring them to the table. Eventually, we got most of them to agree to pay our members for ten to fifteen games that were never played. This was a life-saver for our crews at the time, but it was short-term. The extra \$600/week in unemployment benefits helped, too, until that was allowed to expire.”

Starting in July, various sports started resuming their season under widely varying circumstances. The NBA created its own bubble in Orlando, as did the WNBA and Major League Soccer (MLS). The NHL had bubbles in Toronto and Edmonton. Later that month, Major League Baseball started a 60-game regular season playing in the teams’ empty ballparks. This fall, the National Football League, NCAA Division I football and, now, MLS are playing in their home stadiums, some without fans and others at reduced capacity.

This had widely varying impacts for IATSE members working for the RSNs. “Normally, there are two crews working the pro sports broadcasts, one from the home team’s network and one from the visiting team’s network,” Belsky said. “You might have twenty-five people working the home show with up to a dozen cameras, plus multiple replay, audio, graphics, and other technicians, while the away crew could have another fifteen or twenty people, possibly sharing cameras and other feeds with the home show.

“But the NBA bubble was bunkered, with just one crew creating a single ‘world feed,’” he noted. “So a smaller number of members were working a smaller number of games.”

For sports like baseball resuming without bubbles, crewing decisions varied. “Home team crews largely went back to work,” Belsky said, “with individual crewing decisions left to employers about who would be rehired. In some cases, away crews might



**“ABOVE ALL ELSE, WE MUST
MAINTAIN UNION VALUE FOR
OUR MEMBERS IN THESE
UNCERTAIN TIMES.”**

Steve Belsky

Co-Director of the Broadcast Department

get some positions on some of the games, but in others, the home team crew would do the entire show and the entire (shortened) season.

“The bottom line is that some of our members have been able to return to work, but others could be without jobs for some time,” he said. “Our Department is holding a Summit in November with all Broadcast Local leaders. Among many topics, we’ll be honing our strategies to stay ahead of technological evolution, especially in light of crewing changes caused by the pandemic in current seasons and those ahead. Above all else, we must maintain union value for our members in these uncertain times.”

Throughout this process, the Broadcast Department has been working long and hard to put in place COVID-19 safety protocols and ensure that employers abide by them.

“With no single association of broadcasters, we’ve had to bargain with more than thirty employers for the terms of our safety protocols,” Belsky said. “We’re demanding two things. The first is basic safety standards. That’s easier for a centerfield cameraperson who’s mostly socially distanced from the rest of the crew. But it’s almost impossible inside a truck with ten technicians plus producers, directors, and the rest. You can’t put up enough sneeze guards to protect them. So we’re targeting remote buildings, supplemental trailer-based systems, and air flow improvements as well as other steps.

“Our second demand is for a social responsibility pledge,” he explained. “That includes quarantine pay for crew members who feel ill, have tested positive, or have been exposed to someone with COVID. This is critical to ensure no one feels the financial pressure to report to work despite the risk of spreading the virus. Some employers argued they couldn’t afford two weeks of quarantine pay. We argued they couldn’t afford not to; that this was the cost of putting these sports back on TV. Others tried to contort the social responsibility pledge (or failing to comply with the pledge) into part of a disciplinary action. We pushed back in every instance and our employers were made to understand no part of the pledge or any other return-to-work waiver would sign away our rights to due process.

“In most cases, we’ve succeeded in getting the protections we want and need,” Belsky said. “Interestingly, the first COVID quarantine package we bargained was with Sinclair, which is historically non-union. On the flip side, we have one combative employer that loosely suggested the workers would be at fault if they got sick or were exposed to someone; that they would have had to have been careless or indifferent in light of the obvious



risks. Of course, the asymptomatic transfer of COVID shows how foolish that statement is.

“So the natural battle, going forward, is still testing,” he added, “whether it’s required and how it may be compensated. As an example, despite being one of the best-funded teams in Major League Baseball, the L.A. Dodgers initially required testing but refused to pay for it. We applied pressure through their crewing company and rights holder, and they ultimately conceded that obligation. Other employer responses are mixed. Some employers required no testing and have experienced outbreaks and cancellations. But there are full-fledged success stories, as well. Major League Soccer required and paid for testing from the outset. There were a few positives along the way, and some broadcasts were rescheduled, but the displaced crews were still paid and the outbreaks were minimized because of pre-hire testing. That’s a win in these times. We need more of that.”

CANADA

While Canada has done a better job in taming the pandemic than the U.S., the impact on IATSE members has been similarly severe and the Canadian Affairs Department has been working doggedly to protect and support their well-being.

Shortly after the pandemic hit, at IATSE’s urging, the federal government instituted the Canada Emergency Response Benefit (CERB) for people who did not qualify for Employment Insurance (the equivalent of U.S. unemployment insurance) because they were self-employed.

This ensured that arts and entertainment industry workers would receive aid. Anyone who is a resident of Canada (including non-citizens), is at least fifteen years old, has stopped working because of COVID-19, had employment and/or self-



employment income of at least \$5,000 in 2019 or the past twelve months, and did not quit their job voluntarily was eligible.

The CERB provided \$2,000/month and allowed claimants to earn up to \$1,000 in gross wages per month without losing their benefits. At first, CERB was authorized for sixteen weeks. Then IATSE succeeded in gaining an eight week extension and later another four weeks, for a total of 28 weeks. It expired on October 3rd.

Fortunately, by the time the CERB expired, the government had expanded the Employment Insurance (EI) program so that more people could be included, and rolled out a new benefit to capture those who were still ineligible for it, including many IA members. The new program is called the Canada Recovery Benefit. It was initially \$400/week, but after much pressure from IATSE and the New Democratic Party (NDP), it was raised to \$500, equaling the CERB. Claimants apply and are paid in two-week increments to a maximum of 26 weeks.

In addition, the federal government implemented the Canada Emergency Wage Subsidy (CEWS). Designed to keep employees on payroll even if their employer has to temporarily close or cut its operations, the program pays employers a subsidy of 75 percent of employee wages on the first \$58,700 per employee. The government “strongly encourages” employers to pay the remaining 25 percent, but there is no requirement to do so. Employers are also able to rehire laid-off workers under the program to reduce the national unemployment rate. Though originally set to expire at the end of August, the CEWS has been extended until the summer of 2021.

“From the day the lockdown started, we have been aggressive in gathering hard data, meeting with government officials and building alliances to take care of our members,”

said International Vice President and Director of Canadian Affairs John Lewis. “The IATSE was one of the first groups to secure meetings with federal officials and provide hard numbers on the impact of COVID on our members.

“We made a compelling argument that since Employment Insurance didn’t help some (or all) of our members, we needed

other forms of relief,” he said. “We met with anyone who would meet with us — Liberals, NDP, Conservatives and the Bloc Quebecois. We met with senior officials from seven Ministries and we testified before the Federal Finance Committee.

“In addition, we formed alliances,” Lewis noted. “We took the lead in founding the Creative Industries Coalition with Actors Equity, the CFM, and the Associated Designers of Canada, which focused on live performance, and we joined a national task force addressing issues in the film and television industry. That’s why we were able to put supports in place have been effective and appropriate for gig and entertainment industry workers.”

Beyond lobbying, the IA protected members’ health benefits under the IATSE Canada Health Plan, which covers twenty-two Locals and more than 25,000 members and dependents. “We were able to negotiate a virtual freeze on premiums,” Lewis said. “To address plan underutilization during COVID, since people weren’t going to see their doctors or dentists, our carrier provided monthly discounts to established premiums.” In April, there was a fifty percent refund of paid dental premiums and a twenty percent refund of paid health and vision premiums. May and June saw similar discounting, but it has dropped recently as usage has increased.

In addition, IATSE Canada created a new website — www.iastsecanada.net — in both French and English as a resource

**“WE HAVE BEEN
AGGRESSIVE IN
GATHERING HARD
DATA, MEETING WITH
GOVERNMENT OFFICIALS
AND BUILDING ALLIANCES
TO TAKE CARE OF OUR
MEMBERS”**

John Lewis
*International Vice President and
Director of Canadian Affairs*

for Canadian members around COVID-19. Content includes information on government benefits and how to apply, health and retirement benefits, mental health resources, domestic violence prevention, managing finances, and temporary employment options. It also provides COVID-19 information from the federal and every provincial government, describes what IATSE is doing to help members and the industry, and empowers members to take action, ranging from contacting elected officials to receiving online training.

The Canadian Affairs Department has also been directly involved in larger discussions about safe return-to-work protocols in motion picture, television, stagecraft and trade show, and has provided assistance to Locals addressing these protocols on a case-by-case basis. Canadian local unions have also taken a leading role in discussions with provincial governments and agencies throughout the country about to protect workers.

“On every front — legislative action, organizing, bargaining, safety, health care, community outreach, and member support — IATSE Canada is supporting our Locals and working aggressively to ease the burden of COVID on our members and pave the way for a safe return to work,” Lewis said.

TRAINING

The IATSE Education and Training Department, the IATSE Training Trust Fund (TTF), and the IATSE Craft Advancement Program Committee (ICAP) have been centrally involved in the Alliance’s COVID-19 response efforts.

Right at the start, they had to instantly pivot from in-person to online trainings and webinars, a process that involved countless hours. “Before COVID, we would go around to every District to do education and training,” said IATSE International Trustee and Director of Education and Training Patricia White. “Transitioning to virtual was hard; it was tricky. And we had to do it while working from home. It’s something we wanted to add to our course offerings, in any case, but starting in March, we had to do it almost instantly.”

Training has long been a major focus of IATSE, but COVID-19 increased its importance in two ways. First, with members not working, it’s an optimal time to learn new skills and upgrade qualifications so they can be even more employable when work resumes. And second, the ICAP and the TTF are training members in COVID-19 safety protocols so they can protect their health and that of their sisters and brothers.

Being online has the further advantage of making training more accessible to more members, since they can log on at their convenience. “I think we had over 4,000 people take one of our courses,” White said. “We’re reaching far more people than we did in person.

“It’s really important for members to feel connected to their union, engaged with their craft and, honestly, keeping the mind alive,” White explained. “We’re in kind of a timeless period now, and if you can use it to enrich yourself as a worker, that can be really helpful. It won’t necessarily get you a job or cure the pandemic, but it expands the limits of what you can do so even as world constricts, opportunities can open up. There’s so much bad news now, and I hope education has been a bright spot for people, and a solidarity builder.”

Course options available to members include:

- 19 TTF Safety First! online courses, including C19—COVID-19 Prevention and Training, required for members working under AMPTP and other motion picture and television agreements; and Recommended Sanitation Practices for Make-up and Hair. A Wardrobe COVID-19 safety class is about to be added, as well.
- OSHA 10 Training, now a five-day distance learning workshop, covering general industry safety and health principles and OSHA policies, procedures, and standards.
- LinkedIn Learning (formerly linda.com), which offers a free online library of over 15,000 expert-led courses and video tutorials across a wide spectrum of technologies.
- AVIXA Partnership, which includes free online and live courses covering the latest developments and advances in audiovisual and other integrated technologies. The annual Infocomm show, produced by AVIXA, was held digitally in June, with IATSE trainers participating in panels and ICAP conducting a webinar on how to plan a safe show.



■ Motion Picture Television Workers Online Safety, available to members performing work under the IATSE Area Standards Agreement, with online offerings covering General Safety Training, Environmental Safety, and Harassment Prevention.

White emphasized that many other course offerings are available, too. “One that I’m most proud of is on diversity and inclusion, and we now have a playlist of six courses through LinkedIn Learning that anyone can take,” she said. “We have a terrific online version of our labor and economic history course on why unions matter — one for the U.S. and two for Canada (in English and French). We offered a course for U.S. Locals leading up the election on the impact of politics on members’ lives, emphasizing the Labor Department, OSHA and the NLRB. We’re offering a labor law class in November.

“Another area that has only grown in importance during the pandemic is emotional wellness,” White noted. “The IA is partnering with Behind the Scenes to offer courses raising awareness about mental health, the resources available to help, and suicide prevention. We also held six sessions of a day long course for Local leaders about how to build emotional resilience for themselves, how to lead through this difficult time of COVID, and how to address difficult situations that come up in the industry.

“Knowledge is power,” she said. “People need knowledge to make the right decisions for themselves and to know how to go back to work safely. We’re facing a huge public health crisis, a huge economic crisis, a social justice crisis and an environmental crisis, and everyone has to navigate them. Our Department and the TTF are trying to provide the tools to do exactly that. After the pandemic, in-person training will resume, but these online tools will be there for members and leaders, as well.”

MEETING THE CHALLENGE

With nearly every single member facing the gravest threat to their livelihoods ever encountered, this is an all-hands on deck moment for IATSE. Every aspect of the IA’s operations has been focused on helping members survive this extended period

without jobs and income, keep themselves safe and healthy, enhance their skill levels, and return to work safely as soon as is humanly possible.

“The moment the crisis hit, we mobilized all of the constitutional bodies of the IATSE and all of the committees to work as best we can to assist, support and empower our membership,” said International President Matthew D. Loeb.

“We have bargained as hard as we possibly can with our employers to generate severance and other compensation, and to implement state-of-the-art safety protocols when work resumes,” he said. “We acted in our capacities as Fund trustees to keep members on their health insurance and enable them to tap into their pensions in cases of hardship. We lobbied our two governments to provide assistance to our members. These and other emergency efforts are happening not only at the International, but in every Department, every Committee, every District and every Local.

“It’s been said that crisis might not build character, but it certainly reveals it,” Loeb emphasized. “I think that’s absolutely true of our great union. People have come together in ways that cannot fail to inspire. Whether it’s volunteers delivering food to their sisters and brothers, or making regular calls to members who were isolated even before COVID-19, or sewing masks, or holding socially distanced rallies to demand government action, or getting themselves trained to work safely in a pandemic, or joining Zoom union meetings, our members are showing the true meaning of solidarity. Facing threats that are existential in nature, we are standing stronger than ever and are more united than ever.

“We are our brothers’ and sisters’ keeper,” he said. “That’s what the labor movement is all about and that’s what IATSE is all about — now more than ever.

“This union has been through wars and plagues and terrorist attacks and strikes and natural disasters since 1893, and through our collective strength and our voice, and our spirit of compassion and commitment, we’ve gotten through,” Loeb said. “No matter how long it takes, no matter what hurdles we’ll have to keep overcoming, we are going to get through this — together.”

“FACING THREATS THAT ARE EXISTENTIAL IN NATURE, WE ARE STANDING STRONGER THAN EVER AND ARE MORE UNITED THAN EVER.”

Matthew D. Loeb
International President

NEW!

MONTHLY CONTRIBUTOR **PAC PINS**



PRESIDENT'S CLUB

\$40.00 PER MONTH



LEADER'S CLUB

\$20.00 PER MONTH



ACTIVIST'S CLUB

\$10.00 PER MONTH

FOR RECURRING MONTHLY CONTRIBUTIONS VIA CREDIT/DEBIT CARD IN THE AMOUNTS ABOVE.
GO TO WWW.IATSEPAC.NET TO SIGN UP.

IATSE Women Stand on the Shoulders of Those Who Came Before Us And We Vote!

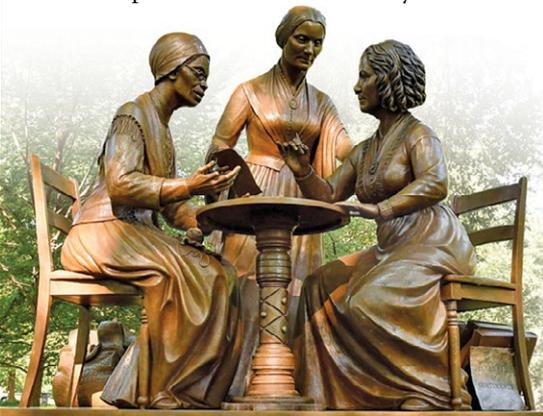
August 26, 2020 marked the 100th Anniversary of the adoption of the 19th Amendment to the U.S. Constitution, an amendment that secured the right to vote for women. That morning, the Women's Rights Pioneers Monument was unveiled and dedicated in Central Park, New York City. It is the first statue of real women in the park's 167-year history. In a tribute to those who came before us, IATSE Local One provided the all-women crew for the unveiling!

This monumentalwomen.org project was started six years ago and Local One was the first Union to endorse it, along with congressional leaders, city leaders and even the Girl Scouts! The Monument depicts Sojourner Truth, Susan B. Anthony and Elizabeth Cady Stanton as they worked tirelessly in the fight for women's right to vote.

Many thanks to the sculptor Meredith Bergmann for envisioning this moment in time and keeping in the tradition of the sculptures of men on Literary Walk

in Central Park. Representing three aspects of activism, Sojourner Truth is shown speaking, Susan B. Anthony is represented organizing, and Elizabeth Cady Stanton is shown writing. Their combined efforts brought women a voice. Unfortunately, each of them died prior to the passage of the amendment so they were never legally able to vote. History tells us that true progress is made in small steps and sometimes these small (and huge!) steps are celebrated with big statues. Congratulations to all!

As IATSE Sisters celebrated the 100th Anniversary of the right to vote across the country, the Women's Committee was spurred into political action as a tribute to those who came before us. In late August, the Committee developed a program to register and mobilize sisters throughout the Union to vote in the 2020 General Election. The 11 US District Coordinators from the Women's Committee collaborated with IA District Secretaries and Local Union Political Coordinators to identify



SOJOURNER TRUTH SUSAN B. ANTHONY ELIZABETH CADY STANTON

WOMEN'S RIGHTS PIONEERS





women activists throughout their assigned Districts in an effort to enlist their help in outreach efforts to rank and file members.

The Committee's GOTV plan included ready access to Advocacy Resources, Voter Registration and General Election Resources, as well as IATSE PAC information. On September 16, the group hosted a virtual Women's Committee Event showcasing its political program. More than 100 women from throughout the country participated in the event and received electronic packets of all the information they would need to energize and mobilize women in their Locals. The plan culminated in a GOTV postcard campaign, providing a means to urge women to vote

through personal, handwritten messages. The design of the postcard was in keeping with the Committee's branding throughout the political season – "I Am an IATSE Woman and I Vote!". Nearly 10,000 postcards were sent out. An electronic version was also developed to broaden the outreach and others sent their messages through social media posts.

The groundswell of women's groups throughout the country who came together to impact the 2020 General Election was nothing short of phenomenal. IATSE Women made it clear that they were in this fight for the greater good.



