

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 658
FOURTH QUARTER, 2017

Bulletin



LOCAL HEROES

**Social activism is hitting record levels across
the Alliance, and that's a good thing.**



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.

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

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

RETURN TO: IATSE PAC~ c/o PAC Services, 150 Post Office Road, #2398, Waldorf, MD 20604

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HURRICANE RELIEF

IATSE members needing financial assistance should submit a written request to their local union. The local union will forward the request to the Walsh/Di Tolla/Spivak Foundation for review.

For more information visit the IATSE's website: www.iatse.net and see page 11 for contribution information.

Thank you for your generosity!



James B. Wood
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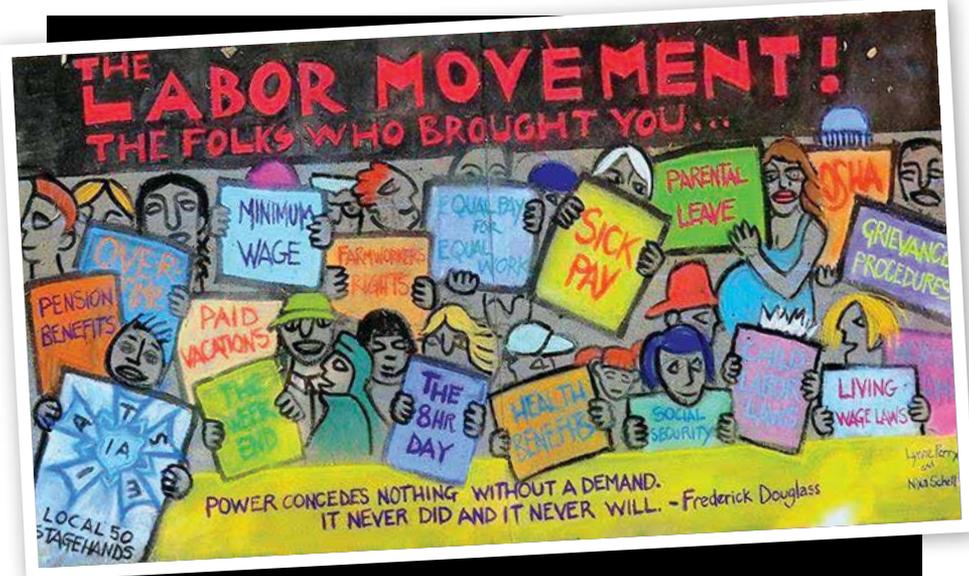
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WHY UNIONS MATTER

The above image is from the Chalk It Up! Festival honoring Labor Day. The art was done by Lynne Perry, sister of Local 50 President, Michael R. Perry.

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IATSE Training Trust Fund: www.iatsetrainingtrust.org

Growing Our Activism

At our recent Convention, the theme was Growth = Strength. Our focus was on growing the organization, increasing our strength and, thereby, providing as much security and prosperity to the membership as possible. While we tend to think of growth in terms of increasing the number of members we have, there are other kinds of important growth that help us consolidate power to be the strongest union we can be.



One important area that needs our attention is activism. There are many types of activism. Political activism helps us when we elect politicians or support legislation favorable to workers. It can also help promote our skills and industry, and be integral in creating work. The right political connections can assist us in securing contracts. Community activism allows us to show those who live and work alongside us that we care about them, that we are there when someone or some cause needs us. It builds our power because we grow our base of allies that can be crucial when we need support. There are many opportunities to get involved in charities. From clothing and food drives locally to national organizations supporting those in need. There are always people needed when a disaster strikes. Mobilizing to help sustain and rebuild is something we can and should do. We can volunteer at religious establishments, serve meals to those in need during the holidays, support the elderly through attention and companionship and make ourselves available in times of crisis. And of course, there's activism in your union. Whether it's helping out at the annual picnic, raising money for an injured member, painting an elderly member's home, driving retired sisters and brothers to the polls on election day or sitting on a local

union committee getting engaged is the key. If you actively work toward a cause you are an activist. Choose something that interests you and do it. There are many opportunities for us to participate!

We can grow and become stronger as a union by being on front street to do our part. We are organized and possess unique skills. We have a sense of solidarity and understand we can use that unity to effectively help others in a meaningful way. And, it's the right thing to do. So step up and participate. You may just find it one of the most rewarding things you can so.



Local 322 and newly-elected Charlotte City Council Member Braxton Winston with President Loeb at the AFL-CIO Convention.



OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at the Sheraton Grand Los Angeles, 711 South Hope Street, Los Angeles, California 90017, at 10:00 a.m. on Monday, January 29, 2018, and will remain in session through and including Friday, February 2, 2018. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with The Sheraton Grand Los Angeles by calling 1-800-325-3535 or go to www.iatse.net/events/iatse-mid-winter-meeting-general-executive-board for online reservations. Guest room rate for the IATSE is \$239.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: December 27, 2017

2018 SUPPLIES

The 2018 local union supplies and membership cards have been mailed to those local unions that have submitted their 3rd Quarter Report for 2017 and purchased all necessary per capita stamps for 2017. If you have not received your supplies, contact the Office of the General Secretary-Treasurer.

PER CAPITA TAX INCREASES

Delegates to the 68th Quadrennial Convention voted to increase the quarterly per capita tax for local unions by one dollar (\$1.00) effective 1/1/2018, one dollar (\$1.00) effective 1/1/2019, one dollar (\$1.00) effective 1/1/2020 and one dollar (\$1.00) effective 1/1/2021. Quarterly per capita tax payments for Special Department local unions and Retired Members will not be increased.

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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



GENERAL SECRETARY-TREASURER'S MESSAGE

We Are Stronger Together

A number of years ago the AFL-CIO launched the Solidarity Affiliation Campaign. The goal of the campaign was to increase the affiliation levels of local unions with both their State Federations and Central Labor Councils. The Canadian Labour Congress has also encouraged increased participation through similar initiatives.



JAMES B. WOOD

Article Nineteen, Section 22 of the International Constitution and Bylaws mandates that all local unions, with the exception of Special Department local unions, “shall secure and maintain affiliation with their respective State, Provincial and Central Labor bodies of the American Federation of Labor and Congress of Industrial Organizations or the Canadian Labour Congress”.

Being in compliance with the International Constitution is of course a very good thing. But simply being affiliated and paying the required per capita isn't enough. The intention of the Constitutional requirement is based on the recognition that there is strength in numbers. In today's world, that strength is crucial.

Both the AFL-CIO and the CLC recognize that if organized labor is going to succeed in having our agenda move forward then activism needs to happen not only at the national levels, but at the State, Provincial and Central Labor Council levels as well. These subordinate bodies need to be up to the task and thus both national groups are committed to increasing the organizational strength and effectiveness of their subordinate bodies.

Affiliation at the State, Provincial and Central Labor Council level is an extremely effective way to build influence in the communities in which our members live and work. These bodies

bring different unions together to assist each other with job actions, participate in political and working family issue campaigns, lead lobbying efforts with local and State/Provincial governments, and finally, they often coordinate assistance campaigns in times of crisis.

While affiliation and the payment of per capita is an important first step, it is only when the affiliates become active that these various bodies can be truly effective. Many of our local unions have elected or appointed members to act as the representative(s) to State, Provincial and Central Labor Councils. These members attend meetings and ensure that our local unions are informed and there to help when needed. If your local union does not have such representation then look for volunteers to help make the connection and develop what will ultimately be a very beneficial relationship.

The union movement is founded on the realization that there is strength in numbers. While this is obviously true in the workplace, it is equally true as we battle the forces that are determined to weaken us and strip hard fought gains away from our membership. Working with your State, Provincial and Central Labor Councils is one way to build strength in your community.

Labour Leads the Fight For a National Pharmacare Program in Canada

The only place where all Canadians are covered is in the hospital. The federal government covers the cost of prescription drugs for members of the Armed Forces and the RCMP, veterans and Indigenous people. The provinces and territories all provide different coverage.

Most subsidize the cost of medications for vulnerable Canadians - like those over 65, and recipients of social assistance and disability benefits. Many also provide catastrophic coverage for those with astronomical medical costs. But that still leaves one in five Canadians paying out of pocket for their medication because they either don't have a prescription drug plan, or have plans that don't cover the cost.