Local 800 member, Sarah Gonzalez



Int'l Vice President Colleen Glynn

Local 800 postcard making on Zoom.



Tools For Organizing: Action Builder

The Stagecraft Department has adopted Action Builder into their organizing toolkit. Having the right tool for the task is important in all crafts. If all you have is a hammer, everything looks like a nail. Fine work demands precision. A strategic organizing campaign is no different. Labor Organizers need tools to identify and support workers; to communicate and collaborate with allies; to move people to action.

Action Builder is a new tool, built from the ground up for organizing. Created in close partnership between Action Squared and the AFL-CIO, Action Builder focuses on one-on-one organizing. The mobile-friendly feature-set tracks leadership development, measures campaign support, and empowers activists to make a difference in their community and on the job.

Over the past decade, the labor movement has invested heavily in political and online mobilization technology. Still, several unions identified that a technology gap exists around worker organizing. Pragmatic IATSE local

unions use whatever tools are available at the moment.

Repurposed office technology and a notebook have always been first in any organizer's toolkit. The ability to quickly jot a note or reference information is important for an Organizer. But it hampers a Committee when data is tied to physical media.

Local 22 moved their data to the cloud. "We were using an Excel Sheet and a Google Doc to try to track organizing campaigns," reports Business Agent Ryan Chavka "But with the shifting nature of the DC theatre community, and with many, different organizing

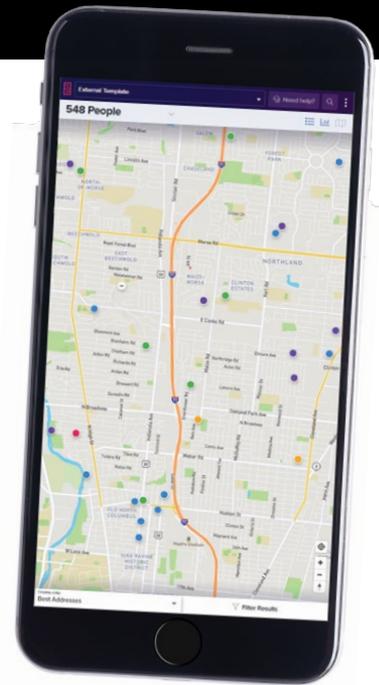
committee members all trying to input information, this was getting messy."

Without the right digital toolset, it is impossible to track individual workplace conversations and share data collected on the ground with the team. Our greatest strength is the workers. Yet we miss opportunities to achieve economies of scale. The existing tools are not cutting it.

"ActionBuilder is the first organizing tool built by and for organizers," says Liz Riley, Organizing Data Strategist with the AFL-CIO. "From the beginning, even before a line of code was written, organizers and data and tech staff from many AFL-CIO-affiliated unions have been providing their expertise, guidance and feedback to create what's become ActionBuilder."

The IATSE is part of this collaborative process. Numerous one-on-one meetings with the development team and regular workgroups have helped build a program geared towards organizing our IATSE crafts and issues.

"We built an organizing tool rooted in enhancing, not replacing, the critical deep conversations and relationship-



building that real organizing takes to be successful,” continues Riley. “Action Builder will track member engagement through an interface that puts the ladder of engagement front and center; visualize strength geographically, across jobs and worksites; easily leverage worker leaders to have and track conversations at scale; comprehensively track relationships between people; include a robust tagging system to flexibly organize and search data.”

Organizers cannot be tethered to their laptops. An organizer is a leader who does not lead but gets behind the people and pushes. The work is where the people are. From the field to the jobsite, Organizers are on-the-go. Action Builder is mobile-first, with the ability to empower a team with concrete actions and timelines to create an optimal environment for executing organizing strategies.

When staff carpenters at Signature Theatre in northern Virginia approached IATSE for representation, Local 22 was able to quickly deploy the digital toolset in the field. The employees are the best source of information about an employer organizing target. “Action Builder definitely allowed workers at Signature, to input information, fast, clearly and concisely,” says Chavka. “The assessment system was easy for everyone to see, and instantly know how we were doing and tell us who still needed to be contacted. Once we got to the card phase, we already knew the union support was well over 80% with the crew.”

In May 2020 stagehands at Signature Theatre voted Yes for a union with Local 22.

“Nothing will ever replace the one-on-one, in-person conversation in



terms of forging connections,” Chavka notes, “but these online tools are easy to use, and promote a lot of engagement in the process.”

In Columbus, Ohio Local 12 used the toolset to manage a city-wide campaign organizing stagehand employees of Promowest, an AEG subsidiary. The Organizing Committee used Action Builder to map workers, assess campaign support, and track important questions.

“Promowest operates four venues in Columbus: Express Live, the Newport Music Hall, the Basement and the A & R Bar,” says Brian Thomas, Local 12 Business Agent. Pre-pandemic. The goal was to collect authorization cards for 75% of the workers and file a petition on April 1, 2020. At the end of February, Local 12 was two-thirds of the way to the goal. Then COVID-19 hit.

“We had to re-evaluate our strategy and timeline,” Thomas says, “but because we were using Action Builder, our organizers were able to continue their work.” Organizers were able to assign tasks and Activists were able to work asynchronously. The task management

features in Action Builder let Organizers know when committee members had completed an assignment and how to best support them.

Local 12 filed a recognition petition with the NLRB at the end of May 2020. By August, Promowest stagehands won the right to collectively bargain for the terms and conditions of their employment.

“Conducting this campaign during a pandemic was different and challenging but it can be done!” adds Thomas. “Tools like Action Builder made communication easier and contributed to the success.”

Action Builder is being used now for various internal and external organizing campaigns across our Alliance. The toolset has been supporting Local Union Mutual Aid efforts, Get-Out-the-Vote initiatives, contract campaigns, and new worker organizing drives.

The crush of the pandemic has made it plain. Workers need unions. The IATSE stands ready to organize all entertainment workers. Action Builder can be the tool to help workers win their power.

Continuous Education Continues Despite COVID-19

The pandemic may stop us from meeting together around the U.S. and Canada. But even COVID-19 cannot stop our IATSE culture of continuous education. Our Four Pillars of Success: Leadership Development, Craft and Safety Training, Communications and Activism continue to inform the work of the Education and Training Department even during the pandemic, which has made in-person courses impossible.

The Education and Training Department has brought classes online, with tremendous response from IATSE leaders and members alike. Some of these are revised, digital versions of favorite in-person courses and some are brand new.

Look at each Pillar in action:

LEADERSHIP DEVELOPMENT

The Leadership Development classes kicked off with two thought provoking presentations for current officers of local unions. Both have been led by Patrick Scott, Director of the AFL-CIO Organizing Institute. Transitions to Transformations – Building Strong IATSE Local Union on September 25, focused on how leaders take the work of the union and mindfully ensure that they consider ways to bring higher engagement and long-term impact. The October 16 Situational Leadership class built on that knowledge using assessment questions to evaluate adaptations leaders could consider to better serve the members and continue to grow and strengthen the local union, even in the most challenging of times.

Here's Instructor and AFL-CIO Organizing Institute Director, Patrick Scott at the in-person (bottom) and online (right) training, Communications for Union Action, in January 2019 in Atlanta, Georgia.

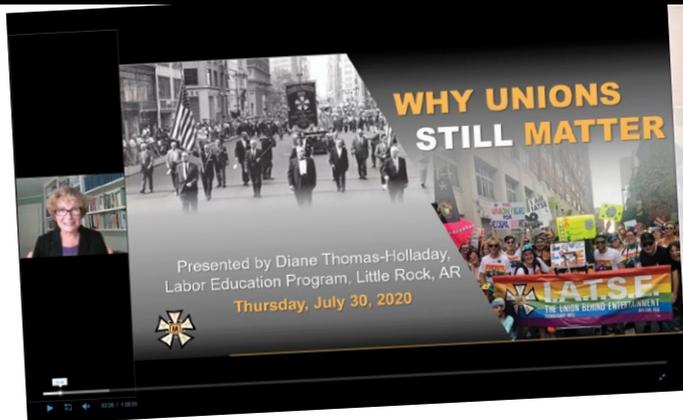
Stress, Mental Health, Bulling Hazard Awareness Workshop

Even in normal times IATSE workers are faced with stressors at work that threaten to erode mental health and emotional well-being. IATSE local leaders need to be aware of these and recognize situations in workplaces and local unions that may affect the mental health and overall emotional wellbeing. The current health and economic concerns compound stressors. The workshop was designed to raise awareness of psychological hazards that workers in the entertainment industry may face like the emotional impacts of COVID-19, quarantine and insecure work, and psychological safety on the job. Tools were provided to help local leaders better respond to their workers while also taking care of themselves. The class was offered six times in the late summer and fall. It was presented By Dominic Housiaux, Principal of Lankey & Limey LTD, and a lot of local leaders attended.

Secretary-Treasurer and Trustee Best Practices

This training reminded local officers about issues of Finan-





On January 13, 2020 Local 11 and International Vice President Colleen Glynn hosted an in-person training, at the Shubert Theatre in Boston, Massachusetts. Pictured here is Instructor Diane Thomas-Holladay engaging with the attendees.

cial Record Keeping, IATSE procedures, Fiduciary Responsibility, Fraud Prevention, Auditing the books and records of local unions, and more. It provided a good basic training for new leaders and served as a useful brush-up for veteran officers. Content applied to both Canadian and U.S. local leaders both those who hold office as Secretaries and Treasurers or Trustees in their local unions and other officers and union officials who are responsible for stewardship of their local's resources. The virtual class was led by General Secretary-Treasurer James B. Wood and James Heinzman, CPA.

Labor Law 101

This workshop has been specially designed to introduce local leaders to the laws governing the operation of labor unions, covering relationships with workers and employers, the duty of fair representation, contract negotiations, organizing, internal union procedures, and more. At its core is the practical day-to-day application of the law to help students gain confidence in running their locals, creating organizing strategy, and negotiating and interpreting their contracts. This course ran on November 18 and serves as a good introduction to Labor Law for new officers, and a review for more experienced officers of U.S. Locals. The instructor James M. Cooney, Esq., is an Assistant Teaching Professor at the Rutgers University School of Management and Labor Relations.

IATSE Road Show – Why Unions Matter (US, Canadian and French Canadian)

Our most popular training seen in person by thousands of IATSE workers, is now digital in three different versions. This class is designed to be shared broadly and is especially for IATSE members, future members, their families, communities and allies. Both the U.S. and Canadian versions of the Road Show were presented. Each recorded class teaches about Labor history and IATSE history and connects important moments from the past to how we organize, plan and build strength now to take us into the future.

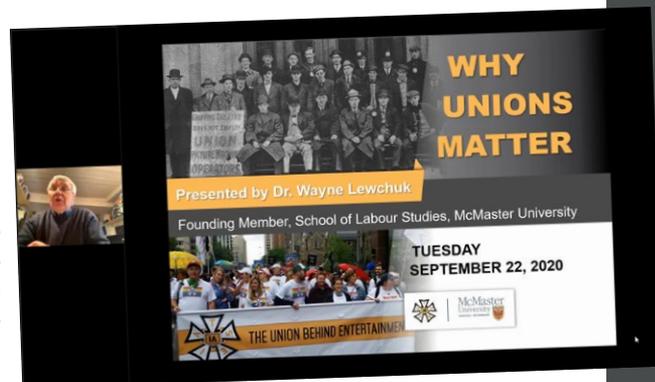
The IATSE Road Show: Why Unions Matter for U.S. locals, taught by Diane Thomas-Holladay:

<http://iatse.co/WhyUnionsMatterUS>

The IATSE Road Show: Why Unions Matter for Canadian locals (English), taught by Wayne Lewchuk

<https://iatse.co/WhyUnionsMatterCanada>

Why Unions Matter webinar presented by Instructor Wayne Lewchuk



The IATSE Road Show: Why Unions Still Matter for Canadian locals (French), taught by Thomas Collombat

<https://iatse.co/PorquoiLesSyndicats>

CRAFT AND SAFETY TRAINING

Craft and Safety Training is a foundation for every member. The pandemic brings increased focus to safety and returning to work. The Education and Training Department works with the ICAP and the IATSE Training Trust Fund – whose mission is teaching craft and safety to IATSE members and all who work under IA agreements. At the outset of the quarantine the TTF moved quickly to offer robust, accessible and relevant online classes and their full complement of courses can be accessed at <https://www.iatsetrainingtrust.org/> Members are highly encouraged to check out all of the Training Trust Fund offerings.

The Education and Training Department have offered additional safety awareness curricula:

EDUCATION AND TRAINING

On July 11, 2017 in-person training, *Developing a Craft Skills and Safety Training Program at Your Local Union* was presented at the 68th Quadrennial Convention. Presented by (left to right): Training Trust Fund Instructor Bill McCord, Training Trust Fund Executive Director Liz Campos, International Representative Ben Adams, IATSE Craft Advancement Program (ICAP) members Joe Aldridge of Local 720, Kent Jorgensen of Local 80, Sheila Pruden of Local 873, Eddie Raymond of Local 16 and (ICAP) Chairman Alan Rowe of Local 728.

On October 6, 2020, webinar *Planning a Safe Show? This is What You Need to Know*, was presented by (from top to bottom): Director of Education Patricia White, Safety and Training Coordinator Hannah D'Amico, IATSE Craft Advancement Program (ICAP) members Kent Jorgensen of Local 80, Pete Donovan of Local One, Alan Rowe of Local 728, Joe Aldridge of Local 720, Education Outreach Coordinator Jennifer Halpern and ICAP member Eddie Raymond of Local 16.

Ergonomics – September 18, Valerie Hunter, Physical Therapist, Providence St. Joseph Medical Center

Regardless of your job and craft, IATSE workers can be susceptible to injuries as a result of poor ergonomic practices. The class provided IATSE workers with a general overview of ergonomics and raised awareness of the lasting impact that certain positions, postures, and movements have on our bodies and ultimately our ability to perform work.

Planning a Safe Show – Parts 1 and 2 – On August 11, in partnership with AVIXA, the ICAP (IATSE Craft Advancement Program) led a workshop called “Planning a Safe Show.” By popular demand, that course (seen by over 900 people) was expanded into two parts which were presented on October 6 and 8. This expanded class teaches how to plan and have a safe show as return to work protocols are being negotiated and work is coming back in some areas.

Emotional Wellness and Suicide Prevention. Two sessions of this webinar were led by Lori Rubenstein and Taryn Longo as part of the Behind the Scenes Emotional Wellness Program. Early in 2020, as many people became increasingly concerned about the rising number of suicides and the prevalence of alcohol/substance misuse within the entertainment industry, Behind the Scenes and other individuals and organizations created the Emotional Wellness and Suicide Prevention Initiative including resources, therapist matching and self-assessment.

This course informs members about available resources and how to spot and address mental health issues.

COMMUNICATIONS:

Communication Cornerstones – October 22, 2020

Good communication is a vital Leadership skill. The webinar featured four cornerstones: Listening, Knowing Your Audience, Crafting Persuasive Messages and Getting Your Message Out. On October 22, Patricia Westwater, Labor Educator, com-



Instructor Patricia Westwater at the in-person (bottom) and online (top) training Communications for Union Action, held in January 2019.





Instructor James Heinzman presenting the in-person (right) and online (left) training *The Impact of Elections*, at the Mid-Winter General Executive Board Meeting in Dallas, Texas.

bined lecture and individual work to guide attendees to adopt best practices and strategic considerations of effective communications to build solidarity with their workers as well as with allies and community.

ACTIVISM – FOR MEMBERS AND UNION LEADERS ALIKE:

Impact of Elections on Local Unions – June 12, 2020 and October 19, 2020

Just in time for the U.S. election, this very popular presentation was presented twice by James Heinzman, CPA giving a fact-filled and critical look at the stakes for labor as we elect a President whose administration will set the course for the next four years. The agencies and appointees who make and enforce labor policies and rules for unions, safety and worker rights, all are controlled from the top, and this course makes clear that unions and members must be vigilant in electing a labor friendly President.

District Convention Training “Winning for Workers” and Education Resources to Access Now

This year, the Education Department and the Political Department joined forces for a virtual training that discussed the political landscape and the many ways that IATSE members could engage in activism at every step of the process: voter registration, voter outreach, Political Action Committee support

and joining with local labor bodies to add strong IATSE effort into the critical elections up and down the ballot. The session gave a springboard for local union action during the critical U.S. election season.

Linked in Learning <https://www.iatsetrainingtrust.org/lil> offers a plethora of online courses on currently relevant topics including curated lists called “Collections” for our work and for personal and leadership development. New Collections on Self-Care and Racial Justice (search Diversity, Inclusion and Belonging for All). There is truly something for everyone and the subscriptions are free to IATSE members and those who work under IA contracts. If you haven’t explored the offerings, search it for things you know well or are curious to learn. Applications for free subscriptions are on the Training Trust Fund web page: <https://iatse.co/linkedinlearningapplication>

In all courses – whether in person or virtual - the Education and Training Department is a partner to local unions and IATSE members to maintain high standards of expertise, engagement to be nimble in meeting the needs of this moment. New courses are being planned all the time and will be announced on the IA website and on social media. We are hopeful that 2021 will bring the return to some in-person learning but no matter what, virtual learning will remain as another tool for IATSE Growth and Strength.

“Learn why the world wags and what wags it. That is the only thing which the mind can never exhaust, never alienate, never be tortured by, never fear or distrust, and never dream of regretting. Learning is the only thing for you.

Look what a lot of things there are to learn.”

T.H. White, The Once and Future King



Self-Care Tips to Maintain Emotional Resilience During COVID-19

The sudden stress and uncertainty brought on by the COVID-19 pandemic has weighed particularly heavy on IATSE workers and the entertainment industry as a whole. The IATSE has teamed up with the Behind the Scenes Foundation to ensure that IATSE workers have access to mental health resources during this time (see “Resources” section at the end of this document for more information.)

1 CULTIVATE FLEXIBILITY

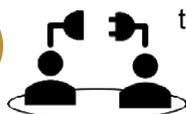
The effects of the COVID-19 pandemic and the unexpected disruption to your normal routine may have left you feeling as if you have lost control. Make plans and do the things that are within your control. Do your best to accept the realities and restrictions of this situation.



2 STAY INFORMED, BUT TRY TO SET HEALTHY LIMITS.

Avoid people & news outlets that encourage catastrophic thinking. Taking breaks from the news, designating certain times of day to check news updates, and limiting your news outlets to one or two reliable sources can help you stay informed while maintaining your emotional wellness.

3



CONNECT WITH OTHERS. During this time of “physical distance” it is important that you continue to maintain healthy relationships with friends and family. If you cannot meet with your loved ones in person, utilizing communication technology like social media, phone/video calls, & email is a good alternative. The CDC recommends talking with people you trust about your concerns & how you are feeling. Doing so will enable you to build a strong support system to lean on during this incredibly isolating time.

- ✓ **Remind yourself early & often that you are not alone.** Everyone responds differently to crises, but whatever you are experiencing right now, know that your feelings are valid & that you are not alone.
- ✓ **Find a Pandemic Buddy(s).** It may be useful to make an agreement with a friend or family member to regularly check-in with each other on a schedule that works for both parties. This “pandemic buddy” system is a great way to stay connected and support others while also being supported by them. If you would like to have a pandemic buddy but you are not sure who to ask, visit the IATSE C.A.R.E.S. website to sign-up for the C.A.R.E.S. Buddy System: <https://iatsecares.org/buddy-up/>

4

DON'T BE AFRAID TO ASK FOR HELP. Asking for help may seem hard, but you do not have to go through this crisis alone. The CDC recommends talking to a clergy member, counselor, or doctor if distress impacts activities of your daily life for several days or weeks. (See the “Resources” section at the end of this document for more information.)



Your physical health & mental health are connected. To maintain emotional resilience, take care of both your mind & your body. Some ways you can do this include:

- ✓ Eat healthy meals
- ✓ Prioritize sleep: avoid anxiety triggers at least two hours before bedtime
- ✓ Have an exercise routine
- ✓ Avoid excessive alcohol and drug use
- ✓ Minimize catastrophic thinking

✓ Take breaks to practice mindfulness: stretching, meditating, and taking deep breaths are great ways to center yourself throughout the day

BE KIND TO YOURSELF & OTHERS.

It is hard not to be judgmental about coping mechanisms. Remember, everyone reacts to stress and crises differently. Focus on healthy strategies and activities. Try to refrain from criticizing yourself and others.



This document was created by the IATSE Education & Training Department in collaboration with Lankey & Limey, LTD to provide IATSE workers with self-care tips for maintaining emotional resilience in the time of COVID-19. Please note that this document was not created by a Mental Health Professional and it should not be used as medical advice.



Self-Care Resources



CRISIS HELPLINES

For US & Canada: text HOME to 741741 to connect with a Crisis Counselor.

United States

- SAMHSA's National Helpline: 1-800-662-HELP (4357) and TTY 1-800-487-4889
- National Suicide Prevention Lifeline: 1-800-273-TALK (8255) for English, 1-888-628-9454 for Spanish

Canada

- Canada Suicide Prevention Service at 1-833-456-4566.



MENTAL HEALTH RESOURCES FOR THE ENTERTAINMENT INDUSTRY

- Behind the Scenes Foundation, Mental Health and Suicide Prevention Initiative: <https://wp.behindthescenescharity.org/mental-health-and-suicide-prevention-initiative/>
- IATSE Coronavirus Active Response and Engagement Service (C.A.R.E.S.): <https://iatsecares.org/>

CITATIONS

- CDC, Taking Care of Your Emotional Health: <https://emergency.cdc.gov/coping/selfcare.asp>
- CDC, Coping With Stress: <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html#stressful>
- Public Health Agency of Canada, Taking care of your mental and physical health during the COVID-19 pandemic: https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/mental-health.html#_Tips_for_taking
- IATSE Coronavirus Active Response and Engagement Service (C.A.R.E.S.): <https://iatsecares.org/>



IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

PROVIDING TRAINING OPPORTUNITIES FOR THE IATSE WORKFORCE

LINKEDIN LEARNING SUBSCRIPTION

This winter, treat yourself to a new skill. If you haven't already, start taking advantage of this learning resource available at your fingertips.

Your free LinkedIn Learning subscription includes:

- Content: 8,000+ digital courses taught by industry experts
- Curation: Relevant course recommendations in business, creative, and tech
- Convenience: In-depth and bite-sized courses for learning while on the go

www.iatsetrainingtrust.org/lil

2021 Q1 COURSE REIMBURSEMENT

Are you planning any safety or craft skills trainings for January 1 - March 31? It's not too late to apply for funding. Submit your application with a course description, outline, and instructor biography as soon as possible. We'll email approvals by December 18.

Past courses have included: Fall Protection; Basic Camera; Arena Rigging; Portable Power Distribution; Lighting Control Systems; MIG Welding; Pinning for Menswear Alterations; Mold Making; Basic Sewing for Props & Set Deck; OSHA 10/GES, and many more!

www.iatsetrainingtrust.org/course-reimbursement

NEW TTF SAFETY FIRST! ONLINE COURSES

- **COVID-19: Recommended Guidelines for Preventing Exposure in the Workplace**
- **Recommended Sanitation Practices for Make-up and Hair**

Get the information, tools, and resources you need to recognize potential workplace hazards and minimize risks in these 19 courses:

Introduction to Basic Entertainment Safety; Biological Hazards; Hazard Communication: Workplace Chemicals; Chemical Protection; Electrical Safety; Fall Prevention and Protection; Elevated Work Platforms & Aerial Lifts; Scaffold Safety; Ergonomics; Noise Exposure; Confined Space/Small Space Awareness; Firearms Safety; Hand and Portable Power Tools; Compressed Gases; Rigging Safety; Welding and Cutting; Hazard Identification and Safety in the Work Environment; COVID-19: Recommended Guidelines for Preventing Exposure in the Workplace; and Recommended Sanitation Practices for Make-up and Hair.

www.iatsetrainingtrust.org/safetyfirst



iatsetrainingtrust.org/newsletter



info@iatsettf.org



[@IATSETTF](https://twitter.com/IATSETTF)



[@IATSETTF](https://www.facebook.com/IATSETTF)

What's the Difference?

Cleaning ▪ Disinfecting ▪ Sanitizing

Cleaning, disinfecting, and sanitizing are three terms that have become commonplace in our new COVID-19 vocabulary. The problem is that while these terms are often used interchangeably, their meanings are quite different. Understanding the difference between cleaning, disinfecting, and sanitizing is an important part of promoting safe return to work practices. This handout was developed using information provided by the *Centers for Disease Control and Prevention (CDC)*, *Environmental Protection Agency (EPA)*, and the *Public Health Agency of Canada* and is intended for use by IATSE workers. The information in this handout is not exhaustive and entire trainings can and should be done to ensure that safe cleaning, disinfecting, and sanitizing practices are being implemented at work.

- **Cleaning removes germs**, dirt, and impurities from surfaces or objects. Cleaning works by using soap (or detergent) and water to physically remove germs from surfaces.

The CDC recommends cleaning a surface using soap and water prior to using disinfectant.

- **Disinfecting kills germs** on surfaces or objects. Disinfecting refers to killing nearly 100 percent of germs on surfaces or objects, according to the CDC. This works by using chemicals to kill germs. This process does not necessarily clean dirty surfaces or remove germs, but by killing germs on a surface after cleaning, it can further lower the risk of spreading infection.

Before using disinfectant, the CDC recommends that you *always* read and follow the directions on the label to ensure safe and effective use.

- **Sanitizing lowers the number of germs** on surfaces or objects to a safe level by either cleaning or disinfecting.

Please note that while sanitizing methods are thought to lower the risk of spreading infection, the proper combination of cleaning and disinfecting is recommended for preventing the spread of infectious disease on objects and surfaces. Workers *always* should refer to manufacturer instructions on how to properly clean and disinfect equipment.

Surface disinfecting products are more effective at killing germs than surface sanitizing products, according to the United States EPA and the Government of Canada. In addition, Hand 'sanitizers' are not disinfectants and not as effective as proper handwashing with soap and water.

For more information on cleaning, disinfecting, and sanitizing procedures and approved-surface-disinfecting products that may be effective against the SAR-CoV-2 virus (COVID-19), please visit the resources below.

Resources

- CDC, Cleaning & Disinfecting Schools: <https://www.cdc.gov/flu/school/cleaning.htm>
- CDC, Cleaning & Disinfecting Your Facility: <https://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html>
- EPA, What's the difference between products that disinfect, sanitize, and clean surfaces?: <https://www.epa.gov/coronavirus/whats-difference-between-products-disinfect-sanitize-and-clean-surfaces>
- Canada, Cleaning and disinfecting public spaces during COVID-19: <https://www.canada.ca/en/public-health/services/publications/diseases-conditions/cleaning-disinfecting-public-spaces.html>
- Canada, Hard-surface disinfectants and hand sanitizers (COVID-19): <https://www.canada.ca/en/health-canada/services/drugs-health-products/disinfectants/covid-19.html>

Reinventing Convention Centers and Arenas: Convening the Unconventional

Like most other sectors of our industry, those who are employed by tradeshow and conventions have suffered what amounts to a total loss of work brought on by the COVID-19 Pandemic. In both the U.S. and Canada, this unprecedented downturn has resulted in extreme hardship for IA members relying on this once vibrant sector.

With most major tradeshow and conventions being cancelled or postponed well into the new year and beyond, venue managers have had to get creative and look for alternative uses and revenue streams for their facilities. When it comes to competing for new business, the one advantage many of these venues have is space - large amounts of much needed space now required to meet social distancing mandates and ventilation requirements for keeping people safe.

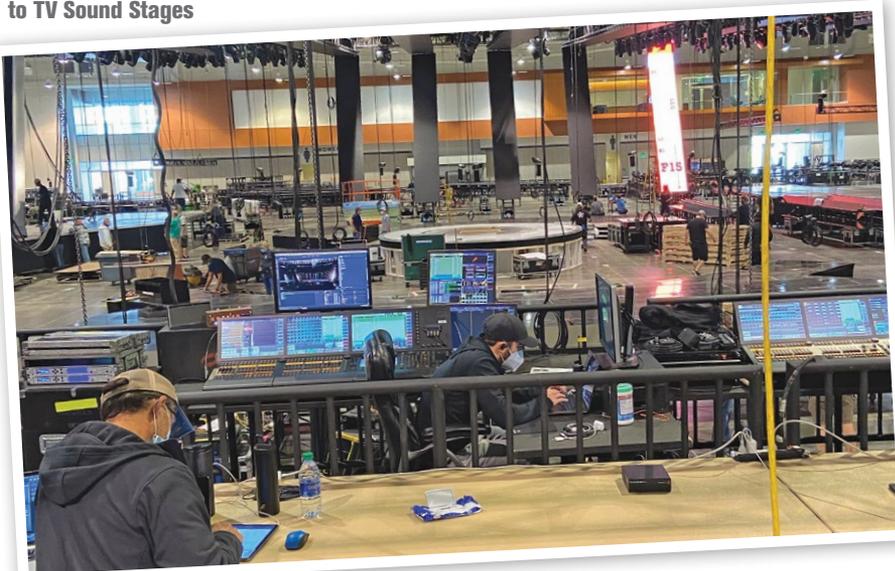
Music City Center Converted to TV Sound Stages

In Victoria, British Columbia The Save on Foods Memorial Centre, a hockey arena serviced by Local 168, has been used as housing for former residents of a tent city as the authorities work to find them permanent housing. Similarly, the Edmonton Convention Centre in Edmonton, Alberta is being used as a homeless shelter that the City and the Province hope will help to transition people into having a home.

In Regina, Saskatchewan EVRAZ

Place is home to many facilities all operating under a Local 295 collective agreement. The Cooperators Centre, AffinityPlex, The Queensbury Convention Centre, the Brandt Centre all remain virtually dark. As does Mosaic Stadium, home to the Saskatchewan Roughriders of the Canadian Football League. The entire CFL season was cancelled. There would also typically be one or two large scale music concerts which in normal times provide significant income to Local 295 members during the summer months.

The International Trade Centre remains the hub for the Saskatchewan Health Authority with Hall A remaining the emergency center for a COVID-19 field hospital. Thankfully it remains a precautionary measure and has not yet been pressed into service. The Sask Milk Hall was activated as a community Flu Shot clinic for the weeks ahead, and Hall C is the home to the Regina COVID-19 Drive-Thru Testing Site. Also in Regina, the Conexus Arts Centre has been booked



as a venue for Jury selection. The Court system is taking advantage of the large amount of square footage available to provide for ample social distancing during the registration and selection process.

Moving east. The RBC Convention Centre, a Local 63 venue in Winnipeg, Manitoba was home to an art installation entitled “Imagine Van Gogh”, a multi-media presentation of the work of the artist Vincent Van Gogh. The Exhibit began a five day setup on September 9th, and is scheduled to run until mid-December. Hall A of the RBC has been used for what amounts to a television studio for “Indigenous Day Live 2020”. Typically, this event takes place outdoors every year on the Summer Solstice with an audience of between eight to ten thousand people. Due to the pandemic, that show was cancelled. Now being called the Winter Solstice, the virtual show was recorded for the Aboriginal Peoples’ Television Network (APTN-TV) and will be aired on December 21.

In Toronto, a section of the Metro Toronto Convention Centre has also been used as a venue for Jury Selection which provided work for AV technicians represented by Local 58.

Currently being used as sound stages, the one million square foot Enercare Centre in Toronto operates under the Local 58 contract with the Board of Governors of Exhibition Place. Producers including Amazon, Sony Pictures, and CBS are using over 70,00 square feet of Halls A, D and C for shoots that are either in progress or scheduled for the coming months. There is also a scene shop on the premises employing upwards of 100 carpenters and scenic workers at peak

times. This unique situation and this creative use of a convention centre has brought together workers represented by Locals 58, 411, 667 and 873.

In the U.S., the rush to convert convention centers to COVID-19 treatment facilities has cooled off. Many converted facilities have yet to see the first patient, but with no demand for the space by traditional users, they remain on standby for the anticipated surge in infections during the cooler months. While the municipalities that own these facilities are glad to have the income these field hospitals provide, we understand it is also a deterrent for meeting and event planners to book any part of a venue that may be called into service treating a contagious disease.

We are also seeing convention centers as venues for television production, specifically the Country Music Association Awards, which will broadcast live from Music City Center on November 11 with plans for a limited audience. The expanse of an exhibit hall offers unlimited configurations for performance areas and more room to work in a socially distanced manner for health and safety reasons. With everchanging restrictions on the amount of people who can gather indoors, portable seating may be adjusted or removed to fit the circumstances.

With the increased interest in US elections and the need for social distancing, traditional entertainment and meeting venues were converted to polling places to meet the demand. While many of these facilities are publicly owned, they are managed by the sports franchises that are their anchor tenants. Several NBA and NFL facilities were used as polling places on election day or

early voting centers prior to November 3. Some examples include:

NBA FACILITIES

American Airlines Center, Comerica - Dallas
Amway Center - Orlando
AT&T Center - San Antonio
Bankers Life Fieldhouse – Indianapolis
Capitol One Arena - Washington DC
Chesapeake Arena - Oklahoma City
Golden One Center - Sacramento
Madison Square Garden - NYC
Rocket Mortgage Fieldhouse - Cleveland
Spectrum Fieldhouse – Charlotte
Veterans Memorial Coliseum - Phoenix

NFL FACILITIES

Arrowhead Stadium – Kansas City
Bank of America Stadium - Charlotte
FedEx Field - Maryland
Ford Field – Detroit
Lambeau Field – Green Bay
Lincoln Financial Field - Philadelphia
Lucas Oil Stadium - Indianapolis
Mercedes Benz Stadium – Atlanta
NRG Arena - Houston
Raymond James Stadium – Tampa Bay
SoFi Stadium – Los Angeles

Designating these facilities as voting sites was a result of negotiations between the Players’ Associations and team owners following protests of the many racial injustices witnessed across the country this past year. In cooperation with the owners, the teams committed to mount voter registration efforts and open their facilities for voting. In addition to promoting voter participation, these efforts kept an otherwise shuttered venue active helped to combat some of the more egregious efforts to suppress the vote.

Testing 1, 2... IATSE Audio Techs Bring the Sounds of Sports Home

Do you remember when sports broadcasts emerged from the pandemic? Those baseball, basketball, and hockey games looked the same, but something was amiss. Without fans providing a base of ambient sounds and reactions, the first games sounded hollow and empty. Venues and networks quickly adapted, piping recorded crowd noise into the empty arenas. They realized early that sounds, cheers, and boos make sports broadcasts feel complete.

The audio department is one of three that can be found on every sports broadcast: audio, video, production. Audio delivers sounds. Video delivers images. Production delivers information. Together they deliver the stories of sport in the here and now, on the fly. Live. IATSE broadcast technicians rely on skill, preparation, quick reaction, knowledge, experience, and teamwork. It is not easy, but the best make it sound so. Lend me an ear: let's hear how IATSE brothers and sisters bring the sounds of the game home.

Dennis Lamb, an Audio Assistant (A2) for nearly forty years, and a charter member of IATSE Local 748 in Arizona, is finely tuned to the sounds of sports. In 1990 he found himself working the Goodwill Games in Seattle, setting mics and troubleshooting at the boxing venue (among others), while watching (and hearing) 17-year-old Oscar De la Hoya punch his way to gold. A decade later he found himself on the outskirts of Sidney, Australia, assigned as an A2 in

the baseball venue of the 2000 Olympic Games. In 2020, Lamb, who calls the Phoenix area home, "just finished my 39th Phoenix Suns season."

You can call Lamb a sports fan. By his own conservative estimate, he has witnessed 1,600 NBA games, 1,500 MLB games, 800 NHL games, and another 200 NFL contests. "In all, with other sports included, I've done about 8,000 National Anthems," says Lamb. "There were only 40-50 sports jobs when I started. So I did other part time work for many years." That has changed. After thirty-nine years as an A2, he had been averaging over two-hundred jobs per year pre-pandemic. To be successful, according to Lamb, A2's need to be "a team player, able to work nights, weekends, and holidays... Be quick but don't hurry. Pay attention to the details."

When Lamb arrives to work, he usually reports to someone like Allan Williams, an Audio Mixer (A1) by trade and leader for the day of a broadcast's

audio department. Williams has been an IATSE member of Wisconsin's Local 414 since their inception in 2015. A talented guitarist and songwriter, 52-year-old Williams "started my audio career in 1991 after my band, Rhythm Trik, broke up...I started working with a PA company...I got my first house gig at the Stone Toad in downtown Milwaukee."