Canada is the only developed country in the world with a universal health care program that doesn't include a universal prescription drug plan. In New

Zealand, where a public authority negotiates on behalf of the entire country, a year's supply of the cholesterol-busting drug Lipitor costs just \$15 a year, compared to \$811 in Canada. That's why Canada needs to combine the purchasing power of all Canadians under one plan. An annual investment of \$1 billion by the federal government will mean Canadians save \$7.3 billion a year on the medications they need. It also means savings for government. A report released by the Parliamentary Budget Officer estimates savings of \$4.2 billion a year for the federal government alone.

The IATSE is working with the Canadian Labour Congress and all of the country's unions for a fairer, more progressive healthcare system. We believe that anyone who has healthcare should also have coverage for the medicines they need. That's why we're now fighting to win a universal prescription drug plan to cover everyone in the country, regardless of their income, age, or where they work or live. No one should have to choose between groceries and the prescription they need. For more info or to sign the petition, please visit www.aplanforeveryone.ca.



FAIRNESS FOR CASTING!

On August 21, 2017, The IATSE was at a rally to support Fairness For Casting Directors. Like all workers, casting directors deserve healthcare, retirement benefits, and a union.



Local One Theatre Business Agent Paul Dean, Jr., Frank Connelly, Jr., Secretary-Treasurer of Theatrical Teamsters Local 817, and Retired International Vice President/Co-Director of Stagecraft Department Tony DePaulo.

IATSE AND NATIONAL THEATRE SCHOOL OF CANADA TEAM UP TO SAVE THE SEARS DRAMA FESTIVAL!

The Sears Drama Festival is a 71-year-old competitive drama showcase for high schools, and has spawned such noteworthy graduates as Rachel McAdams, Keanu Reeves, and David Cronenberg. The festival brings together high school students, teachers, theatre professionals, and community members to view and critique the students' creative efforts under the guidance of experienced adjudicators. With 15,000 participating students, it is the largest festival of its kind in the world and currently operates in Ontario, BC, and Atlantic Canada, with expansion plans for Alberta and Manitoba. Many IATSE Locals, whether theatre or film, have members and leaders who are graduates of the program.

When Sears Canada filed for bankruptcy earlier this year, the festival lost its sponsor. The IATSE reached out to see what we could do to help. The National

Theatre School had done the same and the result has been a joint partnership to save the festival. Total running costs are approximately \$200,000 annually, and many volunteers are involved. In addition to a \$25,000 contribution, the National Theatre School is providing both a structure and staff to assist where needed.

Funds are needed to keep the festival alive; particularly for the coming year, in order to buy some time to find another major sponsor. The International started with a \$5,000 donation and we put the call out to the Locals as well as with other industry unions, guilds, and organiza-

tions. As of the writing of this article, the IATSE has raised almost \$30,000 and a GoFundMe campaign has raised another \$20,000. We are also speaking to corporations with whom we have relationships to see if any might be willing to pick up the mantle as the festival's sponsor.

The Sears Drama Festival inspired many of our members to choose entertainment as a career. We are proud to assist in its preservation, which serves as a training ground not only for entertainment industry professionals, but for future audiences.



NATIONAL
THEATRE
SCHOOL
OF CANADA



Canadian Woman of Colour Now Featured On a Banknote

In an “it’s about time” moment in history, women – aside from Queen Elizabeth – can finally be seen on Canadian banknotes. The federal government revealed in late 2016 that the new \$10 bill, to be released in January of 2018, would feature Viola Desmond.

Although commemorative \$10 bills rolled out for Canada’s 150th birthday featured a group of four Canadians including Agnes Macphail - the first woman elected to the Canadian House of Commons - and James Gladstone (aka Akay-na-muka) - the first First Nations senator – Viola Desmond is the first woman to grace a bill all on her own.

Viola is not only the first woman featured on a Canadian bill, but the first person of colour. Her story is fascinating. Born in Halifax in 1914, Viola realized that there were few professional hair and beauty products for women of colour in her community. As a black woman, she was not allowed to train as a beautician in Halifax so she left to study in Montreal, Atlantic City, and New York. She returned to Halifax and started a highly successful salon. On a business trip to New Glasgow, Nova Scotia in 1946,

her car broke down and while it was being repaired, she decided to see a movie. Viola was shortsighted and wanted a seat closer to the screen in order to see better. She tried to buy a main floor seat, but was refused and told she would have to sit in a balcony seat, which was the black section. She then bought a balcony seat (which was one cent cheaper) but sat in the floor area – until theatre staff called the police and had her dragged out, injuring her hip. She spent 12 hours in jail.

Nova Scotia had an amusement tax at that time that applied to theatre seats, so Viola was charged and convicted of tax evasion – over that single penny. She was not informed of her legal rights; she didn’t know she could have a lawyer, produce her own evidence, and cross-examine witnesses. She was found guilty of tax evasion and fined twenty dollars, plus

six dollars in costs that went to the theatre manager. With support from organizations such as the Nova Scotia Association for the Advancement of Coloured People, Desmond procured a lawyer and continued to pursue legal redress, but she lost repeatedly in court. She died in New York in 1965 without the injustice of her treatment ever being acknowledged.

In 2010, Nova Scotia gave her a free pardon, which unlike a regular pardon, acknowledges that the person was actually innocent. It was signed into law by Lieutenant-Governor Mayann Francis, a black woman herself. “Here I am, 64 years later – a black woman giving freedom to another black woman,” said Ms. Francis of the pardon. Viola’s sister, Wanda Robson, attended the ceremony on behalf of the family.



HELPING THOSE IN NEED

In the wake of the devastation from Hurricanes Harvey, Irma and Marie, the Walsh/Di Tolla/Spivak Foundation is establishing a special fund to provide assistance to the IATSE members and their families who will suffer serious financial hardship.

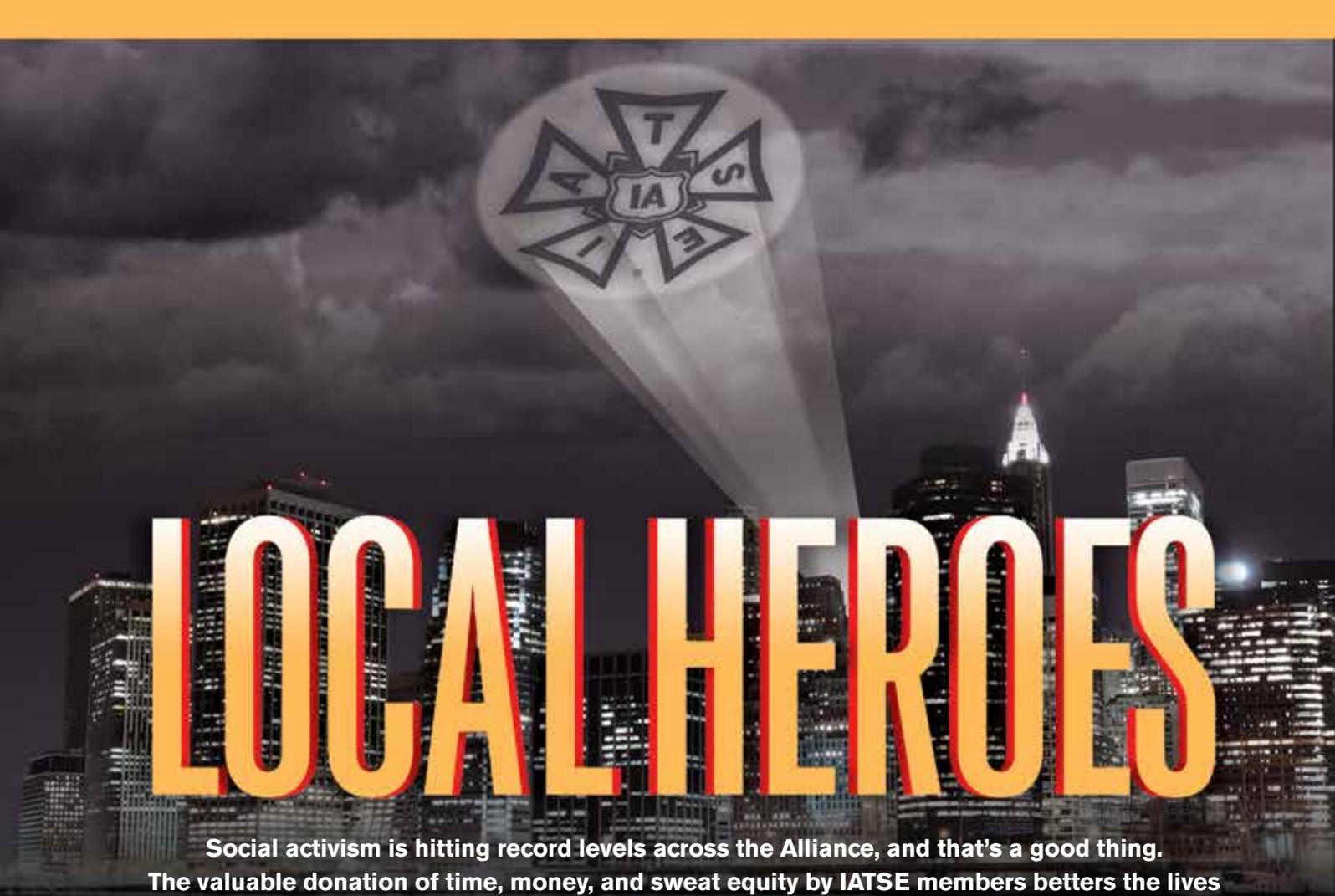
Many IATSE members have suffered tremendous losses and have been forced to evacuate their homes. Others have lost their jobs and will suffer from the resulting economic impact on their communities. Some may face unexpected medical bills or need to provide housing or other assistance to relatives who have suffered losses. It is our hope that financial assistance from the Foundation will enable these members and their families to get back on their feet in the aftermath of this tragedy.