Lavalier, shotgun, parabolic, boom, stick, headset, mixers, xlr cables, radio frequencies (RF), Internet protocol (IP); these are just some of the tools at the disposal of audio technicians on today's broadcast jobsite. Wirelessly or connected by cable, A2's and Utilities strategically install microphones to collect sounds from throughout the venue to contribute to the A1's mix. Lavalier mics are installed on NBA backboards and pinned to lapels so that you can hear the swish of the net and the grumblings of the coach. At MLB games, shotgun mics are aimed at home plate so that you can hear the crack of the bat. Sometimes mics require an operator. Enter the Specialty Mic Operator (A3). You will often see them on football sidelines, aiming parabolic microphones toward the action and adeptly avoiding large men running their way.

Of obvious importance is making sure all of this gear is set up correctly

and works the way it should for the day's broadcast. That is done during various facilities checks throughout the day, known to the sports broadcast world as "faxing."

Audio technicians arrive at work about six hours before airtime. "While A2's set up booth and sideline, I build the show..." says Williams, who does his A1 work primarily in the broadcast truck. "I load their music, fax with A2's, and do pre-production before lunch. After lunch I fax transmission and mix pregame..." Thirty minutes before air, A2 Lamb is on a headset, ready to head to any spot in the venue to "fix problems that may arise on the fly. It's live TV, there are no take twos."

During the broadcast digitized music playlists, replay machines, and sound effects that accompany visual transitions are added to the mix at just the right level by the A1. Williams, like many other skilled IATSE audio mixers, is tasked with aurally sorting and sifting

through the cacophony, creating a blend - like a conductor in front of a symphony: fader bars, buttons, and blinking lights replacing the baton.

But mixing the sounds you hear at home is only part the job for the Audio Department. Team audio also supplies all internal communications. For example, before every pitch in baseball, a Director will say something like... "Ready Camera 4. Take Camera 4." The audio department makes sure Camera 4 hears that direction by setting out headsets and routing the various channels of communications. Producers need to talk to replay specialists and graphics operators via headset. Chaos ensues if they cannot. And, the audio department makes sure technicians hear the announcers, a critical component called "program audio." This helps cameras find and frame the right pictures at the right time, helps coordinate stories through sights and sounds.

Williams is a sports fan too. He routinely roots for the home team and, as a Milwaukee resident, has mixed audio for countless Brewers and Bucks broadcasts and a variety of other events. His favorite shows to work are Brewers baseball games, because of the crew comradery, where he will typically blend at least twenty-eight audio sources into a soundtrack, telling the sports' stories through sound. "I mixed my first NBA visitor show on December 26th, 2011; Atlanta Hawks at Milwaukee Bucks. Since then I've been slowly expanding my comfort zone, doing Big Ten college shows, Big Fox college hoops, and anything else that comes my way."

The challenges, according to Williams, are "technical glitches, 'oh-by-the-ways', grumpy truck engineers, radio frequency (RF) issues, and two-way radios that don't work..." Alternately, "when mixing shows like the Dodgers or Knicks that are huge shows in huge markets, there is always a sense of accomplishment."

For Lamb, it is a challenge to make sure the crew is "all working together," but this might be easier for him than most. His wife Toni is also an A2 and "the daughter does video and the son is a scoreboard operator... Now there are four little Lambs in the Phoenix market." And four Lambs in IATSE Local 748. This Lamb family is part of the IATSE family. Sounds sweet.

One last note. When you travel to Milwaukee you might find the band 1000 Umbrellas playing at the Stone Toad, or another local venue, but not if the Brewers are playing a home game. That's because their guitar player, IATSE Brother Allan Williams, is jamming at the ballyard instead. And that sounds sweet too.



A1 Allan Williams being safe and "sound" on the job at the mixer in a TV Mobile Unit in Milwaukee, Wisconsin

Audio Assistants Dennis and Toni Lamb together at work at Chase Field in Phoenix, Arizona



I A T S E M E M B E R S T O R I E S

FROM CRUISIN' THE COAST TO BECOMING A FOUR-TIME NATIONAL WINNER

In 1975, Local 21 President Mike Stas purchased a Firethorn red 1976 Cadillac Coupe De Ville.

Forty-five years later, this vintage Cadillac that was originally purchased for vacation purposes, is now a four-time National winner and has been featured in several car shows and editorials.

"When I purchased the car in 1975, I had no intentions of using it for car shows," Mike says. "You know it's just something you hold on to and don't sell, if you can afford not to. My wife and I have only driven it to Key West, Florida two or three times and it has just 19,800 miles to date. Time just flies by."

Stas is also the Head Flyman at Paper Mill Playhouse in Millburn, NJ and has served as the President for Local 21 for thirty-seven years and a union member for forty-eight years.

He says his '76 Coupe De Ville model was the last biggest Cadillac edition produced.

"This model is 19 ½ feet long," he added. "In 1977, they stopped making Cadillac's this big."

Mike says winning first place in the 2020 CLC Gran National Car Show was more special because instead of the traditional way of voting done by judges, this year the people's vote determined the winner.

The competition was a virtual three-week process. During the process, Mike sent out emails to friends and family asking for their vote; by the fourth week he was notified that the Cadillac had won first place.

For members who have never been to a car show, here's a little insight:

■ Cars are rated on a point scale of 1 to 100. So, for any car to rank in the high 90 percental, is exceptional!

■ A part of the judging process includes a detailed inspection of going into the glove compartment to ensure contestants have the correct light bulbs and additional interior components.

In other words, the judges really go through the cars with a fine-tooth comb.

"My Cadillac rated at a 97.7 on the scale as the original car," Mike says. "That's very rare! The color is unique too, a bright Firethorn red Cadillac stands out next to other models of its kind."

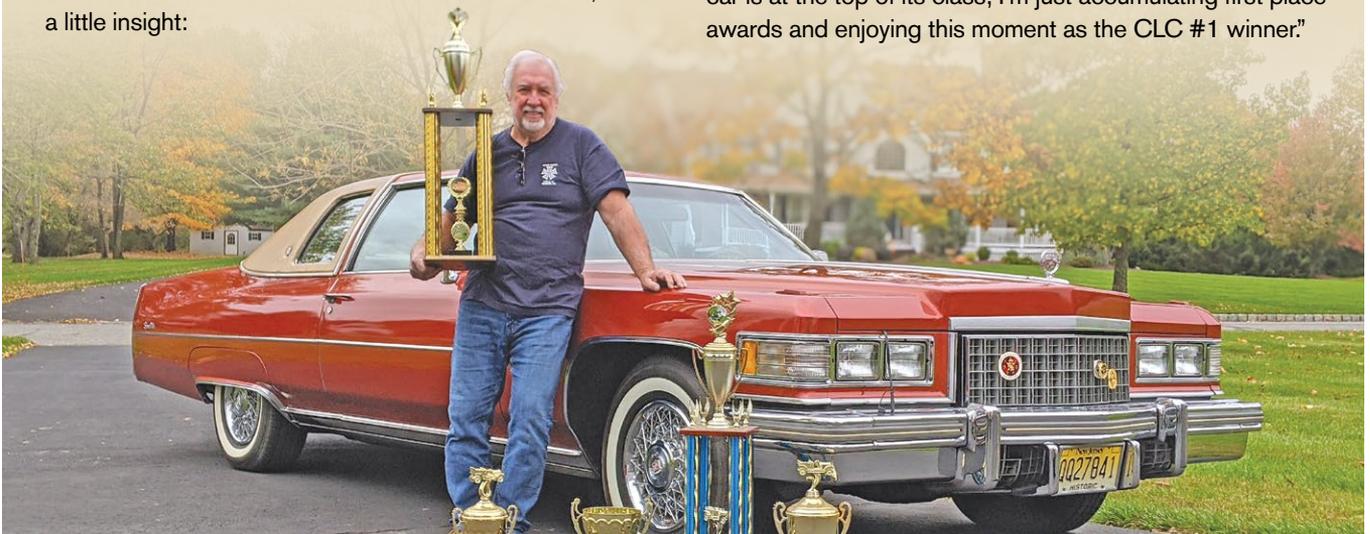
"I still have the original tires on the Cadillac. The tires are by Uniroyal. However, I only put the original tires on it for car shows," he added.

Mike has won over fifty plaques and trophies for his '76 Cadillac Coupe De Ville and has been featured on the National Cadillac Club calendar.

"It's always great attending these competitions because it's like a comradery and an all-around appreciation for people who love cars," he expressed. "1,200 cars entered the competition and of 180 car models from 1970-1979, I was thrilled when my car ranked first place."

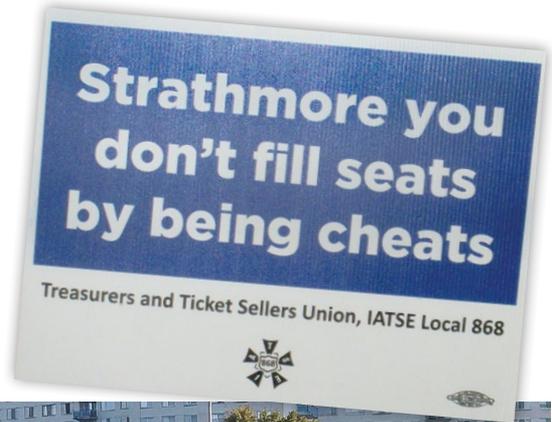
He says he has no future plans for what competition he'll enter next, but he's enjoying all the recognition the Cadillac has received thus far.

"I'm just going with the flow as for now," he replied. "The car is at the top of its class; I'm just accumulating first place awards and enjoying this moment as the CLC #1 winner."



Local 868 Protest Strathmore's Illegal Layoffs

Pictured here are members of Local 868 protesting against the Music Center at Strathmore in North Bethesda, Maryland; for illegally laying off employees and violating an agreement reached with the union on April 15, 2020. Proud to see our members fight back and continue to make their voices heard, while management chooses not to honor their agreements with dedicated employees. **#UnionStrong**



We Ain't Scene Nothin' Yet

Scene Shops are Open – And That's Important for Film AND Stage Locals!

Scenic and prop fabrication shops (aka scene shops) are COVID-19 success stories, largely managing to escape the closures plaguing other sectors of the entertainment industry. In Canada, four of these shops are under IATSE agreement – one in Alberta, and three in Ontario.

F&D Scene Changes in Calgary has meant work for Local 212 members, in a time when there hasn't been a lot. F&D was started in 1982 by two theatre carpenters. They soon brought on other like-minded and talented artists and now have a 60,000 sq ft fabrication shop with proud IATSE members in management. They regularly build scenery locally and throughout the world for theatres, museums, shopping malls, and communities, and that work hasn't stopped in the pandemic.

The story in Burlington, Ontario, less than an hour's drive from Toronto, is much the same. Great Lakes Scenic Studios is a sister company to F&D, and depending on workload, proudly employs 30-50 members of Locals 129 and 828. The members of these theatre locals are seeing work because of those agreements. For over twenty years, Great Lakes has worked with clients in the entertainment, retail and residential sectors to custom fabricate unique projects. Due to COVID, they're also now using their 40,000 sq ft fabrication shop to assist businesses in slowly reopening by creating protective barriers, contactless pickup solutions, and mobile pop up shops.

As the name would suggest, Hamilton Scenic Specialty, Inc. is located in

Hamilton, Ontario. This fabrication shop has been around over fifteen years and also has agreements with Locals 129 and 828. Their products include TV, film and theatre sets, museum displays, dioramas, electronic and mechanical interactive displays, replicas, reproductions, custom signage, and public art. After an initial COVID-19 closure, IATSE members have been back at work for months, creating projects for the community and around the globe.

Paragon Innovation Group, located in Oakville, Ontario, is the only one of the four that is exclusively a prop building shop. They have an agreement with Local 828, which represents scenic artists and prop builders. Their work continues throughout the pandemic, and also encompasses film, TV, theatre, and events. Their specialties are making creations using carbon fiber, clear cast resin, LED lighting, SpectraChrome, and 3D printing, and of course, building puppets.

Why Scene Shops are Important: Shops that do this kind of work exist all across North America, and their staff are WORKING. Many of these workers are already our members. Use the relationships you have or try and build new ones to organize. Not only should these workers have the security and protection of working under IATSE agreements, but scenic shops under agreement will provide additional opportunities for your members down the road. The work is also often global in nature, and some of the above shops are doing jobs in Manila, Tokyo, France, China, etc. For this work, the contracts in Hamilton and Calgary have strong protections for travel and per diem. The four shops listed are great employers with strong IATSE relationships, which shows this can be done. Contact an IATSE International Representative to help you get things rolling.



The Builds Continue at F&D Scene Changes



GIVING BACK, GIVING TOGETHER

In August, the Local 126 training committee donated their earnings to the Tarrant Area Food Bank for those in need in Ft. Worth, Texas. Even in these dark times, we're proud to see our IA sisters and brothers restoring their communities.

Pictured here is Stephen Smith (middle) and Tom Perrin (far right) donating a total of \$2,306.25, which was accepted by Megan Smock (far left) of the Tarrant Area Food Bank.



ANIMATION WORKERS AT TITMOUSE VANCOUVER VOTE OVERWHELMINGLY IN SUPPORT OF JOINING IATSE

What is 98? The average height of a three-year-old is 98 centimetres. The average body temperature of a human is about 98 degrees Fahrenheit. The distance from Vancouver to Victoria, BC is 98 kilometres. It's also the percentage of animation workers at Titmouse Vancouver that voted in favour of joining The Animation Guild, IATSE Local 938!

In a historic vote on October 8-9, 87% of the over 165 animation workers at Titmouse Vancouver voted 98% in favour of joining the IATSE to become the first unionized animation studio in Canada. Focused on issues such as overtime pay, fair wages, portable health benefits, and strong representation, these animation workers showed that the only path

to improving their working conditions was through working together and forming a union.

In July of 2019, IATSE formed a strategic alliance with the Art Babbitt Appreciation Society, a worker-led advocacy group providing supports for animation workers in Vancouver. Following a strategic planning session to identify organizing targets, IATSE, with a core group of dedicated workers, began transitioning their efforts from community to union organizing. In April, Local 938 was chartered by the International, ultimately leading to this resounding organizing victory.

While workers at Titmouse Vancouver – the animators behind shows such as Star Trek: Lower Decks – may be the first to join IATSE 938, animation organizing efforts continue across Canada, so they will not be the last. Growth equals strength, and this new Local is only going to get stronger.



Drive-ins Become “Live”-ins

As the pandemic continues, we are seeing innovations so that people can safely gather. One of the most successful has been the remaking of the drive-in for live events. These drive-in shows have often meant work for members across North America. Juno Award winning country artist Brett Kissel modified his touring schedule and has utilized IATSE crews along the way.

He took the stage on the grounds of Evraz Place in Regina, SK on June 20, providing work to the members of Local 295. Kissel’s popularity has been very high in the region, due in part to an August 2019 concert with Garth Brooks. The June concert sold out in 11 minutes, prompting the addition of two more shows – welcome news for Local 295. Local health authority restrictions required the construction of a plexiglass barrier between Kissel and his band, and members also felt safe with additional protocols in place.

Kissel had another IATSE-crewed tour stop in London, ON, where he played on the Western Fairgrounds. The Western Fair Association brings in an annual \$114 million to the City of London and its largest event is the annual Western Fair, which began in 1868. The cancellation of this year’s Fair was a blow to the community. The Fair eventually moved online, and the drive-in Brett Kissel concert served as a real morale booster to the entire region. The September 26 show was certainly appreciated by the members of Local 105, who also went on to work the Country

Music Association of Ontario Awards on October 4. Safety was a priority for both events, during which Local 105 members ensured that local health authority requirements were in place.

While these drive-in events aren’t as widespread or as frequent as we’d like to see, they are work for us and they’re valuable in keeping the public engaged in live entertainment. Sometimes there are also additional benefits - like the Kissel shows at Evraz Place, which donated a portion of proceeds to the Regina Food Bank. And who can’t get behind that?



“ALL POLITICS IS LOCAL”

As the International continues to work hard at the national level in both Canada and the United States, many of our Locals are carrying the torch at state, provincial, and municipal levels, and the importance of that work cannot be overstated. We must continue to build alliances with leaders at all levels of government to ensure that we are being heard and that the unique challenges facing our industries are met with appropriate actions that support the working people in entertainment. Many state and provincial governments, and even municipalities, have brought in financial supports for the cultural sector that bolster federal programs, and, in many cases, these supports do a better job of addressing our members’ needs. As House Speaker Tip O’Neill famously said, “All politics is local,” and we applaud the ongoing efforts of our Local leaders in beating the drum for our members and fighting for the support that they need to get through this unprecedented disruption of the entertainment industry.

ASSOCIATED DESIGNERS OF CANADA VOTE TO JOIN THE IATSE

The Associated Designers of Canada was formed in 1965 and represents the set, costume, lighting, projection, and sound designers in live performance throughout English Canada. For decades, members of the IATSE and the ADC have worked side by side in venues all across the country. As part of the newly-struck Creative Industries Coalition – which also includes Canadian Actors' Equity Association and the Canadian Federation of Musicians – the two organizations began working even more closely together to lobby the federal government around income supports for entertainment industry workers facing mass unemployment due to COVID-19. With so much overlap in workplace issues and required supports for their members, the benefits of formally joining together became even

more apparent. Merger discussions began in the spring, after the ADC reached out with some general queries concerning the IATSE's structure and benefits, and what a potential merger might look like.



**Associated
Designers of
Canada**

In a multi-day, online vote culminating on October 1st, members of the Associated Designers of Canada (ADC) voted 95% in favour of joining the IATSE. ADC President Ken MacKenzie stated, "This affiliation with IATSE marks a significant turning point

for the ADC and our member artists. In choosing to more closely align with our IATSE colleagues, we look to promote more fair and equitable workplaces. The alliance will help support designers' lives and careers long into the future. Through our work together in the Creative Industries Coalition, lobbying on behalf of independent arts workers, we have built a strong relationship with the IATSE, and recognize one another's commitment to advocating on behalf of our memberships."

The ADC will form its own IATSE local union, called IATSE Local ADC 659, which will become active on January 1, 2021. The new Local, consisting of the ADC's 250 designers, has been granted a national charter – a first for the IATSE in Canada.