The IATSE has agreed to donate \$20,000 to the Fund. We ask local unions, members and friends of the IATSE community to contribute what they can. Checks should be made payable to the “Walsh/Di Tolla/Spivak Foundation” with a notation indicating “Hurricane Relief Fund” and be mailed to the Walsh/Di Tolla/Spivak Foundation, c/o IATSE, 207 West 25th Street, 4th floor, New York, NY 10001.

DONATION TO THE HURRICANE RELIEF FUND:

This list reflects contributions received since the 3rd Quarter Issue of 2017.

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LOCAL HEROES

Social activism is hitting record levels across the Alliance, and that's a good thing. The valuable donation of time, money, and sweat equity by IATSE members better the lives of those less fortunate and lets communities know: working families are here to help.

BY DAVID GEFFNER

Two years ago, after Kevin Cheatham walked out of Local 479 President Ray Brown's office as the first Chairman of a newly formed Young Workers Committee, the Atlanta, GA-based grip knew he wanted to create an event that would excite the younger members of the Local, and help draw them into the surging spirit of activism International President Matthew Loeb had outlined.

"The first thing you think of with activism," recalls Cheatham, who is currently working on AMC's long-running hit series, *The Walking Dead*, "is on the political level – phone banks, get out the vote drives, anything to help elect pro-labor candidates, which ultimately leads to more jobs and better working conditions for the membership. But Local 479 has thousands of members, and our political activity is very strong. In fact, we are currently forming a PAC that will be active in January [2018]. For this new committee, I thought we needed an event that would impact the community we live and work in on a social level."

When Co-Chair of Local 479's Young Workers Committee Hilary Smiley brought the idea of a kickball tournament to the table, Cheatham, along with Recording Secretary Brian Carroll

(who tragically passed away in early 2017) and Treasurer Glenn Peison knew they had a match.

"Who doesn't love kickball?" Cheatham laughs. "It takes everyone back to their childhoods; it's a competitive, athletic game that can satisfy every level of interest."

The first year of the event was 2015 (Local 479 recently held its 3rd Annual Film Community Charity Kickball Tournament) and the beneficiary charity was Global Village Project, a school for refugee girls in nearby Decatur that Smiley had already worked with via her parents' church.

"It worked out great and we decided, moving forward," Cheatham continues, "that we would poll the members each year for ideas with the following two criteria: the charity had to be

locally based and 100 percent non-profit, meaning nothing we raised would be siphoned off for the employee or administrative costs. Every dollar we raised went directly to the chosen charity.”

In year two of what has now become a fun, spirited day of Atlanta union members squaring off with names like “Team MacGyver,” “Team Godzilla,” and “Team Get Scene Studios,” Local 479’s Kickball Tournament raised \$27,000 for the Georgia Fallen Firefighters Foundation (GFFF). Cheatham recalls how GFFF Chairman and Co-Founder Dennis Thayer “pulled me aside during the tournament and said: ‘our yearly annual budget from [the State of Georgia] is fifteen thousand dollars. You guys nearly doubled that in one day!’”

“One of the things GFFF does,” Cheatham adds, “is oversee the full-dress funeral processions for other fire fighters; the 2016 [Kickball Tournament] took place on September 11, and it was such a good feeling to tie in this localized activism with something that impacted working families on the national level.”

Speaking of national, on the other side of the country, in Los Angeles, CA, Sound Mixer/Sound Utility Eva Rismanforoush, who co-chairs Local 695’s Young Workers Committee with Sound Mixer Timothy O’Malley, tells a similar story, substituting L.A. River and beach cleanup days for Cheatham’s kickball tournaments.

“All the IATSE Young Workers Committee chairs [in Los Angeles] have been meeting once a month to find something we could do collectively for the community,” Rismanforoush explains during a lunch break from her current TV episodic, *9-1-1*. “Recently, the Costumer Designers Guild invited us to co-host a blood drive at Local 80. The event will be in January

and we plan to sign up 15-20 people from each Local to donate blood, in a partnership with the Red Cross. Our events are open to any IA Local, and we hope to get a big turnout to help make a real impact.”

Rismanforoush says that while the Red Cross blood drive is a combined event with other Locals, last year saw the kickoff of an event generated within the Local 695 Young Workers Committee that is geared toward helping the environment in L.A. communities.

“We did a beach cleanup in 2016 at Playa Vista that was very well attended,” she continues. “So this year [2017], we did an L.A. River cleanup in conjunction with a popular nonprofit group called “Friends of the L.A. River”, who one of our members had already been involved with. Tim and I wanted something simple that didn’t require a lot of funding. We’re both really into the environment and these cleanups fit that bill perfectly – they’re relatively easy to arrange, and have a very low cost attached but with a big social impact.”

Community outreach work like the kind Rismanforoush describes is also thriving in the Southeast thanks to IATSE members like Lorenzo Mack, chair of Local 322’s Young Workers Committee for Stagehands in Charlotte, NC. Mack, an audio engineer and rigger, has been a member of Local 322 for just over five years. He began his committee after returning from the Young Workers Conference in Portland, OR in 2014, with the hope of starting the group and “piling up some quick and easy wins,” he smiles. “We had no money – I mean, zero funding, so the imperative became: ‘what could we do with just elbow grease and sweat?’ The best option was a food and clothing drive, and that’s the direction we went.”

Nature hike for Local 695 Young Workers Committee Members.





IATSE participated in a 5K HomeWalk sponsored by United Way of Greater Los Angeles to raise fund to end homelessness.

Local 322 Young Workers staged two events, related but at different times of the year.

“The first is a clothing drive where we canvas our own members to donate any items they may have,” Mack explains. “Crew shirts that no one wanted, kids clothing, etc. It’s held right before kids go back to school, so the parents can go into the Crisis Assistance Ministries of Charlotte, and have a chance to get clothing for their children right before the semester starts.”

The event continues in the wintertime with a food drive portion that is donated to Second Harvest Foodbank of Metro-lina. Mack recalls the event’s first year in 2015. They partnered with Charlotte Ballet and roughly 15 Local 322 stagehands camped outside that group’s most popular show, raising donations dollar-by-dollar. Local 322 stagehands inside the venue also gave food and clothing donations to the drive. For that initial drive, Local 322 Young Workers raised \$211 with each dollar being able to get seven pounds of food to people in need in Charlotte.