GOT GUMBO? CONNECTING FAMILIES IN LAKE CHARLES

Local 478 cooked along with AFL-CIO volunteers and Baton Rouge/Lake Charles Local Union 198, served over 300 union families in Lake Charles, Louisiana gumbo and red beans and rice for dinner on Monday, October 19, 2020. After getting hit with two major hurricanes back to back, Local 478 decided a hot meal cooked with extra love would be most appreciated. Thanks to the Local 478 Response Team members: Dawn Huertas Arevalo, Cecile Burr, Kyle Salzman, Andre'e Fortier, Jo Williams, Alex Williams, Jorge Fernandez, and Cameron Holmes, the Plumbers and Steamfitters Union in Lake Charles and IATSE District 7 for making this a successful feast. Bon Appétit!



BUILDING A BRIDGE FOR YOUNG FILMMAKERS

The Bridgebuilder Cinematic Arts Program (BCAP), a nonprofit founded by Local 600 Director of Photography Hollis Meminger in 2016, introduces young women and men of color to careers in film and television. This summer, Hollis virtually led more than twenty of his Local 600 colleagues in guiding fifty Boston high school students to becoming first-time filmmakers. Pictured is Hollis Meminger (center) with a pre-COVID-19 cohort from his Bridgebuilder program.

Pacific Northwest and West Coast Locals Feel the Heat

The challenges arising from the pandemic have been tragic, often unbearable, and at times inspiring. But for IATSE Locals across the west coast, it appears that wasn't enough. They joke about the 2020 bingo card: "...who guessed the next series of unexpected events?". Imagine those members already in need due to the pandemic - out of work, running out of unemployment compensation, struggling to pay bills, struggling to keep food on the table.

Suddenly, fire season hits the Pacific Northwest and West with a vengeance. Members living in the worst hit areas were inundated with emergency alerts on their cell phones, warnings to evacuate, and few resources to support them in an evacuation.

PACIFIC NORTHWEST

In Ashland, Oregon Local 154 members woke up to early morning reports of fires on Tuesday, September 8. The Almeda, South Obenchain, Archie Creek and Slater fires made way through Jackson, Josephine and Douglas counties. Roughly four hours later, the first Almeda fire evacuations were issued, and as it spread north into the city of Talent, the South Obenchain fire was reported.

Families were trying to escape from one fire only to find road closures due to another. The scope of devastation and loss quickly became unimaginable.

Union members from across all sectors came together to help their communities during and after the fires. Local 154 members helped defend their neighbors' properties as flames started to spread out. Phone and text trees were implemented as evacuation orders were issued and updates from real-time experiences were shared. All hands were on deck to help get friends and families out of danger. As the fires raged through the evening, Local 154 officers, stewards and members kept checking in with one another and fellow colleagues from the Oregon Shakespeare Festival (OSF).

Many folks opened their homes and widened their COVID-19 pods for those who needed a place to land indefinitely.

The following morning a few members did what stagehands do best - solve the problem before management. A head count of members, an account of which homes were still standing, who was temporarily displaced and where, and organizing relief work were some of the tasks members took on. Within hours, a downtown Ashland donation center was opened. Volunteers and donations descended upon the campus of the OSF. Rank-and-file members and leaders of represented and non-represented workers at OSF began creating COVID-19 safe practices to sort and wash clothing, arrange food and necessities, and gener-



ate spreadsheets for what was needed and how to provide it. It wasn't about union affiliation. It was about true worker solidarity. It was about showing up when no one else did.

There are not enough words to express the gratitude for the IAFF represented, non-represented, and volunteer firefighters. Many of them lost their own homes, property, and some lost their lives to protect our communities.

As the fires made their way across Oregon, officers of Local 28, (SW Washington, and Portland to Salem Oregon) had no experience with large scale evacuations due to wildfires or with toxic air in the midst of a pandemic. They were contacted by members from across the state facing multiple levels of crises. The Local's Activism Committee along with Officers of Local 488 put together a donation site at the office. With COVID-19 restrictions and safety in place, members set up a drive up/drop off site. Volunteers disinfected, sorted and boxed items for delivery to various members from Portland to Ashland. Reports continued to come in about members who had lost everything in the fires to the south and others who were evacuated in various locations, all of whom had multiple levels of need. Southern Oregon was hit the hardest.

In the midst of the fires, there was a Golf Channel event in Portland. Local 28 provided IATSE International Representative Rachel McClendon with all the real time available information to keep the IATSE crew working safely at the course on the days when the tournament was not cancelled. Local 28 worked to refresh emergency kits for crew members, who were sleeping in their cars. They also provided contact information for the IATSE's Walsh/Di Tolla/Spivak Foundation to apply for help. Local 28 also started a



food pantry during the pandemic which quickly transitioned to assist members evacuated from their homes.

Studio Mechanics Local 488 (Pacific Northwest) thankfully had very few members who were forced to evacuate or experience permanent loss. They turned their attention to helping those in Locals 28, 154, and 675. Several productions covered by the Locals were forced to shut down to the toxic air quality. Producers of active projects took the appropriate actions to keep their crews safe. In Washington, members were not affected other than air quality in their homes. The Locals gathered donations of toiletries and other items requested by affected Locals and worked with Local 28 to ensure the delivery to those affected by the fires. Members were encouraged to donate to the Local Hardship funds as well as the Walsh Di Tolla Spivak Foundation.

In Oregon, wildfire management is playing out as a big issue on the National level. As a state whose residents live amongst and around some of the most beautiful natural areas in the country, Oregonians care deeply for the forests. State and Local leaders focus heavily on the protection of forests. The Federal Government owns sixty percent of the public land but doesn't provide proper management.

In Washington, state and federal representatives and senators play a large role in lobbying for federal funds for forest management and wildfire

mitigation. The Feds seldom give enough funding to the west coast states to address this issue.

NORTHERN CALIFORNIA

The California wildfires, which remained a danger for the state through late fall adversely affected Locals throughout the state. Locals 119 (San Francisco bay area), 611 (Watsonville, Santa Cruz, et al) reported that members had been affected. Some were evacuated from their homes as fires raged near them. Fortunately, Local 119 and 611 members were able to return to their homes as evacuation orders lifted in their areas.

Many Local 611 members stepped up and volunteered to cut fire lines. Others signed up to assist with the make-shift shelters which were set up to help evacuees. There was a major response from the entire community - more volunteers than were needed by a long shot. Some members of the Locals offered up their homes to house members if needed. One member of Local 611 received aid from the International through the IA Fire Victim Relief Fund that was set up. He was able to recoup the expense of moving his family out of his home during the evacuation. The Business Representative of Local 611 expressed his gratitude, stating that "we are ecstatic about the response and outpouring of support our members stepped up with for fellow members, and the community."

LOCAL UNION NEWS

IATSE LOCAL MEMBERS OF 493 AND 600 PROUDLY STAND IN SOLIDARITY WITH U.S. SENATE DICK DURBIN



Durbin supports and is committed to the issues of our IA Sisters and Brothers. From left to right are: AC (600) Anne Frievogel, COVID Officer Donna Shryock, Electrician Richard Speed, HMU Breezy Brezany, Gaffer Adam Reisz, US Senator Dick Durbin, Grip / Local 493 Business Representative Gordon Hayman, Key Grip Dave Kube, AC (600) Mary Anne Janke, DP (600) Jeff Saunders, kneeling in foreground Craft Services Lauren Acree, Audio Mixer Matthew Gettemeier. All except those listed as 600 are represented by IATSE Local 493.

LOCAL ORGANIZING ACTIVITY

LOCAL	EMPLOYER	UNIT
LOCAL 18	MILWAUKEE REPERTORY THEATER	STAGEHANDS
LOCAL 3, 489, 787	PITTSBURGH PLAYHOUSE AT POINT PARK UNIVERSITY	STAGEHANDS, WARDROBE, SCENIC ARTISTS

SIGN UP FOR IATSE TEXT ALERTS

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

TEXT IATSE TO 21333



IN MEMORIAM

LOCAL 478 REMEMBERS GILBERT CHARBONNET

Gilly was born on an Air Force Base in Warner Robins, Georgia, he was a true New Orleanian. With the uptown university area as his stomping ground, Gilly was happiest spending time with his family and friends. Some of his fondest childhood memories were his summers spent at Camp La Salle in New Mexico run by the Christian Brothers. Always having an affinity with animals, there he learned about the care of horses and developed a special love for them. He was a graduate of De La Salle Catholic High School and obtained his degree at the University of Southwestern Louisiana.

In the late 1980's, Gilly began work in the early days of the Louisiana Film Industry and quickly worked his way up and established himself as a Key Grip. Over the years, he worked on hundreds of feature films, television series, commercials, and music videos. Although humble and regarding himself as



having no particular talent, his best boy once described Gilly as, "knowing what the DP wants even before the DP knows". He was known for his professional integrity and honest work ethic. Another gift of Gilly's was his way with people. He got along with just about everyone, had a great memory for remembering names, and was a joy to work with. He mentored and taught hundreds of members in the grip profession and

today, several of the New Orleans' key grips and best boys can boast of having their start with Gilly. He was known to have a generous heart and in 2016, during the great flood, he was a part of the Local 478 Response Team and made several donation runs. As one of the earliest grips in the Louisiana Film Industry, Gilly's skills, personality, and artistic eye established a high standard for the grip profession and helped build the foundation for today's reputable movie business in Louisiana.

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Myles L. Ambrose September 28, 2020	1	Robert D. Wotawa July 2, 2020	6	Jonathan M. Davis July 11, 2020	16	Philip C. Cory September 4, 2020	44
Grant Brown August 2, 2020	1	Marques Burton July 19, 2020	8	Paul Puppo August 30, 2020	16	Richard D. D'angelo July 14, 2020	44
Hector Collazo September 2, 2020	1	Anthony Savarase September 16, 2020	8	William Ernst September 16, 2020	19	Frank Delgado June 23, 2020	44
Matthew Corrado August 12, 2020	1	James Gaglione Sr August 21, 2020	10	John E. Clatworthy September 9, 2020	28	Jack Richard Hopkins July 24, 2020	44
Kenneth D. Davis August 7, 2020	1	William J. Rahilly September 6, 2020	11	Glenn R. Hale August 19, 2020	28	Kenneth K. Knight July 18, 2020	44
Robert B. Deverna August 28, 2020	1	Jack C. Boggs August 19, 2020	12	Joseph M. Battista July 7, 2020	30	Frank T. Nifong Jr July 30, 2020	44
Ronald E. Duffy July 6, 2020	1	Tommy E Hackett September 3, 2020	12	Gene Wiley July 4, 2020	42	Oswaldo R. Rojas July 22, 2020	44
Robert J. Jacobi September 14, 2020	1	Mark Sample September 25, 2020	12	Michael Babich July 28, 2020	44	Bill Terry September 16, 2020	44
Timothy Pratt September 11, 2020	1	Dallas J. Duell September 18, 2020	15	David D. Campbell May 24, 2020	44	Ricky T. Burnett September 18, 2020	46
Clifford Russell September 16, 2020	1	Paul E. Pembroke August 26, 2020	15	Curtis Chambers July 31, 2020	44	Jeff E. Linkous June 28, 2020	48
Charles D. Lorang Jr September 20, 2020	2	Collier Woods Jr. August 1, 2020	15	Armand A Chasse July 8, 2020	44	Jamie Archdeacon July 21, 2020	52

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
William P. Drucklieb August 21, 2020	52	Timothy E. Cole July 23, 2020	205	Manuel E. Rodriguez July 14, 2020	500	Michael Economu September 1, 2020	700
Francisco Fernandez July 15, 2020	52	Roderick D. Merrells August 30, 2020	212	Christopher A. Hassel August 30, 2020	504	Martin H. Levinson December 29, 2018	700
Philip J. Saccio August 19, 2020	52	Clarence D. Seymour, Jr. July 21, 2020	333	H E Skip Keys September 1, 2020	504	Robert W. Kagey September 30, 2020	700
Robert Schlenger September 28, 2020	52	Frankie Lane Bengé July 20, 2020	336	Gary V. Sanguinet July 1, 2020	504	Robert J. Raring September 1, 2020	700
Lowell Schulman August 18, 2020	52	Clyde C. Parker Jr. July 11, 2020	336	Vidar Neuhof September 30, 2020	514	Frederick Talmage September 1, 2020	700
Jonathan Swain July 10, 2020	52	Clark Lee Coble July 18, 2020	354	Harold B. Oakley September 13, 2020	574	Les Agar September 8, 2020	720
Emmett Varley September 11, 2020	52	Dan Hoodless September 8, 2020	357	Greg R. Brunton July 12, 2020	600	Paul Bowman September 30, 2020	720
Ralph Kearney July 3, 2020	58	Peter S. Blue August 30, 2019	412	Michael C. Chapman September 19, 2020	600	Phillip H. Lecato June 30, 2020	720
Michael C. Locke July 22, 2020	58	William P. Scarborough September 20, 2020	421	Joseph T. Cranham July 11, 2020	600	Richard L. Morgan July 20, 2020	720
David A. Ort August 11, 2020	78	Jacynthe Meunier August 3, 2020	471	Allen Daviau April 15, 2020	600	Daniel G. Buck August 4, 2020	728
Jim Chizmar July 24, 2020	80	Michael Goad August 3, 2020	477	James R. Dickson April 2, 2020	600	Verl Cole September 8, 2020	728
Joe Crowder August 13, 2020	80	Manuel E. Rodriguez July 17, 2020	477	Morton Goldenberg July 15, 2020	600	Steven E. Gilbert September 17, 2020	728
Virginia Naumann July 24, 2020	80	Paul Blanchard August 23, 2020	478	Frank D. Harris April 27, 2020	600	Luke Kalarickal August 17, 2020	728
Paul Storino August 19, 2020	80	Andrew Callahan July 2, 2020	479	Jack T Hulen May 16, 2012	600	Richard L. Spears August 24, 2020	728
Charles E. Buckland, Iv May 13, 2020	84	Ian Carter September 8, 2020	479	Chester Lau May 31, 2020	600	David A. Zacks July 1, 2020	728
James A. Farley August 2, 2020	110	Robert F. Moody, Jr. July 1, 2020	479	Mark A. Lindsay July 21, 2020	600	Sean Crow September 6, 2020	729
Fred L. Waller July 24, 2020	110	Scott T. Sealock September 8, 2020	479	Nate C. Ranger June 20, 2020	600	Jim Dolson July 31, 2020	729
Robert F. Moody, Jr. June 29, 2020	115	Christopher Ray Wilmeth September 8, 2020	479	Laurence D. Solomon July 24, 2020	600	Shawn Fasulkey July 31, 2020	729
Jayson Mclean August 1, 2020	118	Patrick Mcallister September 13, 2020	487	Victor Vale March 17, 2020	600	Edward A. Mabe September 17, 2020	729
Marlon Bunch July 3, 2020	122	William B. Ritchey September 1, 2019	488	Bryan Lee September 24, 2020	634	John Chappell July 26, 2020	751
William Franklin September 1, 2020	122	Christopher W. Allen May 19, 2020	491	Howell B. Binkley August 14, 2020	635	Michael Charnee July 14, 2020	751
Robert W. Allen March 13, 2015	142	Francisco Lopez Franco September 17, 2020	494	Paul Mockler September 18, 2020	667	Paul Panza August 14, 2020	751
Vera Zirn May 21, 2018	161	Glenn F. Belfer July 4, 2020	500	Clayton R. Long July 28, 2020	669	Lynn Ziehe August 3, 2020	769
Charles R. Oholendt July 31, 2020	204	William G. O'connell August 31, 2020	500	Peter Reusch July 27, 2020	669	Frances Colantuoni September 1, 2020	775

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
David R. Brents August 4, 2020	780	Tim Lidstone September 5, 2020	873	John G. "Jerry" McLaughlin January 20, 2020	891	John M Kirby July 25, 2020	18032
Efthimios Stamoutsos August 18, 2020	794	Jane R. Meade September 9, 2020	873	Danny J. Mcpherson January 21, 2020	891	Aubrey Hampton September 1, 2020	B2
Dennis H. Kraft July 31, 2019	800	Greg O'hara July 17, 2020	873	Eric Mott June 18, 2020	891	Joritha Hardy September 1, 2020	B2
Jason M. Lynch July 1, 2020	800	Kathy Vieira August 27, 2020	873	Andre Paradis March 27, 2020	891	Sandra K. Muller September 1, 2020	B2
Kathy N. Gentry July 4, 2020	803	Juel Anderson October 14, 2020	884	Jay Robinson April 13, 2020	891	Margaret Kinsey September 3, 2020	B32
Chet Bednar November 7, 2020	820	Honoré Sato October 21, 2020	884	Al Schedler January 20, 2020	891	Beulah Bigwood August 6, 2020	USA829
Bob Foreman October 23, 2020	820	Russ Allinson June 7, 2020	891	John Taylor February 24, 2020	891	Howell B. Binkley August 20, 2020	USA829
Harry Cummings July 29, 2020	834	Anthony Paul Bourret July 8, 2020	891	Sharon Thompson March 6, 2020	891	Todd Bray August 24, 2020	USA829
D'arcy Kurt Lacey July 29, 2020	834	John Cau June 8, 2020	891	Karl B. Varnam June 11, 2020	891	Meganne E. George September 15, 2020	USA829
Jose J. Diaz Vega August 30, 2020	835	Ernie J W Curtis February 14, 2020	891	David R. Vogt February 13, 2020	891	Alice Martin July 15, 2020	USA829
Rosalee Davis July 5, 2020	849	Shaun Galaugher August 19, 2020	891	Stephen M. Weddle July 25, 2020	891	Spencer Mosse July 27, 2020	USA829
Jonathan Zeidman August 28, 2020	849	Gerald Haight January 19, 2020	891	Allen White February 5, 2020	891	James Ryan July 16, 2020	USA829
Mary Ahern July 11, 2020	868	Robert Hawkins June 12, 2019	891	Maurice V. Woodworth July 3, 2020	891	Frank Viner July 28, 2020	USA829
Ellen Chung September 1, 2020	871	Patty Hunter September 29, 2020	891	James R. Molloy January 2, 2020	927	Collier Woods August 6, 2020	USA829
Mark S. Ross-Michaels September 1, 2020	871	Garett Jansen July 5, 2020	891	Charles L. Schneider April 7, 2020	927		
Ken Laughland September 10, 2020	873	Alexander Kameniczky March 17, 2020	891	William E. Briggs April 10, 2020	18032		
Bryan Roy Lee September 24, 2020	873	Jerzy Lukaszun March 31, 2020	891	Joseph P. Carlin May 24, 2020	18032		

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.

Contributor

Local 488 Studio Mechanics of the Pacific Northwest for Wildfire Relief

DIP Productions, LLC

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 Craftspersons)

AE Arena Employees

AFE Arena Facility Employees

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

AMTS Admissions, Mutual Ticket Sellers

APC Affiliated Property Craftspersons

ATPAM Association of Theatrical Press Agents and Managers

BPTS Ball Park Ticket Sellers

CDG Costume Designers Guild

CHE Casino Hotel Employees

EE Exhibition Employees

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

ICG International Cinematographers Guild (inclusive of Publicists)

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

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

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

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

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

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

MPSELT Motion Picture Studio Electrical Lighting Technicians

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

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

MT Mail Telephone Order Clerks

O Operators

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

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

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

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

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

T Theatre Employees

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

TSA Ticket Sales Agents

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists (inclusive of Theatrical Sound Designers)

711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

NEWFOUNDLAND AND LABRADOR

ICG 671 PROVINCE OF NEWFOUNDLAND AND LABRADOR—David Rumley, c/o 229 Wallace Avenue, Toronto, ON M6H 1V5 (416-368-0072). Bus. Rep.: David Rumley.

M 709 PROVINCE OF NEWFOUNDLAND AND LABRADOR—Debbie Vatcher, secretary@iatse709.com; 55 Elizabeth Avenue, Suite 104, St. John's, NL A1A 1W9. (709-754-1746) (Fax: 709-754-1774).

NOVA SCOTIA

M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB—Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

M 848 SYDNEY/GLACE BAY, NS—David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.

MPSPT 849 MARITIME PROVINCES—Raymond MacDonald, 617 Windmill Road, 2nd Floor, Dartmouth, NS, B3B1B6. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Shelley Bibby.

T B848 GLACE BAY, NS—David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

ONTARIO

S 058 TORONTO, ON—Bryan Godwin, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.

M 105 LONDON/ST. THOMAS/SARNIA, ON—Stephanie Gonyou, secretaryiatselocal105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.

S 129 HAMILTON/BRANTFORD, ON—Barry Anderson, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-536-9192) Bus. Agt.: Gary Nolan.

M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON—Sean Poole, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Jennifer Pich, businessagent@iatse357.ca.

PC, CP&HO 411 PROVINCE OF ONTARIO—Anne Paynter, 2087 Dundas Street, East, Unit 104, Mississauga, ON L4X 2V7. (905-232-6411) (Fax: 905-232-6412) Bus. Agt.: Anne Paynter.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON—Jeanette Ward, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-931-1990) Bus. Agt.: Stacey Bonar.

S 467 THUNDER BAY, ON—Keith Marsh, keith@tbaytel.net; 380 Van Norman St., Thunder Bay, ON, P7A 4C3. Bus. Agt.: Terry Smith, 243 North Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

M 471 OTTAWA/KINGSTON/BELLEVILLE, ON—James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-404-4717) Bus. Agt.: Ryan Bol.

CANADA

ALBERTA

S 210 EDMONTON, AB—David Oudshoorn, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

S 212 CALGARY, AB—Chris MacRae, secretarytreasurer@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps.: (Mot. Pic.) Tom Benz, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

BRITISH COLUMBIA

S 118 VANCOUVER, BC—Diana Bartosh, recsec@iatse118.com; #4-1768 William Street, Vancouver, BC V5L2R4 Bus. Agt.: Jordan Both.

S 168 VANCOUVER ISLAND, BC—Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Monica Arthurs, businessagent@iatse168.com.

ICG 669 WESTERN CANADA—Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Peter Hayman, hayman@ia669.com.

MPSPT 891 BRITISH COLUMBIA/YUKON TERR.—Corbin Jensen, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Rep.: Phil Klapwyk, philk@iatse.com.

T B778 VANCOUVER, BC—International Representative In Charge - Julia Neville "Western Canadian Office" 525 Carrall Street, Vancouver, BC, V6B 2JB. (604-368-4447)

MANITOBA

M 063 WINNIPEG, MB—Martin Hebert, 2nd Floor - 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Stuart Aikman.

MPSPT 856 PROVINCE OF MANITOBA—Jeremiah Milmine, 500-332 Bannatyne Avenue, Winnipeg, MB, R3A 0W5. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

NEW BRUNSWICK

M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB—Colin Richardson, P.O. Box

M 580 WINDSOR/CHATHAM, ON-Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3K2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

M 634 SUDBURY/NORTH BAY, ON-Keith Clausen, local_634@hotmail.com; 24 St. Louis Street, P.O. Box 68, Naughton, ON, P0M 2M0. (705-665-1163) Bus. Agt.: Wayne St. George, wayne.stgeorge@hotmail.com.

ICG 667 EASTERN CANADA-David Orton, 229 Wallace Avenue, Toronto, ON, M6H 1V5. (416-368-0072) (Fax: 416-368-6932) Bus. Agt.: David Rumley.

TW, MA&HS 822 TORONTO, ON-Raymond K. Cosgrove, secretary@iatse822.com; 511 Adelaide Street West, Toronto, ON, M5V 1T4 (416-622-9007) (Fax: 416-622-0900). Bus. Agt.: Michelle DiCesare, businessagent@iatse822.com.

SA&P 828 PROVINCE OF ONTARIO-Stephanie Milic, sec.iatse828@gmail.com, P.O. Box 80059, 510 Concession Street, Hamilton, ON, L9A1C0. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Sondra Richter, ba.iatse828@gmail.com.

MPSPT 873 TORONTO, ON-Monty Montgomerie, 82 Carnforth Road, Toronto, ON, M4A 2K7. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Monty Montgomerie, businessagent@iatse873.com.

T B173 TORONTO/HAMILTON, ON-Paul Williams, 615, 433 Jarvis, Toronto, M4Y 2G9. (416-526-5850) Bus. Agt.: George King.

PRINCE EDWARD ISLAND

M 906 CHARLOTTETOWN, PE-John-Michael Flynn; John-Michaelflynn@hotmail.com; P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Barry Vessey, bvessey@bellaliant.net.

T B906 CHARLOTTETOWN, PE-Ashley Peck, P.O. Box 1032, Charlottetown, PE, CIA 7M4. (902-628-1864) (Fax: 902-566-4648).

QUEBEC

S 056 MONTREAL, QC-Michael Arnold, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Roch Lavoie.

O 262 MONTREAL, QC-Audrey Prevost-Labre; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-937-8252) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

MPSPT 514 PROVINCE OF QUEBEC-Annick Chartier, 4530 rue Molson, Montreal, QC H1Y 0A3. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Christian Bergeron, Christian.bergeron@iatse514.org.

M 523 QUEBEC, QC-Sylvie Bernard, 2700, Jean Perin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage/Riggers) Eric Desmarais; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard; (Riggers) Sebastien Beaulieu.

ICG 667 EASTERN CANADA (QUEBEC OFFICE)-7230 rue Alexandra Street, Suite 111, Montreal, QC H2R2Z2 (514-937-3667). Bus. Mgr.: Christian Lemay.

TW, MA&HS 863 MONTREAL, QC-Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC. H2J 3T5 (514-641-2903). Bus. Agt.: Silvana Fernandez, iatselocal863habelleur@hotmail.com.

SASKATCHEWAN

M 295 REGINA/MOOSE JAW, SK-Josh Muz, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440).

M 300 SASKATOON, SK-Dan Mooney, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-370-5744) Bus. Agt.: Kim Warden.

UNITED STATES

ALABAMA

S 078 BIRMINGHAM-Dennis Parker; iatse78secretary@gmail.com; P. O. Box 10251, Birmingham, 35203. (205-251-1312) Bus. Rep: Barron Melton, iatse78ba@gmail.com.

S 142 MOBILE-Thomas Browning, P.O. Box 968, Mobile, 36601. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: Philip Tapia.

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

M 900 HUNTSVILLE-Robbie Holcombe, III; P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Kelly McManus.

ALASKA

S 918 ANCHORAGE-Danielle Evans, P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Eric Lizer.

ARIZONA

S 336 PHOENIX/PRESOTT-Pamela Boyd, boyd336@gmail.com; 1145 E. Washington St., Suite 300, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessey, iatse336@msn.com.

M 415 TUCSON-Deon A. Hill, secretary@iatse415.org; P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: George Fritz.

TBSE 748 STATE OF ARIZONA-David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-610-3342). Bus. Rep.: Don'Shea D. Brown, iatse748busrep@gmail.com

ARKANSAS

M 204 LITTLE ROCK-Linda Dahl, ldahl@iatse204.com; P.O. Box 69, El Paso, 72045 (501-231-5634) Bus. Agt.: John Cooke, jcastage48@gmail.com.

CALIFORNIA

S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY-Steve Lutge, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0179) Bus. Agt.: Steve Lutge.

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

APC 044 HOLLYWOOD-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Tobey Bays.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, secretary@iatse50.org; 1914 Terracina Drive, Suite 120, Sacramento, 95834. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

MPSG 080 HOLLYWOOD-Thomas Valentin, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.

S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Larry Hunter; 303 Hegerberger Road, Suite 204, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Omar Sabeh.

TBSE 119 SAN FRANCISCO BAY AREA-Matthew Johnson, P.O. Box 4878, Walnut Creek, 94596. (510-375-2417).

S 122 SAN DIEGO/ PALM SPRINGS/PALM DESERT/HEMET/BANNING/ELSINORE/29 PALMS-Rachel Eaves, madamsecretary@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-3840) Bus. Rep.: Richard Disbrow, Richard@iatse122.org.

M 134 SAN JOSE/SANTA CLARA-Elizabeth Overstreet, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Leo Wandling, businessagent@iatse134.org.

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

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

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

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

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

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Jonathan Hicks, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-898-0442) Bus. Agt.: Brady S. Perrin.

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-Corey Bell, 611secretary@iatse611.org; P.O. Box 7571, Santa Cruz, 95061. (831 458 0338) Bus. Agt.: Andrew Hurchalla, 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.

MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)-Sharon Smith-Holley; Nat. Exec. Dir.: Catherine Repola; Western Exec. Dir.: Scott George, 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Eastern Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

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.

MPSP&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-Margaret Heaman, 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. (619 507-2666) (Fax: 858-715-0640). Bus. Agt.: Darin Haggard, ba@iatse795.com.

ADG 800 LOS ANGELES (See also Illinois, New York and North Carolina)-Judy Cosgrove, 11969 Ventura Boulevard, 2nd Floor, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Bus. Agt.: Charles Parker.

USA829 CALIFORNIA REGIONAL OFFICE (See Also New York) - 1200 Wilshire Blvd., Suite 620, Los Angeles, 90017. (323-965-0957) Bus. Agt.: Monique L'Heureux.

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

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, A&APSG 871 HOLLYWOOD-Elizabeth Seaford, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Reps.: Andrea Friedland, Andrea@ialocal871.org and Doug Boney.

TWU 874 SACRAMENTO AND VICINITY-Brittney Sandoval, 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, dougboney@gmail.com.

CDG 892 HOLLYWOOD-Ivy Thaide, 3919 West Magnolia Blvd., Burbank, 91505. (818 848-2800) (Fax: 818 848-2802) Executive Director: Rachael Stanley.

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-Cary Truex, P.O. Box 9031, Anaheim, 92812-9031. Bus. Agt.: Matt Froelich.

T B18 SAN FRANCISCO-Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Leontyne Mbele-Mbong.

T B32 SAN JOSE-SANTA CLARA COUNTY-Jennie Santana, jennstana@yahoo.com; P.O. Box 2832, Santa Clara, 95055. (408-710-9011) Bus. Agt.: Edward Scagliotti, edscaigliotti@gmail.com.

T B66 SACRAMENTO-Gloria Earl, iatse.b66@gmail.com; P.O. Box 2210, Sacramento, 95812. (916-245-1191). Bus. Agt.: Robert Whitaker, bwhtaker@comcast.net.

AAE B192 HOLLYWOOD-Christina Viramontes, nicolemliller@b192iatse.org; 5250 Lankershim Blvd., Suite 600, N. Hollywood, 91601. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Kevin King.

CALIFORNIA SPECIAL BRANCH-Michael F. Miller, Jr., 2210 W. Olive Avenue, Burbank, 91506. (818-980-3499) (Fax: 818-980-3496).

COLORADO

S 007 DENVER-Kevin Zegan, president@iatse7denver.org; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Bryant Preston, businessrep@iatse7denver.org.

M 062 COLORADO SPRINGS/PUEBLO-Scott Waldham, secretarytreasurer@iatse62.com; 1828 E. Kiowa Street, Colorado Springs, 80909. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Salamon, businessagent@iatse62.com.

S 229 FORT COLLINS, CO/CHEYENNE/LARAMIE, WY.-Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org. (970-226-2292) (Fax: 970-490-2292).

TWU 719 DENVER-Elisa Spadi, erspadi@msn.com; 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Steve Davis, local719ba@aol.com; (303-829-1567).

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

CONNECTICUT

SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE. /GREATER PA.- Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 074 SOUTHERN CONNECTICUT-Catherine Moore; P.O. Box 9075, New Haven, 06532. (203-497-3067)(Fax: 203-497-3067). Bus. Agt.: James Shea, jshea@iatse74.org.

S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT- John R. Clark, IV, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

DELAWARE

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 284 WILMINGTON-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (302-750-3752) (Fax: 302-475-4903) Bus. Agt.: Justin Reuschlein.

DISTRICT OF COLUMBIA

S 022 WASHINGTON, DC/WASHINGTON DC SUBURBS, MD/NORTHERN VIRGINIA-Lynn Jackson, P.O. Box 92820, NE, Washington, DC 20090. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

TWU 772 WASHINGTON-Vickie Rankin, Secretary@iatse772.org; 2782 Cedar Drive, Riva, MD 21140 (443-994-0212). Bus. Agt.: Martha Timlin.

TBSE 819 WASHINGTON-Craig Yarnell, secretary@iatse819.org; P.O. Box 5645, Friendship Station, Washington, 20016. (202-966-4110) Bus. Agt.: Robert A. Richardson.

T&T 868 WASHINGTON-Jillian Clark Gibson, secretary@iatse868.com; P.O. Box 58129, Washington, 20037. (202-422-1782) Bus. Agt.: Anne Vantine, businessagent@iatse868.com.

TSA B868 WASHINGTON-Veveca Tobias, veetobi@yahoo.com; 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-296-8647) Bus. Agt.: Lori Schwartz, lori.ls@gmail.com.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN-Hope Nelson; 3932 Wilkes St., 32571 (850-390-6819) (Fax: 850-484-3729). Bus. Agt.: Joseph Nelson, iatselocal60ba@gmail.com

M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE-Bruce Hudgens, bhudgens@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Tiffany Gans, secretary@iatse321.org; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda, 321ba@iatse321.org.

M 412 BRADENTON/SARASOTA-Jeffrey Ellis, P.O. Box 1307, Tallevast, 34270. (941-914-1553) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

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

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

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

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

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

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

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

GEORGIA

M 320 SAVANNAH-Connor Williams, iatse320treasurer@gmail.com; P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, iatse320@gmail.com.

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

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery.

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

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

MAHS 798 ATLANTA REGIONAL OFFICE (See also New York)-Samantha Reese, sreese@local798.net; 4220 International Parkway, Atlanta, 30354 (770-855-0601).

M 824 ATHENS-Peter Fancher, peterfancher@att.net; P.O. Box 422, Athens, 30603. (706-201-6123) Bus. Agt.: Lauren C. Mc Geehin, iatse824@gmail.com.

EE 834 ATLANTA-Danny Barrow, 4220 International Pkwy, Suite 200, Atlanta, 30354. (404-875-8848) (Fax: 404-361-4255) Bus. Agt.: Danny Barrow

TWU 859 ATLANTA-Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-757-6242) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

S 927 ATLANTA-Mary Grove, 420 McDonough Blvd., SE, Suite 106, Atlanta, 30315. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

HAWAII

M 665 STATE OF HAWAII-Robin Kekuewa Wong, 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Irish Barber.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jay" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereaux@aol.com, (509-999-5073).

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO-Trustees: C. Faye Harper, Peter Marley, Allison Smartt and John Gorey, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227).

ILLINOIS

S 002 CHICAGO-Thomas L. Herrmann, 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

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

MPP,AVE&CT 110 CHICAGO-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Steve Altman.

S 124 JOLIET-Tim Kelly, twk1415@yahoo.com, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, l_lorin@hotmail.com.

S 138 SPRINGFIELD/JACKSONVILLE-James Rapps, P.O. Box 6367, Springfield, 62708. (217-415-4810) Bus. Agt.: Brian Aarup.

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

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

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

SM 476 CHICAGO-Mark A. Hogan, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Mark A. Hogan.

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Andrew Hall, andyh61801@yahoo.com; P.O. Box 3272, Urbana, 61803-3272. (217-766-7355) Bus. Agt.: Chad Schwenk, cschwenk27@gmail.com.

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

T&T 750 CHICAGO-Joseph Wanderling, iatselocal750@gmail.com; 106 W. Calendar Court, #272, La Grange Park, 60525. (708-276-3175) Bus. Agt.: Daniel Garnett, garnett.dan@gmail.com.

TBSE 762 CHICAGO-Kris Kettner, IA762treas@hotmail.com, P.O. Box 4350, Oak Park, 60304 (773-793-3124). Bus. Agt.: Joel P. Colwell, jpcolwel@gmail.com.

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

MPVT/LT/AC&GE 780 CHICAGO (see also Florida)-Jaroslav Lipski, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mng.: Jerry Lipski, jerry@iatse780.com.

ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina)-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

USA829 ILLINOIS REGIONAL OFFICE (See also New York)- 111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: Matt Walters.

T 846 CHICAGO, IL/MILWAUKEE, WI- Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

INDIANA

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

S 049 TERRE HAUTE-Stephanie Driggers, wsdriggers@gmail.com; 2177 Morton Street, Terre Haute, 47802. (812-240-7049) Bus. Agt.: Dave Targett, davetargett@icloud.com

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

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDSVILLE-Steven Choate, schoate62@yahoo.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8037) Bus. Agt.: Ruben Mendez, rmendez.iatse125@gmail.com.

S 146 FORT WAYNE-Steve Tarr, steventarr761@gmail.com, P.O. Box 13354, Fort Wayne, 46868. (260-494-9765) Bus. Agt.: Michael Barile, mbarile152@comcast.net (260-402-3257).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Richard Bakos, P.O. Box 474, South Bend, IN 46624. (574 292-1871) Bus. Agt.: David Sears, local187ba@gmail.com.