“We also received 151 pounds of food donations and 200 clothing items in that first drive,” Mack notes. “In 2016 we partnered with the musician’s union from the Charlotte Symphony, who also gave food and money to the drive.” Plans to grow the event include partnering with the Carolina Voices and raising donations inside that venue from patrons coming to the show. Having the Carolina Voices send out an email to their subscribers about the drive will also raise the amount of food and clothing donations Local 322 amasses in 2018.

“The hardest part of the drive is sorting and taking the donations over to the charities,” Mack concludes. “[Local 322 stagehand] Ray Michue is fantastic in that respect in that he gives us the free use of his truck and trailer every year. Being union in a right-to-work state means you are always involved in political ac-

tivism, and I felt, when I started this committee, the Local had that covered pretty well. The Young Workers groups tend to have more free time – fewer obligations when we’re not on the job – so this is a great way to go. Unions are still considered a dirty word in many parts of the South and we want to counter that negative stigma with positive actions; we want to show people that we care and contribute to the place we live and work like anyone else.”

Lofty as the goals are of so many of IATSE’s younger workers, socially driven activism is hardly their purview alone – 11th International Vice President C. Faye Harper has created a dynamic legacy event within Local 834 that stemmed from Harper’s personal involvement with Dunbar Elementary, a Title 1 school in the Atlanta area. Local 834, and Exhibition and Trade Show Local, supplies union labor for all of the major trade show companies that operate in the area –Freeman, GES, Shepard Exposition Services among them.

“Faye Harper was involved with Dunbar before I became President of the Local,” remarks Eric McCoy, “and I’ve since maintained that helping relationship with the school in all respects.”

Recent efforts include a back-to-school drive made up of book bags, pens, pencils, dictionaries, protractors, etc., as well as holiday food drives. “A lot of these kids are not getting meals throughout the day when they are not in school,” McCoy states. “We work with [Dunbar’s] guidance counselor to provide whatever they need.

“The most recent event was inside the auditorium,” he adds, “and we were able to interact with the parents and the kids directly. With the way unions are portrayed today, it’s great to get in there early with the kids and create a positive impression in their minds. Usually, by the fifth grade, they understand the concept of a labor union and have a vague idea of what we do.”

Having a positive social impact in the communities where IATSE members work and live can take many forms. Just ask Colleen Glynn, 12th International Vice President, and Business Manager for Local 11 [Stagecraft/Live Entertainment Workers] in Boston, MA. Glynn, who served as Local 11's Recording Secretary-Treasurer for six years before becoming the first woman in Local 11's history to be elected Business Manager, has deep ties to the Boston area. The University of Massachusetts graduate worked as a dresser for Local 775 before becoming a Boston stagehand, where she spent five years as the Production Property Master for the Boston Lyric Opera. In 2014, Glynn was elected as Vice-President of the Massachusetts AFL-CIO, a post that has dovetailed with her lifelong efforts to help Boston's working families.

"Our Local's JACET training program owns a sound and lighting package we use as part of our activism activities," Glynn explains, "and we donate the gear to different events – pro-labor rallies, political candidates, etc. We send in a trainer and trainee with the donated system, so this type of activism is a win-win. It provides us with training opportunities to strengthen our membership while allowing us to give power to the voices of the people on the front lines who are fighting for working families."

Glynn says the donated sound system has put union stagehands on the map in Massachusetts – "everyone knows who the IATSE is because of this donation," she boasts. "Supporting these events leads to unexpected social benefits for Boston-area families."

Within a recent week, the system was used at four JACET events, including a press event for Boston's Colonial Theater, an American Postal Workers Union rally, a 32BJ SEIU rally, and a

campaign election night victory celebration for our IBEW 2222 Brother Paul Feeney, who had won a state senate seat. "I met Paul on the picket line a few years back at a rally for the striking IBEW 2222 Verizon workers [where the gear was donated]," Glynn continues. "When I got back to my office, I had the largest work order in recent memory [during an exceptionally busy week], asking for fifty riggers for the upcoming Justin Bieber concert at [the Boston] Garden."

"We knew we didn't have another fifty riggers available through the Local," Glynn adds. "Typically, when we have a big rigging call we reach out to other IA Locals in the area for help. I knew with all the work in New England during this time we'd have to go out beyond the IA, and I immediately thought of those Verizon linemen, who had been out on strike walking picket lines with their families for several weeks without pay."

Glynn put together a two-day rigging training session for those striking Verizon workers interested in working the Bieber concert. Day one was classroom instruction in Local 11's office with one of the Local's senior riggers, and day two was a training session at the venue with Local 11 house riggers taking the Verizon workers "out on the beams" to learn how to rig.

"Some of them took to it and some of them didn't," Glynn recalls. "But at the end of the day, we put over thirty striking Verizon employees to work, some of them seeing their first paycheck in weeks. [Verizon workers worldwide went on strike in April 2016 and came to terms approximately 10 weeks later]. They were very grateful for the chance to put food back on the table for their families." Glynn says some IBEW workers enjoyed the rigging and have stayed loyal to IATSE Local 11. "About one dozen still work for us on a part-time basis," she exclaims. "The



Local 705 members and LA College Board Trustee Sydney Kamlager (second from right) during "Christmas in July".



Local 52 Member Deon Phillips assisted with the loading of donations for Puerto Rico.

Verizon workers on our over-hire list are very active and grateful for the ongoing work.”

Social activism has also come to define a group of tight-knit sports broadcast workers in Los Angeles, the majority of whom work for Fox Sports through IATSE Locals 600 [International Cinematographers Guild] and 695 [Sound and Video Engineering/Studio Projection]. For the last two decades, the TV crew has assembled on a downtown L.A. street corner, on Christmas Eve morning, and distributed food to the homeless. Audio Engineer and Local 695 member Cameron Cheevers, who has been working Clippers, Angels, Ducks, Kings, and Lakers games for some 22 years, oversees the event, which supplies food to nearly 1000 people each year.

“Rob Thomas started this event down near USC feeding roughly 30-40 people,” Cheevers recalls. “He got me involved and I, in turn, brought in all the sports broadcast folks. We have people like Jack and Michelle Hill, a Local 600 cameraman, and stage manager, Doug Ensbury, an Audio Two with Local 695, Jamie Sanchez, also an A2 with Local 695, Denise Marble, a camerawoman with Local 600, and Alex Trench, also with Local 600.