TBSE 317 INDIANAPOLIS-Kristen Smith, P.O. Box 1172, Indianapolis, 46206. Bus. Agt.: Lance Coler.

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK-Mark R. Sarris, 24 East Vincennes Street, Linton, 47441. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-696-2595) Bus. Agt.: Joanne M. Sanders.

T B194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

IOWA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA-Destiny Stark, secretary@iatse42.org; 5418 S. 27th Street, #1, Omaha, NE 68107. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: William Lee, Omaha@iatse42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-Alicia Weir, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: Aaron Bowen.

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

S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE-Janelle Smith, iatse191@gmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Jeff Smith, smittygrip@gmail.com.

M 690 IOWA CITY-Charles Scott, sectreas1690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

KANSAS

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

M 190 WICHITA/HUTCHINSON/EL DORADO-Timothy McCulloch, P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Benjamin Juhnke, ba190@iatsekscoxml.com.

M 464 SALINA-Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67402. (785 342-6786). Bus. Agt.: Bill Tuzicka, wtu-zicka@yahoo.com.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE- Casey A. Black-Phersone, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Robert J. Ferree.

M 346 LEXINGTON-David Richardson, david@twinhives.com; P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton, dburton@rupparena.com.

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

TWU 897 LOUISVILLE-Lisa Green, info@budgetprint-center.net; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Melissa Gagliardi, iatse897@gmail.com.

LOUISIANA

S 039 NEW ORLEANS-Amber Wolf, iatse39secretary@gmail.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox.net.

M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK-George J. Hollier, iatse260@juno.com; 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

S 298 SHREVEPORT-Debbie Graham, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Bobby Griffie.

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

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

M 668 MONROE-Dan Saterfield, dsaterfield@yahoo.com; P.O. Box 2561, West Monroe, 71291. (318-329-4519) Bus. Agt.: Ross Slacks, rossslacks@aol.com.

TWU 840 NEW ORLEANS-Lesly Davi, coda537@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie_haase@yahoo.com; (225-294-3024).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Rod Williams, P.O. Box 993, Portland, 04104 (207-370-4211) Bus. Agt.: Douglas Born.

TBSE 926 AUBURN-Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-835-3800).

MARYLAND

S 019 BALTIMORE-Steve Wallace, recseclocal19@gmail.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (443-823-4950) (Fax: 410-889-1902) Bus. Agt.: Michael Mixer, businessagent19@gmail.com.

S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA-Lynn Jackson, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

MPP,O&VT 181 BALTIMORE-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-788-2856) Bus. Agt.: Karl O. Gilbert.

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150) Bus. Agt.: Michael E. Clem.

TBSE 833 BALTIMORE-James Coxson, jcoxson@wjz.com, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, wpoplovski@wjz.com, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE-Nancy Brown, nchillywilly1@verizon.net; 4874 Melody Lane, Manchester, 21102 (410-239-6835). Bus. Agt.: Mary Beth Chase, mbc625@aol.com

MASSACHUSETTS

S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD-Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larse, viarse@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

M 096 WORCESTER-John Noga, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508 929 0385) Bus. Agt.: Kevin J. O'Connell.

M 195 LOWELL, MA./NEW HAMPSHIRE-David Demers, P.O. Box 6642, Manchester NH 03108. (603-402-0099) Bus. Agt.: Lowell Davis.

M 232 NORTHAMPTON/AMHERST-Cathleen Okeefe, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Paul Yager.

SM 481 NEW ENGLAND AREA-James MacDonald, jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

T&T 753 BOSTON-Diane M. Blaskovich, ingenue107@aol.com; 8 Admirals Lane, Salem, 01970. (978-744-7976) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Kim Delano, kimwardrobe775@comcast.net; 51 Myrtlebank Avenue, Dorchester, 02124 (617-212-4364) Bus. Agt.: Kim Delano.

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

MICHIGAN

M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH-Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Joshua Roskamp.

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Keith R. Braun, kbraun3246@wowway.com; 900 Pallister Ave., Detroit, 48202. (313 870-9570) (Fax: 313 870-9580) Bus. Agt.: E. Joseph Miller, jmiller@iatse38.org

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

MPP, VT&CT 199 DETROIT-Paul Bratfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-786 4) (Fax: 248-399-7866) Bus. Agt.: David Pickering.

S 201 FLINT/OWOSSO-Steffan Minore, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-577-1541). Bus. Agt.: David Thompson.

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA-Nicholas James Eaton, mcdani13@msu.edu; 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) Bus. Agt.: Matthew Woolman, balocal274@gmail.com.

M 395 ANN ARBOR/MONROE-Mark Berg, markberg@iatse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550). Bus. Agt.: Dean Neeb, ba@iatse395.org.

MPP,O& VT 472 FLINT/OWOSSO-Guy Courts, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Mirena Cantu, rena1256@msn.com; 13440 Manchester, Southgate, 48195. (734-775-3361) Bus. Agt.: Stasia Savage, ssavage@iatse26.org.

TWU 786 DETROIT-Jacqueline Wendling, twulocal786@gmail.com; 27830 Jefferson, St. Clair Shores, 48081. (586-291-1530). Bus. Agt.: Beverly Llobart, bevmarie2556@gmail.com.

T B179 DETROIT-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479). Bus. Agt.: John Nesbitt.

MID-ATLANTIC AREA

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall.

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL -Jamie Osterstag, Jamie_osterstag@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Matt Rice, matt_rice@iatse13.org.

S 032 DULUTH-James Rigstad, jim@jrigstad.com; 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Jay Milbridge, stagelocal32@gmail.com.

MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, davin8@aol.com; P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Wyatt Berekvam, P.O. Box 9095, Rochester, 55903-9095. Bus. Agt.: Chris Martin.

SM 490 STATE OF MINNESOTA-Bryan Bredahl, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-393-0550) Bus. Agt.: Brian Simpson.

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

TBSE 745 MINNEAPOLIS-Teresa Day, iatse745@gmail.com; P.O. Box 3278, Minneapolis, 55403 (612-267-8770) Bus. Mgr.: Charles Cushing.

T B26 MINNEAPOLIS-ST. PAUL-Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980). Bus. Agt.: Sue Lundquist.

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA MOBILE, AL-Dawn Arevalo, 511 N. Hennessey Street, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael Beckman, BA@iatse6.org

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 310 Homestead Road, Nashville, TN 37207. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Peter Kurland.

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

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

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

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

MISSOURI

S 006 ST. LOUIS-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: Joseph M. Rudd.

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

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

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

SM 493 STATE OF MISSOURI-Greg Goad, 5214 Chipewawa Street, St. Louis, 63109. (314-621-4930) (Fax: 314-621-4930) Bus. Mgr.: Gordon J. Hayman, iatse493@gmail.com.

T&T 774 ST. LOUIS-Mary Althage, P.O. Box 5164, St. Louis, 63139 (314-647-9424). Bus. Agt.: Angie Walsh.

TWU 805 ST. LOUIS-Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: Kate Wilkerson.

TWU 810 KANSAS CITY-Shawn Sorrell, 4213 Kenwood Avenue, Kansas City 64110. (816-213-3644) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

T B2 ST. LOUIS-Tammy Underwood; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Mark Hartigan, markh@goltermann.com.

MONTANA

M 240 BILLINGS-Deborah J. Richard, ricksroostdry-creek@gmail.com; P.O. Box 1202, Laurel, 59044. (406-670-7321). Bus. Agt.: Dave Bakker, dave@divemontana.com (406-855-1664).

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA-Amanda Solomon, secretary@iatse339.com, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Darrell Ogg, Local339@gmail.com.

NEBRASKA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/ SIOUX CITY, IA-Destiny Stark, secretary@iatse42.org; 5418 S. 27th Street, #1 Omaha, NE 68107. (402-934-1542) (Fax: 402-212-1578). Bus. Agt.: William Lee, Omaha@iatse42.org.

M 151 LINCOLN-Jon Andersen; P.O. Box 30201, Lincoln, 68503-0201. (402-525-8572) Bus. Agt.: Daniel Buckley, iatse151ba@gmail.com.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685). Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

NEVADA

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

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

NEW ENGLAND AREA

SM 481 NEW ENGLAND AREA-James MacDonald, jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

NEW HAMPSHIRE

M 195 LOWELL, MA/NEW HAMPSHIRE-David Demers, P.O. Box 6642, Manchester, NH 03108. (603-402-0099). Bus. Agt.: Lowell Davis.

SM 481 NEW ENGLAND AREA-James MacDonald, jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

S 919 HANOVER/LEBANON, NH/BURLINGTON, VT-Craig Mowery, sec.local919@gmail.com; P.O. Box 951, Burlington, 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com, .

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

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

SM 052 STATES OF NEW JERSEY/ NEW YORK/ CONNECTICUT/NORTHERN DE. /GREATER PA-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 059 JERSEY CITY-Richard Hancox, richhancox@me.com; P.O. Box 3122, Secaucus, 07096. (561-596-9610) (Fax: 201-863-8551) Bus. Agt.: Richard Hancox

M 077 ATLANTIC CITY/VINELAND-John Jones, jones.iatse77@gmail.com; P.O. Box 228, Linwood, 08221. (609-335-2348) (Fax: 609-350-6335). Bus. Agt.: Thomas Bambrick, Jr. secbamiatse77@gmail.com.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox, scox70@hotmail.com (732-492-7630).

M 632 NORTHEAST NEW JERSEY-Gerald Bakal, gbakal@msn.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani, stagehands632@yahoo.com.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA-Susan Morris Barrett, susanjeniffermorris@gmail.com, 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, showbiz57@aol.com; 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

CHE 917 ATLANTIC CITY-Sarah Jean Frank, 507 Hilltop Drive, Galloway, 08205. (609-442-5300) (Fax: 609-380-2615) Bus. Agt.: Darrell Stark, ia917ba@comcast.net.

NEW MEXICO

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Arthur Arndt, 423local@gmail.com; P.O. Box 30423, Albuquerque, 87190-0423. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Sharon Meyer, elisgma1964@msn.com.

SM 480 STATE OF NEW MEXICO-Marisa Frantz, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-672-7909) Bus. Rep.: Kelly Boudreaux, 480businessagent@iatselocal480.com.

TWU 869 ALBUQUERQUE-Alyssa Salazar, local869sec@gmail.com; P.O. Box 4953, SW, Albuquerque, 87196. (505-353-0664) Bus. Agt.: Susan Jones.

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-NASSAU-SUFFOLK COUNTIES OF LONG ISLAND-Robert Score, rscore@iatse-local1.org; 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Paul F. Dean, Jr. and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

S 004 BROOKLYN and QUEENS-Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Kenneth Purdy.

S 009 SYRACUSE/ROME/ONEIDA/UTICA-Linda Mack, P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Keith Russell.: karuss01@aol.com.

S 010 BUFFALO-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-852-2196). Bus. Agt.: Gary Syracuse, Jr., ba@iatse10.com; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

S 014 ALBANY/SCHENECTADY/AMSTERDAM/TROY-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-339-6159) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

S 025 ROCHESTER-Gary Sanfilippo, mikedz@iatse25.com; 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) (Fax: 585-427-8988) Bus. Agt.: Jason O'Hara, jason@iatse25.com.

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 054 BINGHAMTON-Daniel Sonnen, 175 Foster Road, 1405 Livingston Place, Vestal, 13850. (607-777-2909) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).

TBSE 100 NEW YORK-Rich Rahner, iatselocal100@verizon.net; 111 Smithtown Bypass, Suite 206, Hauppauge, 11788 (212-247-6209) (Fax: 212-247-6195) Bus. Agt.: Lorraine Seidel.

M 121 NIAGARA FALLS/BUFFALO-John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-866-1136) Bus. Agt.: John Scardino, Jr., iatse121js@gmail.com.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, local266unionsec@gmail.com; 3673 Pleasant Avenue, Jamestown, NY 14701. (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

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

MPP,O,VT&AC 306 NEW YORK-John Seid, 545 West 45th St., 2nd flr., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Carol Bokun.

M 311 MIDDLETOWN/NEWBURGH/KINGSTON/POUGHKEEPSIE- Franklin DenDanto, stagehand311@gmail.com; P.O. Box 399, New Hampton, 10958. (845-283-7387) Bus. Agt.: Paul Sisilli, 845-421-0625, iatselocal311ba@gmail.com.

M 353 PORT JERVIS/SULLIVAN COUNTY-Timothy Sullivan, P.O. Box 1432, Monticello, 12701. (973-214-6507) Bus. Agt.: Judy Feltus, judyfeltus@ymail.com.

M 524 GLENS FALLS/SARATOGA-Edward Smith, 222 Diamond Point Road, Diamond Point, 12824. (518-623-4427) (Fax: 518-623-4427) Bus. Agt.: Edward Smith.

M 592 SARATOGA SPRINGS-James Faman, jfaran592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-729-8741). Bus. Agt.: Rick Daus, rdaustr@yahoo.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Georgia and Illinois) Stephen Wong; National Executive Director, Rebecca Rhine; Associate National Executive Director/Eastern Region Director, Chaim Kantor, 70 West 36th Street, 9th Floor, New York, NY 10018. (212 647 7300) (Fax: 212 647 7317)..

MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND- Timothy King, P.O. Box 448, Wading River, 11792. (631-680-6962) (Fax: 631-929-3224) Bus. Agt.: Robert B. Gottschalk, Jr.

M 645 ROCKLAND COUNTY-Ronald Jacobsen, rocketron1@gmail.com; 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Robert Griffin, rcgijv@yahoo.com.

MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)-Sharon Amith-Holley; Nat. Exec. Dir.: Catherine Repola, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Eastern Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

M 749 MALONE-Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

T&T 751 NEW YORK- Nancy Palmadessa, 9801 67th Ave. Rego Park, NY 11374 palmadessa@local751.com. Bus Rep.: Nancy Palmadessa.

TWU 764 NEW YORK AND VICINITY-Martha Smith, msmith@ia764.org; 545 West 45th Street, 2nd flr., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agt.: Frank Gallagher (516-445-6382), fgallagher@ia764.org; Bus. Rep.: Leah Okin (917-499-0852).

TWU 783 BUFFALO-Carla Van Wart, carlavanwart@verizon.net; 322 N. Rockingham Way, Amherst, 14228 (716-465-9485) Bus. Agt.: Mary Jo Witherell, marwit0783@att.net; 146 Sweetbriar Road, Tonawanda, NY 14150 (716-812-0783).

T&T 788 ROCHESTER- Mary Lou Williams; awillit1@rochester.rr.com, 634 Britton Road, Rochester, 14616 (585-865-2038). Bus. Agt.: John Giffen, jgiffen@rochester.rr.com

TBSE 794 NEW YORK-Ryan Priest, P.O. Box 154, Lenox Hill Station, New York, 10021. (973-912-6986) .Bus. Agt.: Dennis Beattie.

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.

TWU 858 ROCHESTER-Clarice Lazary, claricelazary@gmail.com; 53 Meadow Glen, Fairport, 14450. (585-490-3009). Bus. Agt.: Anne Bowes, abbowes5@gmail.com, (585-746-1296).

ATPAM 18032 NEW YORK-Rina Saltaman, ralsaltzman1@gmail.com; 14 Penn Plaza, Suite 1703, New York, 10122. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Gerry Parnell.

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

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

MT 8751 NEW YORK-Angelina Soto, P.O. Box 20561, P.A.C.C., New York, 10129. (212-239-6226) (Fax: 212-239-5801) Bus. Agt.: Drew Gotesman.

BPTS 772 NEW YORK-Susan Cottingham, stbred1@aol.com; 7 Monroe Drive, Poughkeepsie, 12601 (914-475-7717). Bus. Agt.: Michael Schiavone, localf72@gmail.com.

AFE AE936 ALBANY-John Robinson, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

NORTH CAROLINA

M 278 ASHEVILLE-Kathryn Smith, iatse278secretary@gmail.com, P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Erik McDaniel, iatseba278@gmail.com.

M 322 CHARLOTTE/GREENVILLE- Victoria Perras, vperas@aolia322.com; 5624 Executive Center Drive, Suite 120, Charlotte, 28212. (704-641-2351) Bus. Agt.: Charles "Bo" Howard, bhoward@ia322.com .

M 417 DURHAM/CHAPEL HILL/RALEIGH-William Hanner, P.O. Box 91329, Raleigh, 27675. (919-422-0866) Bus. Agt.: Rob McIntire, iatse417@ureach.com.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Darla McGlamery.

M 574 GREENSBORO/BURLINGTON/HIGH POINT-Susanne Daves-Brown, P.O. Box 5218, Greensboro, 27435. (336-362-5825) Bus. Agt.: Wayne Sharpe, wayne@iatselocal574.org.

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

ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York) - John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

NORTH DAKOTA

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

OHIO

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.: Mike Haddad.

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.

S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD-Linda Galehouse, secretary@ialocal48.com; 647 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: John Peyton, businessagent@ialocal48.com.

M 064 STEUBENVILLE, OH/WHEELING, WV- Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457). Bus. Agt.: Robert Oxley.

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.: Michael Gibson.

S 101 NILES/WARREN/YOUNGSTOWN-Mark Chizmar, secretary@iatse101.net; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: Jeffrey Hall, ba@iatse101.net.

MPP,O&VT 160 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-John Galinac, iatse160@usa.com; 8358 Munson Road, Suite 104, Mentor, 44060. (440-255-3160) (Fax: 440-255-3119) Bus. Agt.: John Galinac.

SM 209 STATE OF OHIO-Kimberly Novak, secretary@iatse209.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-331-0299) Bus. Agt.: James Butler, businessagent@iatse209.com.

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

TWU 747 COLUMBUS-Stephanie Keller, stephani.kell@gmail.com; 1813 Dorsetshire Road, Columbus, 43229 (614-329-8682). Bus. Agt.: C. Wayne Cossin, twu747wayne@aol.com; 1954 Indianola Ave., Columbus, 43201 (614-313-8119).

T&T 756 CLEVELAND-Glenn Barry, glennbarry01@yahoo.com; 17157 Rabbit Run Drive, Strongsville, 44136 (216-407-1969) (Fax: 440-238-6963) Bus. Agt.: Michael Patton, mpat798184@aol.com.

TWU 864 CINCINNATI-Mary C. Berns, P.O. Box 14743, Cincinnati, 45250. (513-382-5446) Bus. Agt.: Tim Kelly, twu864@gmail.com.