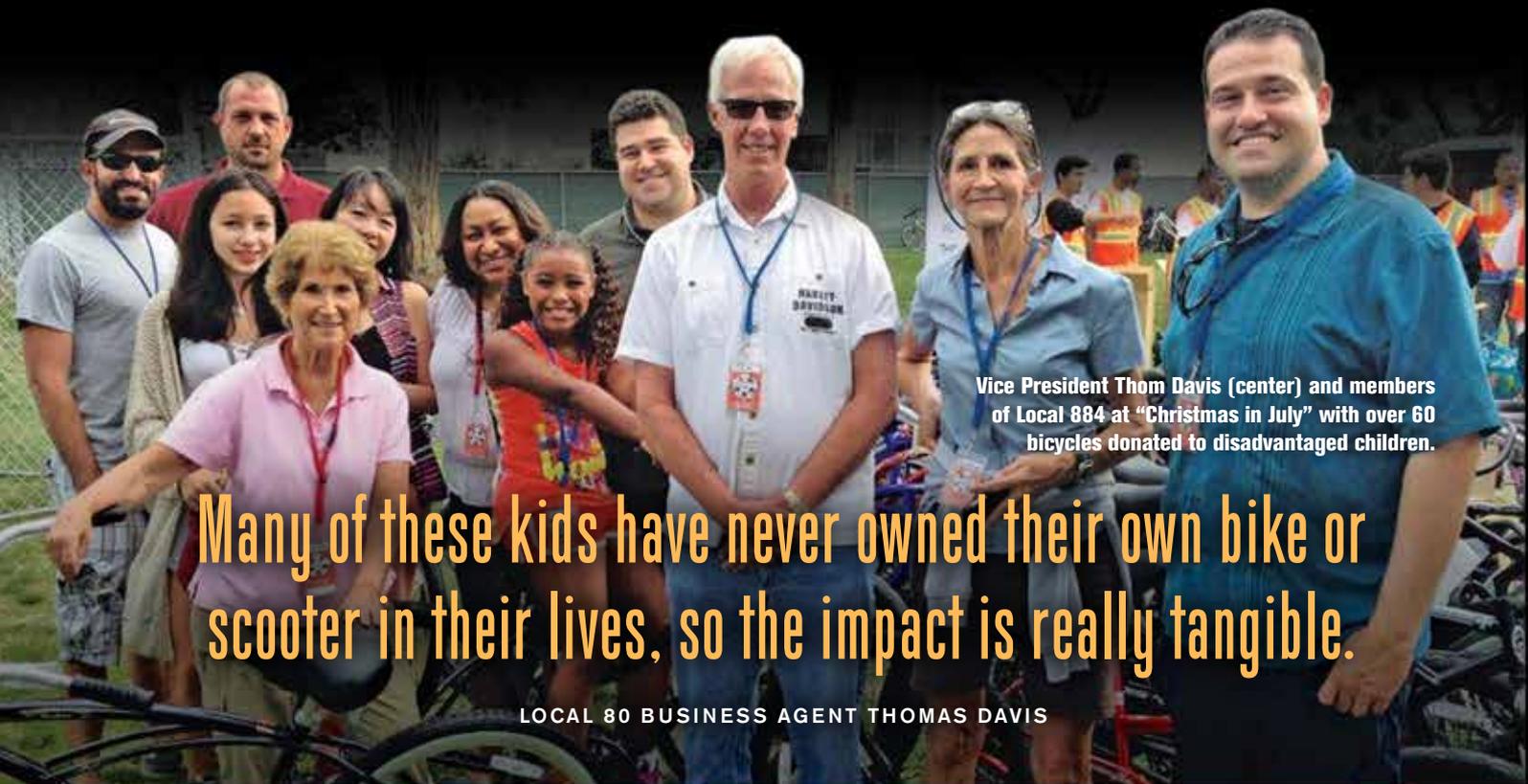
“We have [Director] Doug Freeman and [Lakers producing partners] Mark and Nicole Shah helping out as well,” he adds.

“It runs so smoothly after all these years that each person has their own specialty – one to cook ham, another to cook stuffing, another to do desserts, etc. It’s a crew of roughly 20-30 who show up each year for “Feed the Homeless Day” and donate their time.”

The volunteers set up tables at the corner of Crocker and Fifth and provide to-go containers that include freshly cooked meats, stuffing, dinner rolls, beverages, desserts, as well as donated items like toiletries, toys for kids, and last year, due to the harsh cold snap, plenty of jackets. Cheevers says the cost is borne entirely by the IA members he canvases at work; in-kind donations roughly total 60-80 boneless hams, 80-100 boneless turkey breasts, and containers. “Some people give \$20, some give \$100,” he explains. “Or sometimes they just say: ‘I’ll buy four hams.’ If there’s any money left over, we pay it forward to next year’s event.”

The event has become so well known in the area, the homeless arrive early to assist in set-up and stay late to help with trash haul-away. All IA members involved are urged to bring their (middle) school-age children to act as food servers. Although the feedback over the years has been overwhelmingly positive (including from those homeless who are handicapped and in wheelchairs), Cheevers recalls one encounter that came as a surprise.

“I was approached by a guy who said we had displaced him from his ‘home,’” remembers Cheevers, who went to culinary



Vice President Thom Davis (center) and members of Local 884 at “Christmas in July” with over 60 bicycles donated to disadvantaged children.

Many of these kids have never owned their own bike or scooter in their lives, so the impact is really tangible.

LOCAL 80 BUSINESS AGENT THOMAS DAVIS

school and has a health inspection certificate. “He said: ‘I have to move my box to another corner for the day, and when I come back after you’re gone, there will be ants all over and inside my box because of all the food you’re serving!’ I said, ‘I’m so sorry, sir. Can I give you fifty dollars to rent the corner from you for the day? He agreed and moved his box across the street.”

With the solid sports connection, images from “Feed the Homeless Day” have been put up on the Jumbotron at Staples Center during a Clippers game. In fact, Cheevers says the anticipation before the event is similar to what he and his union peers experience before going live with a broadcast. “We want to make sure we have a ‘clean’ event just like a clean game we put on the air,” he reflects. “And just like we put a sports broadcast together very quickly, this event comes together in rapid fashion, as the people start calling a week before to get involved. Everyone knows their assignment, and we show up every Christmas Eve morning to put it together.”

Putting it together is what people like 2nd International Vice President and Local 80 Business Agent Thomas Davis and his grips have been doing to help make the “Christmas in July” event so successful for the last four years. California State Senator Holly Mitchell [30th District], who created the event, told Davis about its goals – to help communities who are provided resources during the holidays but mostly forgotten the rest of the year.

“Our first few years was mainly to provide bicycles,” Davis recalls. “Every kid that came in -- between the ages of 8-15 – got a brand new bicycle, and that first year we provided roughly 80 bicycles. Last year the focus was shifted to scooters, so we filled that need as well.”

The event, held in mid-July at the University of Southern California (USC), provides laptops, donated gift bags, helmets and scooters to over 150 at-risk youth, and their families during a free carnival that includes food, games, rides, athletic and outdoor challenges, as well as arts and crafts. Although Davis and Local 80 are the main drivers, the event also attracts multiple L.A. area IATSE members, including Local 884 [Studio Teachers], who in the past have set up a booth to distribute free books, Local 839 [Animators], teaching kids the rudimentary basics of film animation, and Local 600, which brought a “Mobile Camera Classroom” filled with cinema equipment. “We have about three dozen IATSE members from five different Locals come out each summer,” Davis offers. “One of the things Senator Mitchell



Bergen CLC COPE fundraiser with NJ State Senator Loretta Weinberg (center) with President of Local 632 Kevin O'Brien (right).



California State Senator Holly Mitchell (left) at the Local 706 booth during “Christmas in July”.

stressed to me when we first got involved was that many of these kids have never owned their own bike or scooter in their lives, so the impact is really tangible.”

Davis, who has been politically active his entire career – having Local 80 sponsor phone-banks for multiple election cycles and lead door-to-door canvassing for pro-labor candidates – says one of the prime benefits of social activism is the goodwill it creates within the community. “Whenever you see a Wal-Mart or other large corporation carrying the narrative of involvement and awareness, the union brand is diminished in that community,” Davis warns. “It makes all unions have to work that much harder to get assistance from the community. And, by the way, that assistance should not be transactional.

“If we’re in a campaign for a project labor agreement,” Davis continues, “a new theater or stadium, and we want those jobs for our members, we have to partner with people in that community, or otherwise we will not have a voice in those discussions. If those partnerships are purely transactional, they won’t be nearly as effective, and the question arises as to if you can use those same coalitions going forward.”



A tug of war fight – one of many activities held at “A Day at the Races.”

We wanted to give people an opportunity to get together and have a little fun.

DOONER

Fourth International Vice President and Department Director for Motion Picture and TV Production Michael F. Miller, Jr. says the value of IATSE Locals being involved in their communities is difficult to overstate. “Being socially engaged extends the reach of labor and of the IATSE,” Miller observes. “The benefits include building community partnerships and political strength, as well as forming solidarity among other unions. All of that is on top of the internal benefits of just doing the right thing as a part of our community.”

Miller cites several long-standing West Coast events as helping the non-entertainment community identify and associate with the IATSE brand. Those include: “A Day At the Races,” spearheaded by Local 800 [Art Directors Guild] Associate Executive Director dooner, and “Heartbeat of Hollywood Lite” co-founded and led by Local 700 [Editors Guild] Executive Director Cathy Repola and IATSE West Coast Office Manager Buffy Snyder, both of which benefit the Motion Picture Television Fund (MPTF).

dooner describes the MPTF as a charity that exists to support Hollywood’s film and television workers. “From financial assistance for those who fall on hard times, to assisting veterans who are industry workers or the parents of industry workers gain access to the VA benefits they are due, MPTF has always been there with a helping hand,” he shares.

Like other social activism around the Alliance, “A Day at the Races” was founded as a low-cost event for IATSE members and their families. “The purpose is two-fold,” dooner continues. “In addition to raising funds, we wanted to give people an opportunity to get together and have a little fun. It is not unusual to hear a name shouted across the gathering followed by, ‘I haven’t seen you since we worked together on [insert a show name here].’ We’ve tried to bring together old friends and introduce new ones. We’ve even made some connections that resulted in people being hired for work!”

A few years ago, Hollywood Teamsters and Hollywood Laborers and Plasterers were invited to join the committee that puts the event together. “We also placed an even greater focus on families and children, creating a picnic atmosphere where the kids do crafts and play games,” dooner adds. “By working together, we have been able to grow the event each year. The most recent ‘A Day at the Races’ was held this past October and, with over 500 tickets sold, raised over \$154,000 – money that will go right back to industry workers when they need it most.”

Miller says events like “A Day at the Races,” and so many others, go a long way to enhancing union awareness. “It wasn’t all that long ago that people would confuse the IATSE emblem with that of other organizations,” he states. “Since our IATSE

Locals have increased their engagement with the community, as well as political activism, people in California know who we are. They know what industry we work in; they know we are middle-class, working members of the community. Politicians and community partners see the IATSE emblem now and have no confusion as to what that means and what we do. I don't think you could say that before the activism started to really take off."

A 5K HomeWalk, sponsored by United Way of Greater Los Angeles to raise funds to end homelessness, is an example of a large, area-wide event that has really taken off, with the involvement of many IATSE production Locals. The AFL-CIO sponsors an umbrella team called "Homeless Heroes" that specifically benefits homeless veterans in L.A. County. Last year labor unions with the Homeless Heroes team raised more than \$30,000.

"That was partnered with a match from the Hilton Foundation for a total of \$90,000 making Homeless Heroes one of the top six teams in the event for the third year in a row," recalls Vanessa Holtgrewe, Assistant Department Director of Motion Picture and Television Production and a National Executive Board (NEB) Member for Local 600. "IATSE Locals 80, 600, 800, and 871 are among those who have been part of that Homeless Heroes team over the years. Finding walk sponsors comes from members' own personal Facebook pages, as well as, in the case of Local 600, a donation voted on by their National Board for this year's [2017] event."

IATSE social activism can come in all shapes and forms.

Sometimes it's not an event that's taken months to plan, but a swiftly mobilized reaction to an acute need. That was certainly the case following the devastation Hurricane Maria brought to Puerto Rico last September and the frantic scramble East Coast IATSE Locals underwent to get relief to the island. For victims of Maria, which included IATSE Local 494 and Local 600 members based on the island, it's not just water and electricity that are in scarce supply – nearly two months after the storm. Cellphone coverage is almost nonexistent; cars are damaged and roads are destroyed or blocked by debris.

As Dan Mahoney, Assistant Department Director of Motion Picture and Television Production and former Business Agent of Local 52 in New York City tells the story:

"The AFL-CIO sent notice that the Seafarers International Union was making shipping containers available to send to Puerto Rico, but the timeline was only one week to get it done. Local 52, led by Benefit Board Trustee Jeremiah Dalton and Local 8, led by Business Agent Tricia Barnes-Vargo, had already been soliciting donations for the relief effort from their members. So the International became a conduit between the Locals and the AFL-CIO to get a shipping container delivered to the Port of Philadelphia. Local One was also involved in making a sizable contribution so Local 8 could purchase items on the AFL-CIO manifest. The Locals were able to fill a 50-foot shipping container with donated and purchased supplies. It was amazing."



Local 891 President Mitch Davies (3rd from right) and representatives from Teamsters Local 155, and the DGC-BC, receive certificates of appreciation for their support of the 2017 Reel Thanksgiving Food Bank Challenge.



Donations collected for Puerto Rico Relief.



Assistant Department Director of MP & TV Production Dan Mahoney, Joseph Basilice, Seafarers International Union Port Agent, Port of Philadelphia, Pat Eiding, President, Philadelphia AFL-CIO, and International Vice President/President of Local 8 Michael Barnes.

Frist International Vice President and Local 8 President Michael Barnes provides more insight into the sequence of events. “Following [Hurricane Maria], Local 8 hosted a golf event that raised more than \$7,500 to donate to the Walsh, DiTolla, Spivak Fund, which would allow our members’ donations to go directly to IATSE members who were impacted in Puerto Rico. However, before we sent the check we were contacted by Dan [Mahoney] about this combined effort with the AFL-CIO. The challenge was that it had to happen in seven days!”

Barnes says Local 8 reached out to its membership through social media and contacted International Vice Presidents John Ford (President Local 52) and James J. Claffey, Jr. (President Local One) for assistance. Fortunately for the relief effort, a truckload of generators, donated by the OPEIU Local 453 in Boston, was stranded with no one available to offload the donation.

“Local 8 members, using a police escort, drove the forklift through the City of Philadelphia to the Seafarers Union Hall to offload the generators,” Barnes recounts. “It was covered on the local news and gave us a tremendous social media opportunity to build momentum.”

As with any large production, problems cropped up. The donations were going to be more than the shipping container could handle, so the Seafarers provided a container exclusively for IATSE donations. Barnes Vargo contacted Local contractors to purchase the building materials on the list, while Local 8 signatory Proof Productions donated materials, trucks, and labor to pick up the purchased items, shrink-wrap the pallets and load the trucks. Teamsters Local 817 donated labor and a

53-foot truck to deliver over fifteen pallets of donations from Local 52.

Dalton notes that “given the demanding work schedules in this industry, it is often difficult to carve out spare time for ourselves let alone others. Yet for the purposes of helping fellow Brothers and Sisters during times of great struggle, it was remarkable how generous people were with their time and money to assist in the relief efforts for Puerto Rico. Members of the New York Locals donated thousands of dollars worth of dried goods, clothing and household items; Local 52 members Deborah Moses, Barbara Kastner, Dan Mahoney, Jim Sten and Deon Phillips deserve credit for not just purchasing what was needed, but also for spending hours upon hours packaging all that was donated so that it could be safely and securely shipped. We also owe a debt of thanks to Frank Connolly Jr., Secretary-Treasurer of Theatrical Teamsters Local 817.”

And it’s not just emergency relief – Local 52’s Young Workers Committee has been offering monthly volunteer opportunities to members, along with their friends and families. “Group volunteering is a fun and rewarding way to get out into the communities where we work to show our fellow New Yorkers that filmmakers are their friends and neighbors,” Dalton concludes. “Successful projects so far include working in food pantries, park cleanups, and sustainable farming. In coming months the group will also be working with Meals on Wheels to make deliveries to home bound seniors. The success of these programs really goes to Sister Briar Rossell, who was responsible for setting up the Local 52 Outreach Program and has spent many hours coordinating these events. Without her, none of this would be possible.”

Social activism in Canada has always been high, but of late,

according to John Lewis, International Vice President and Director of Canadian Affairs, reporting of such events has been through the roof. Lewis says there's not enough space to list all of the community initiatives undertaken by Canadian Locals, "but some of the efforts can be cross-referenced and highlighted," he states. "Those include Locals 58, 514, 667, 822, and the International marching in the Coldest Night of the Year event this past February and raising over \$5,000 for the homeless, hurting, and hungry. We also had Local 891 enact an anti-bullying initiative, complete with their own t-shirts, for Pink Shirt Day."

International Representative Krista Hurdon says Local 680 "continues to be a very active Local, participating in many political rallies and marches; most recently, the Women's Rally, held in conjunction with the Nova Scotia Federation of Labour Convention."

Local 891 [Motion Picture Studio Production Technicians], based in British Columbia, is one of Canada's busiest IATSE unions when it comes to activism. Communications Coordinator Siobhan Rowe notes that "once again hundreds of Local 891 members, along with the wider British Columbia film community, got involved to raise more than \$207,000 for the Greater Vancouver Food Bank. The two-week Reel Thanksgiving Food Bank Challenge pits B.C. film productions against each other to raise the most money and food donations," Rowe shares.