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

TWU 886 DAYTON-Robyn Thomas, rthomas@woh.rr.com; P.O. Box 124, Dayton, 45401-0124. (937-271-5389) Bus. Agt.: Andi Trzeciak, andi222@woh.rr.com.

T B27 CLEVELAND-Patrick Duffy, duffylocalb27@yahoo.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-2010. (216 621 9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns, b27burns@email.com.

T B38 CINCINNATI-Mike Murray, P.O. Box 11476, Cincinnati, 45211. (513-662-9615) Bus. Agt.: Thom Brannock.

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

AMTS 8754 CINCINNATI-Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

OKLAHOMA

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.

S 354 TULSA/PONCA CITY-Emerson Parker, iatse354secty@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Rep.: Kerry Grisham.

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

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

OREGON

M 028 PORTLAND/SALEM-Phillip Timmons, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Rose Etta Venetucci.

S 154 ASHLAND-Annette Roggenbuck, secretary@iatse154.com; P.O. Box 141, Ashland, 97520 (225-964-3467) Bus. Agt.: Courtney Cunningham, ba@iatse154.com.

SM 488 PACIFIC NORTHWEST-Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503 232 1523) (Fax: 503 232 9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

M 675 EUGENE/CORVALLIS/BEND-Virginia Sands, P.O. Box 12217, Eugene, 97440. Bus. Agt.: Kristin Maenz (541-554-1771).

TBR&S 793 PACIFIC NORTHWEST-Chris Taylor, P.O. Box 94282, Seattle, WA., 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

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

PACIFIC NORTHWEST

SM 488 PACIFIC NORTHWEST-Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503 232 1523) (Fax: 503 232 9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

TBR&S 793 PACIFIC NORTHWEST-Chris Taylor, P.O. Box 94282, Seattle, WA., 98121. (206-992-2910). Bus. Agt.: Joel Berhow (Oregon).

PENNSYLVANIA

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

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE. /GREATER PA- Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 082 WILKES BARRE-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

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

S 098 HARRISBURG/HERSHEY/CARLISLE-Mark Matlock; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Chester Ross, ialocal98@yahoo.com.

S 113 ERIE-Jillian Orr, P.O. Box 557, Erie, 16512. (814-474-1116) Bus. Agt.: Ryan Patsy. 2402 Cherry St. Erie, PA 16502, business@erieiatse.com.

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

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.

M 218 POTTSVILLE/MAHANAY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-John Breznik, johnbrez@epix.net; 62 N. Bridge Street, Ringtown 17961. (570 590-1766) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570 622 5720).

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Irvin King, local266unionsec@gmail.com; P.O. Box 212, Clymer, NY 14724. (716-237-0290) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

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-Latoya D. Martin, martin.latoya@comcast.net; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Benjamin Martin, (570-815-9370).

SM 489 GREATER PITTSBURGH AREA-Thomas W Strong, Jr., treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-926-6490) Bus. Agt.: Virginia Phillips.

S 501 LITITZ-Joseph Gigliotti, P.O. Box 56, Lititz, 17543 (215-952-2106). Bus. Agt.: Zachary Matt.

M 591 WAYNESBORO, PA/HAGERSTOWN, MD/ FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

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

M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGROVE/INDIANA-Dustin Wagner, dwagner21@yahoo.com; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Marina Nau, iatse636@gmail.com.

T&T 752 PHILADELPHIA-Monique Thompson, P.O. Box 37451, Philadelphia, PA 19148. Bus. Agt.: Stephen Nawalany.

TWU 787 PITTSBURGH-John McCormick, wardrobocal787@yahoo.com; P.O. Box 101847, Pittsburgh, 15237. (412-728-0503) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

TWU 799 PHILADELPHIA/CAMDEN, NJ-Susan Morris Barrett, susanjennifermorris@gmail.com; 200 Plymouth Place, Merchantville, NJ 08109 (856-662-8242). Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Ambler, PA 19002 (215-527-2862).

TBSE 804 PHILADELPHIA-Juan Esteban Ledonne, 511 Michell Street, Ridley Park, 19078 (610-532-1038). Bus. Agt.: Steve Jackson.

TBSE 820 PITTSBURGH-David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marjorie Murphy, marj.mm@verizon.net.

T&T 862 PITTSBURGH-Joseph Gustafson, 655 Penn Avenue, Pittsburgh, 15222. (412-606-3298) Bus. Agt.: Timothy Smith.

TBSE 902 JOHNSTOWN/ALTOONA-Erik Grant, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Erik Grant.

T B29 PHILADELPHIA-Kathleen McCann, P.O. Box 54508, Philadelphia, PA 19148. (267-930-7757). Bus. Agt.: Myra Pettigrew, myrapettigrew@yahoo.com.

PUERTO RICO/VIRGIN ISLANDS

SM 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Michael Arroyo, michael@iatselocal494.org; Romerillo #8, Urb. San Ramon, Guaynabo 00969 (787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Luis Estrella, lestrella@iatselocal494.org.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND-David Allen, secretreasurer@iatse23.org; P.O. Box 23044, Providence, 02903. (818-415-7018) Bus. Agt.: Charles Ryan.

SM 481 NEW ENGLAND AREA-James MacDonald, jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

TW, MA&S 830 STATE OF RHODE ISLAND-James Ferreria, P.O. Box 16171, Rumford, 02916. (774-991-2624) Bus. Agt.: Deborah Voccio, debbievoccio@yahoo.com; P.O. Box 5915, Providence, RI 02903 (401-527-5009).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH-Michael Whay, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 833-873-9573) Bus. Agt.: Bryan Kopczyński.

M 347 COLUMBIA-Robert C. Lewis, P.O. Box 8876, Columbia, 29202 (803-240-0111) Bus. Agt.: Robert Porter.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, secretes@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Daria McGlamery.

SOUTH DAKOTA

S 220 SIOUX FALLS/MITCHELL/HURON-Jon J. Martin, jonjmartin2020@gmail.com; P.O. Box 2040, Sioux Falls, 57101. Bus. Agt.: Val Peterson, valpateron1910@yahoo.com.

M 731 RAPID CITY/BLACK HILLS AREA-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Steve Owen.

TENNESSEE

S 046 NASHVILLE-Daniel Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Patrick Hutchison.

S 069 MEMPHIS- Allen Byassee, ialocal69@aol.com; 3340 Poplar Avenue, Suite 316, Memphis, 38111. (901-327-4994). Bus. Agt.: Allen Byassee.

S 140 CHATTANOOGA-Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-421-9847) Bus. Agt.: Bob Hasselle, businessagent140@gmail.com.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-David Rasnake, P.O. Box 946, Knoxville, 37901. (865-310-5898) (Fax: 423-282-5970) Bus. Agt.: Matthew Kryah, jckryah@yahoo.com.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 310 Homestead Road, Nashville, TN 37207. (615-386-3492). Bus. Agt.: Peter Kurland.

M 699 JOHNSON CITY/KINGSPOUR, TN/BRISTOL, VA-Joseph Washburn, iatse699@yahoo.com; P.O. Box 442, Unicoi, TN 37692. (423-743-0945) (Fax: 423-743-0945) Bus. Agt.: David Adkins, iatse699@gmail.com.

MAHS 798 STATE OF TENNESSEE/NORTHERN MISSISSIPPI/NEW YORK-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.

TWU 825 MEMPHIS-1903 Young Ave, Memphis, TN 38114, (901-218-3449) Bus. Agt.: Glenda Conners, gjconners@earthlink.net, (901)-605-5876.

TWU 894 KNOXVILLE-Susan Elford, susyelfrod@yahoo.com; 1227 Beaumont Avenue, Sevierville, 37876 (865-414-3047) Bus. Agt.: Tammy King, king.t3047@gmail.com

TWU 915 NASHVILLE- Barbara W. Sullivan, bea2010@comcast.net; P.O. Box 383, Nashville, 37076 (615-883-8023) Bus. Agt.: Tiffany Hutchinson, tiffanym1212@yahoo.com.

TEXAS

S 051 HOUSTON/GALVESTON-Jonathan Lowe, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Bob Baker.

S 076 SAN ANTONIO-Daniel Vivier, spurson44@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell.

S 112 OKLAHOMA CITY, OK/WICHITA FALLS, TX-Heidi Hamilton, iatse112.finsoc@att.net; P.O. Box 112, Oklahoma City, 73101. (405 231-0025) (Fax: 405-231-2778) Bus. Agt.: Tina Saxton, iatselocal112@att.net.

S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE-Glenn Farmer, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Tyler Alberts.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Lee Terry, secretary@iatse127.org, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-329-0957) Bus. Agt.: Gregg Pearlman.

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

M 205 AUSTIN-Paul Arebalo secretary@iatse205.org; 4818 East Ben White Blvd., Suite 204, Austin, 78741. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

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

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Holly Serfass, itserf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-9773) Bus. Agt.: William Sproul, billrat2@centurylink.com.

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

TBSE 796 STATE OF TEXAS-Van Williams, secretary-treasurer@iatse796.org; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen, kevincallen@windstream.com.

TWU 803 DALLAS/FORT WORTH-Vicki Ruth Cole-Perin, VRCPerin@gmail.com P.O. Box 542932, Grand Prairie, 75054. (817-713-5233) Bus. Agt.: (Fort Worth) Terri Joyce, TLEEJOYCE@gmail.com; (Dallas) Mary Allen-Henry, maryallenhenry@gmail.com.

M 865 ODESSA/MIDLAND/LUBBOCK-Michelle Gibson, michellekgibson@gmail.com; P.O. Box 180, Lamesa, 79331. (432-940-3618) Bus. Agt.: C Stefan L Williams, local865ba@gmail.com

TWU 896 HOUSTON Barbara Booth, P.O. Box 130774, Houston, 77219-0774. (281-686-5548) Bus. Agt.: Judy Malone-Stein.

T B184 HOUSTON-Omega C. Villanueva, ovillanueva@fcoh.net; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Denise Fabry, dfb184ushers@yahoo.com.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO-Trustees C. Faye Harper, Peter Marley, Allison Smartt and John Gorey, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227).

VERMONT

SM 481 NEW ENGLAND AREA- James MacDonald, jmacdonald@iatse481.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

S 919 BURLINGTON, VT/HANOVER/LEBANON, NH- Craig Mowery; P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

VIRGINIA

S 022 NORTHERN VIRGINIA/WASHINGTON DC SUBURBS, MD/WASHINGTON, DC-Lynn Jackson, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: Ryan Chavka.

M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/ STAUNTON- Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA-Rodger Moore, info.local87@gmail.com; P.O. Box 100, Sandston, 23150. (804-564-6698) (Fax: 804-746-1601) Bus. Agt.: John Fulwider.

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH/NEWPORT NEWS/HAMPTON/WILLIAMSBURG-Kumi Blackwell, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502.(757-237-5058), Bus. Agt.: William J. Clark, III. businessagent@iatse285.com, (757-675-5768).

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 2301 Russell Street, Baltimore, MD 21230. (410-732-0414) Bus. Agt.: David O'Ferrall

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN- Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) (Fax: 423-743-0945) Bus. Agt.: David Adkins, iatse699@gmail.com.

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/BELLINGHAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/STANWOOD/LONGVIEW-Kcarie Ingerson, secretary@ia15.org, 2800 1st Avenue, Suite 231 Seattle, WA 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Rep.: Rebecka Beatty, businessagent@ia15.org.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott,jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jaye" Nordling,ajndordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@aol.com, (509-999-5073).

SM 488 PACIFIC NORTHWEST- Linda Bloom-Hedine, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503 232 1523) (Fax: 503 232 9552) Bus. Agt.: (Oregon) cdavid cottrill, southernBA@iatse488.org; (Washington) Melissa Purcell, northernBA@iatse488.org.

TBR&SE 793 PACIFIC NORTHWEST- Chris Taylor; P.O. Box 94282, Seattle, WA., 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

TWU 887 SEATTLE-Chris Moad, 2800 1st Avenue, #236, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland, bus.rep@iatse887.org.

WEST VIRGINIA

M 064 WHEELING, WV/STUBENVILLE, OH- Terry Lee Hartline, P.O. Box 292, Wheeling, WV 26003-0041 (304-277-3457). Bus. Agt.: Robert Oxley

S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

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

M 578 NORTH CENTRAL WEST VIRGINIA-Raquel A. Nethken, iatse.local578@live.com; P.O. Box 293, Morgantown, WV 26507 (304-296-7549). Bus. Agt.: Stephanie Setley, hiringhall578@gmail.com.

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: Michael E. Clem.

WISCONSIN

S 018 MILWAUKEE/WAUKESHA-James Luljak, 1110 N. Old World Third Street, Suite 650, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Thomas Gergerich.

M 141 LaCROSSE-Peggy Sannerud, psannerud@gmail.com; 412 East 11th Street, Winona, MN 55987. (507-313-0659) Bus. Agt.: Paul Sannerud, sannerud@aol.com.

M 251 MADISON/COLUMBIA/SAUK COUNTY-Rachelle Fenster, secretary@iatse251.com; 1602 South Park Street, #224, Madison, 53715. (608-558-7315) (Fax: 608-251-6023) Bus. Agt.: David Gersbach, ba@iatse251.com.

TBSE 414 MILWAUKEE-Michael Lange, mike@iatse414.com, P.O. Box 342175, Milwaukee, 53234. Bus Agt.: Erik West.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/MARSHFIELD/

WAUSAU-Joshua Cobbs, ia470secretary@gmail.com; P.O. Box 2421, Appleton, 54912. (920-479-5959) Bus. Agt.: Randy Darabosh, iatse470@gmail.com.

TWU 777 MILWAUKEE-Beverly Jaeger, rjaegerwi@gmail.com; N11163 County Road U, Tomahawk, 54487 (414-312-0646). Bus. Agt.: Beverly Jaeger.

T B46 CHICAGO, IL/MILWAUKEE, WI- Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

WYOMING

S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY.- Brandon Ingold, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

M 426 CASPER- Robert H. Wilson, Robhw@bresnan.net; P.O. Box 353, Casper, 82601 (307 235-5159) Bus. Agt.: Gary R. Vassos.

DISTRICT SECRETARIES

District No. 1 (Montana, Idaho, Oregon, Washington & Alaska)-Della Mulholland, 2800 First Avenue, Suite 236, Seattle, WA 98121 (206-478-8877) Website: www.iatse1.org; Email: secretary@iatse1.org

District No. 2 (California, Nevada, Arizona & Hawaii)-Ed Brown, 10061 Riverside Drive, Suite 825, Toluca Lake, CA 91602. (818-303-4351) Website: www.iadistrict2.org; Email: ebrown@iadistrict2.org.

District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)- Patrick Keogh, 1520 Old Colony Avenue, Box 25, South Boston, MA 02127 (617-594-0012). Email: pkeogh@iatse11.org.

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia & District of Columbia)- John Page, P.O. Box 92820, Washington, D.C. 20090. (301-943-2908) (Fax: 202-635-0192) Email: iatse-d4@comcast.net.

District No. 5 (Wyoming, Colorado, Utah & New Mexico)-Doug Acton, 1418 Cerrillos Road, Santa Fe, NM 87505. (505-986-9512) (Fax: 505-986-9513) Email: dactondistrict5@gmail.com.

District No. 6 (Texas, Oklahoma & Arkansas)-Steve Belsky, 1821 West 11th St. Austin, TX 78703, (512-436-9986) Email: sbelsky@iatse.net .

District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)-Andrew Oyaas, 1924 South 16th Street, Wilmington, NC 28401 (828-421-8123) (Fax: 910-343-9448) Email: secretary@iatse17.org

District No. 8 (Michigan, Indiana, Ohio & Kentucky)- Michael Lehane, 1422 Euclid Avenue, Suite 1604, Cleveland, OH 44115 (216-621-9537) Email:mikelehane@sbcglobal.net.

District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)-Chris Gauthier, 1602 South Park Street, #224, Madison, WI 53715 (608-616-0251) (Fax: 608-251-6023) Email: ia251sba@tds.net.

District No. 10 (New York & New Jersey)-Greg R. Hancox, P.O. Box 3122, Secaucus, NJ 07096 (201-757-6846) (Fax: 201-863-8551). Email: hancoxgreg@aol.com.

District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick, Newfoundland & Labrador)-Cheryl Batulis, 1505 Holburne Road, Mississauga, ON L5E 2L7 (416-919-4262) Email: iadistrict11@gmail.com.

District No. 12 (Manitoba, Saskatchewan, Alberta, & British Columbia, Yukon, Northwest Territories & Nunavut) Peter Gerrie, 10428-123 Street, NW, Edmonton, AB T5N 1N7 (780-423-1863) Email: iatse12@gmail.com.

District No. 14 (Florida, Puerto Rico & the U.S. Virgin Islands)-Kimberly Holdridge, P.O. Box 533843, Orlando, FL 32853 (321-230-0161) (Fax: 321-230-3824) Email: Kimberly.ABowles@gmail.com.



DID YOU KNOW?

- Federal Law prohibits the use of union dues for political purposes. So, you must voluntarily sign up to contribute to IATSE PAC.
- IATSE PAC is non-partisan. Funds are intended to support candidates who stand with workers, and against politicians who consistently stand against us.
- Contributors to the IATSE PAC will receive a unique lapel pin to signify their commitment to standing up and fighting back!

WHO CAN CONTRIBUTE?

Members of IATSE local unions and employees of the IATSE—and their families—are the only individuals who may contribute to the PAC

JOIN THE FIGHT



"Labor unions are under assault, with politicians across the country undermining workers' collective bargaining rights and making harmful budget cuts that directly strip union workers of the wages, benefits, and retirement security they deserve. We need to stand up to fight against these attacks before they get even worse."

—Matthew D. Loeb, IATSE
International President

IATSE PAC is a non-partisan, federal political action committee created in order for our union and its members to have a greater voice in the political and legislative process.



The IATSE PAC supports policy makers that fight to:

- Protect and expand collective bargaining rights
- Defend our pension funds and health care benefits
- Eliminate so-called "Right-to-work" laws that enable free-riders
- Enforce strong copyright protections
- Protect funding for the arts
- Ensure equality for all and oppose all forms of discrimination

HOW TO CONTRIBUTE:

- Visit IATSEPAC.net to contribute online and access additional resources
- Fill out and submit the IATSE PAC contribution form
- Contact iatsepac@iatse.net to inquire about payroll deduction options

IATSEPAC.net

PRINTED IN THE U.S.A.



#IATSEVOTES

ELECTION DAY, NOVEMBER 3, 2020