For the most recent Challenge, IATSE workers on Amazon's *The Man in the High Castle* were the top fundraisers, pulling together more than \$34,000. Rowe says the Challenge is now the

biggest single contributor to the Greater Vancouver Foodbank, with a four-year total raised of more than \$565,000. Local 891 President Mitch Davies adds that "after a number of very successful production years, it's gratifying to see that being reflected in the support for wonderful initiatives like [the Reel Thanksgiving Food Bank Challenge]. IA film people enjoy tremendous support from the communities where we work," Davies reflects, "and this is an important way that they choose to give back and support people in great need."

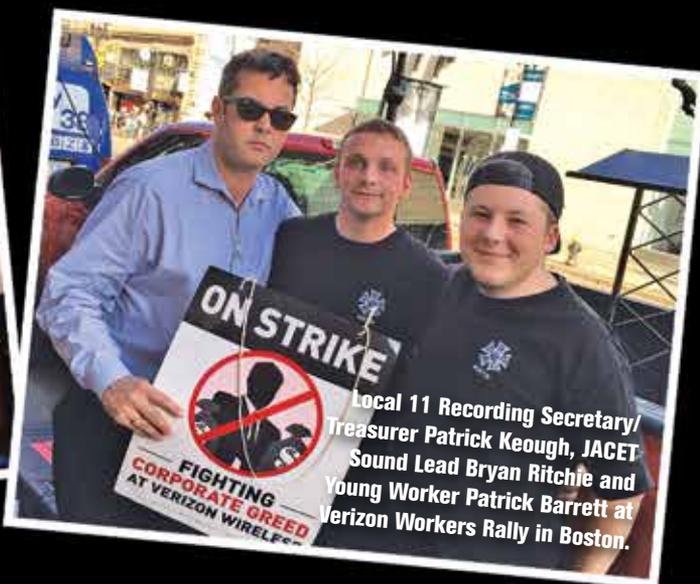
Members of Local 891 also donated \$1000 to "Tampon Tuesday," an initiative of the Canadian Labour Congress and the United Way to provide women living in poverty (or who are homeless) with feminine hygiene products. "Some of those same women use the vital services of the Downtown Eastside Women's Centre and also benefitted from the "Give What You Have" clothing donation campaign organized by Local 891 Women's Committee," Rowe continues. "This campaign resulted in over five truck loads of clothing."

Local 891's Women's Committee also held an International Women's Day celebration and awards ceremony, which resulted in donations to DEWC of \$4,500. "Our Local has built up involvement in community events over recent years," describes Local 891 Business Representative Phil Klapwyk. "Not only does it demonstrate that we value where we work and live, it also encourages our members to become part of a larger movement for social good."

Many Canadian Locals have been pursuing an equally aggressive agenda of social activism. Hurdon describes Local 58 [Stagehands] in Toronto as one of "the busiest in the country,"



Members of Locals 129, 828 and B173 and their families volunteered at the Hamilton Food Share, Pack Day as part of the Every Plate Full challenge.



Local 11 Recording Secretary/Treasurer Patrick Keough, JAGET Sound Lead Bryan Ritchie and Young Worker Patrick Barrett at Verizon Workers Rally in Boston.

with members participating in everything from the Clean Toronto ‘20-Minute Makeover’ to having members and young workers walk the line with striking Toronto Zoo workers.”

Local 58 President Justin Antheunis says that whether it is through charitable donations or doing fundraising activities, [Toronto-area stagehands] “understand how important it is to help those less fortunate. For example, we have hosted barbecues to benefit the Actors Fund of Canada [AFC], and we recently completed a food drive to help those affected by Hurricane Maria in Puerto Rico, as well as bought tickets to attend the Health and Safety Activist Awards Dinner put on by the Toronto and York Region Labour Council.”

Antheunis says Local 58 members also know the importance of supporting others in the Canadian Labour movement. “Whether it is showing up at rallies or showing support on a picket line, we must support those who are fighting for worker’s rights in the city of Toronto,” he adds. “Local 58 members joined striking zoo workers at the Toronto Zoo on multiple occasions. Just the gratitude you see on their faces when they know that others support them in their time of need is enough of a reason to do the things we do.”

The Young Workers Committee at Local 212 [Stagehands] in Calgary has also been making a difference. “They’ve done outreach, letter writing campaigns and building a pride parade float, which has all positively impacted their community,” Lewis states. “The Local 212 Women’s Committee fundraiser and recognition luncheon pay tribute to women who are industry trailblazers. That last event raised \$4,500 for ‘Heartland,’ a project that creates more opportunities for female filmmakers.”

One event that all of the Canadian IA Locals rally around is “Every Plate Full,” a Food Banks Canada campaign that raises food and funds for hungry Canadians. 2017 was the third year the IATSE has participated, and the effort, led by 3rd International Vice President and Local 212 President Damian Petti, surpassed all previous involvement, which was 100,000 meals in year one, and 235,000 meals in year two.

IATSE Locals held events across Canada for the Challenge, either to raise funds or dedicate funds that were raised at ex-

isting events to go to the cause. Some examples include Local 58 Young Workers hosting two separate barbecues, which raised more than \$1000 at each event, and Local 828 donating proceeds from a performance event called “The Mixup.” There was even one example of an IA member’s son donating the proceeds from the sales of his “shell necklaces” at a school fair to raise \$40 for the cause!

“The first year we were involved with “Every Plate Full”, the showing was pretty embarrassing,” Local 828 Business Agent Sondra Richter remembers, “and then the second year, miraculously, we won an award! By the third year we knew we had some catching up to do, and the level of participation once we made an effort to raise the profile of the event among

our members was amazing. One of our Young Workers organized The Mixup event, which involved the larger community, not just IA members. It helped that we worked closely with Hamilton Food Share [HFS] and Local 129, who was also partnered with HFS. Together I think we managed to raise awareness about food banks in general and Hamilton Food Share specifically.”

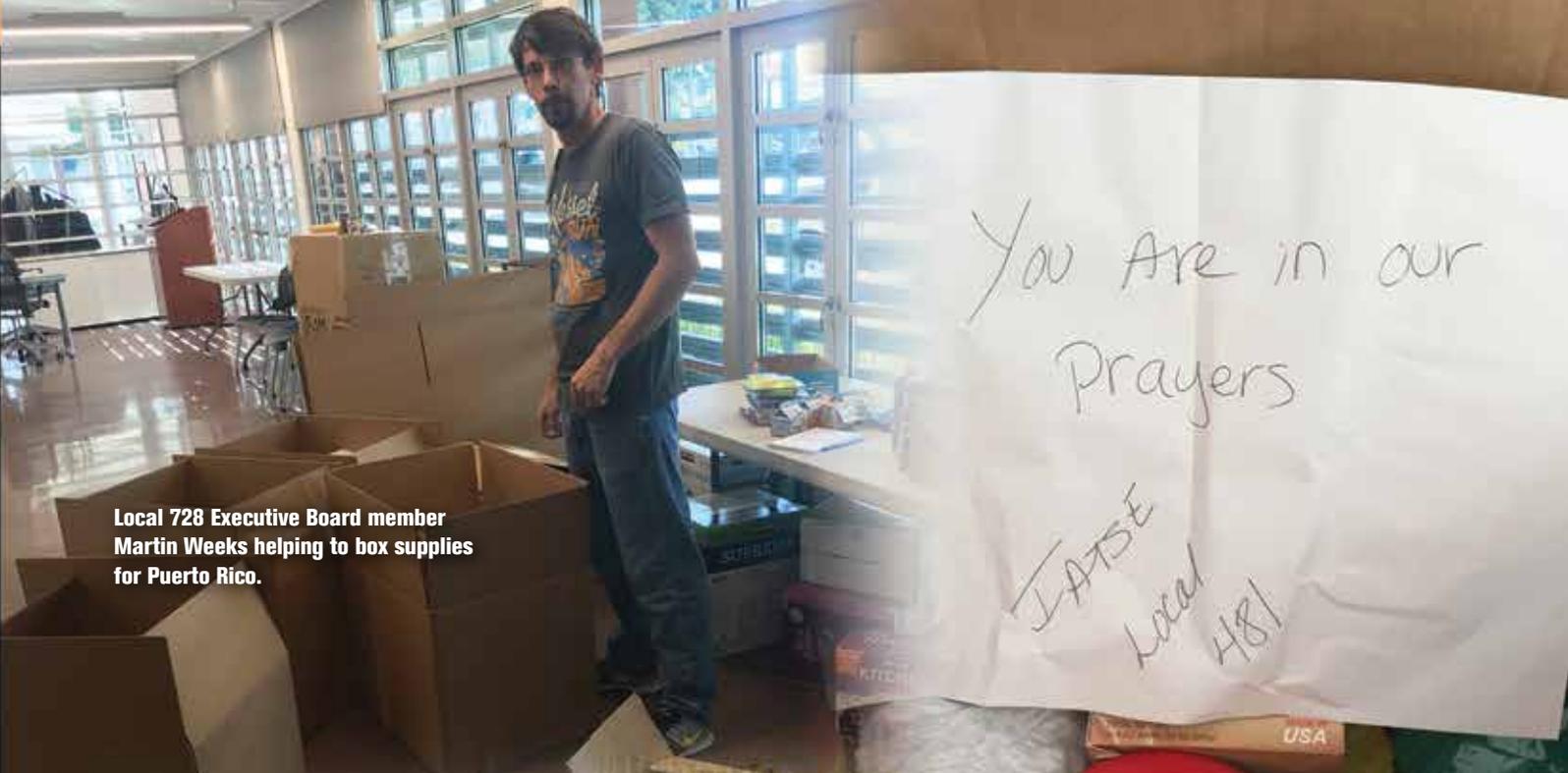
Other “Every Plate Full” efforts included Local 856 setting up a donation box at its industry holiday event, and Local 212 holding 50/50 raffles. “Locals 210 and 212 even had an NHL playoffs bet that required the President of the losing Local to donate to the

other Local’s team,” Lewis describes. “Between the Locals, our employers, and the International, 250,000 meals were raised, surpassing last year’s total, and making the IATSE the highest Canadian contributor to the ‘Every Plate Full’ campaign.”

Such dynamic examples of IATSE Locals coming together for the greater social good – from Toronto to Los Angeles, and Vancouver to Atlanta – is what present-day union activism is all about. As International President Matthew Loeb concludes about the many different examples of selfless time and effort: “Activism is one of the IATSE’s pillars upon which we build and grow. We are part of the communities we work in, and our contributions bring us recognition and a reputation for giving to important causes. And, it’s simply the right thing to do.”

Activism is one of the IATSE’s pillars upon which we build and grow.

PRESIDENT LOEB



Local 728 Executive Board member Martin Weeks helping to box supplies for Puerto Rico.



Local 477 started the "Ice, Water and Laundry Campaign" for Local 494 and raised over \$2,900 - enough to purchase a washer and dryer, and many needed supplies.



Local 127 members load up a truck of supplies for Hurricane Harvey Relief Efforts.

West Coast Office staff with supplies donated by representatives and staff for Puerto Rico.

Get Lighting, Rigging, and Safety Training

ESTA (Entertainment Services and Technology Association) is curating four tracks of educational sessions at the 2018 NAMM Show (National Association of Music Merchants) in Anaheim, California, January 25 – 28, 2018.

These sessions are designed to provide in-depth, progressive education to entertainment technology, design professionals, and those responsible for safety through hands-on training and demonstrations.

- Visit www.esta.org/ESTA/namm_education.php for a schedule and more detailed class information.
- Fill out the form at the top of the page and click “notify” to receive an ESTA registration code when registration opens on November 15. Registration for the show costs just \$25 when you use the ESTA code, and then educational sessions listed on the webpage, and most of those offered at the show, are free of charge.
- Don’t forget to reserve your hotel in NAMM’s discounted block now, as the hotels sell out very quickly.

Lighting Track LED Technology | Sustainability and Cost Savings in Event Lighting | Video Production: LEDs, Fluorescents, Automated Lighting; and Lighting Design for Video Production in the

**ESTA Curated Education
Tracks at
The 2018 NAMM Show
January 25 – 28, 2018
Anaheim, California**

Age of LEDs | Video Production: Power on a Shoestring | Console Programming Workflow | Media Server Programming and Pixel Mapping

Lighting Networking Track An Introduction to DMX512 | Introduction to Show Networking | History Repeats Itself – Analog Control | Wireless DMX512 Networking for The Lighting Tech Intermediate DMX512 and Ethernet Networking | Media Server Madness | Advanced Ethernet Networking | Control Protocol Soup for The Soul – RDM and sACN

Rigging Track Rigging Math | 4 ETCP Renewal Credits | Automation in Performer Flight | Working at Height Safely | Truss and Ground Support Systems for the Entertainment and Events Industries

Safety Track Working at Height for Non-Riggers and Developing a Fallen Worker Rescue Plan | General Electrical Safety for the Stage and Set | The Artist’s (Very Limited) Role in Emergency Planning | Ingress and Egress in Entertainment Venues | National Standards: Tools for Safety in Entertainment | “A Little Rain Never Killed Anyone” | OSHA 10: I.A.T.S.E.

USITT ELECTRICAL WORKSHOP

All tracks offer ETCP renewal credits at no additional cost!

Don’t miss this incredible opportunity to increase your knowledge and skills and make connections! The NAMM show grows each year in size and popularity. Lori Rubinstein, the executive director of ESTA, shares, “At the show this year, a lighting designer told me that many of the bands who are his clients attend the show and how great it is to be able to say, ‘I want to show you a new effect I’d really like to include on the next tour,’ and walk them over to the booth for a live demo.”

OFFICER INSTITUTE – ORLANDO, FLORIDA OCTOBER 16 – 20, 2017

Dustin Adams, 321	Brian Coltman, B-20	Christi Kampen, 67	Kenneth Purdy, 4
Christina Aikman, 321	Manuel Cuevas III, B-192	Gábor Kövér, 600	Jenny Reeves, 849
Jennifer Alonso, B-192	Jacob Deckard, 477	Raymond MacDonald, 849	Alan Reihl, 197
Earl Anderson, 491	Joanne Desmond, 16	Kristin Maenz, 675	James Roberts II, 477
Debbie Bedard, 780	Caitlin Fox, 121	Jon Marshall, 67	Barry Schimmel, 119
Shelley Bibby, 849	Terence Fuller, 856	Robert McDonough, 1	Robert Score, 1
Sylvain Bisailon, 262	Paula Gilbert, 205	Charles McIntyre, 728	Jill Scott, 93
Stacey Bonar, 461	Tomango Goodson, AE 938	Catherine Moore, 74	Laura Seagraves, 15
Kelly Boudreaux, 491	Casey Guilfoyle, 470	Alyssa Motschwiller, USA 829	Keith Silano, 4
Michael Boyle, 631	Charles Haigler, 631	Patrick Moyer, 121	John Smith, 580
Katy Brown, 15	Heidi Hamilton, 112	Brian Munroe, 74	Matthew Thomas, 99
Lomax Butler, AE 938	Edward Hohman, 487	Kathryn Mura, 28	Adam Vautour, 849
Matthew Cain, IATSE	William Johnson, 333	Christa Nikkel, 112	Lucy Weber, 477
Lee Casady, 33	Melissa Johnson, 333	Michael Peterson, 217	Jason Young, 728
Mike Clarke, 709	William Johnson, 631	Elizabeth Pittsley, 631	



Keynote 6 Essential Training · DaVinci Resolve 12 Essential Training · Premiere Pro CC Essential Training (2015) · PowerPoint 2016 Essential Training · Avid Media Composer 8 Essential Training · SketchUp 2017 Essential Training · Programming Foundations: Fundamentals · Learning PowerPoint 2016 · PowerPoint 2016: Audio and Video in Depth · Photoshop CC Essential Training (2015) · Final Cut Pro X 10.3 Essential Training · Photoshop CC 2017 One-on-One: Fundamentals · Excel 2016 Essential Training · WordPress Essential

IT'S A GREAT TIME TO START LEARNING.

Over 3,500 IATSE members have subscribed to **lynda.com** - Enrollment for the 2017-18 subscription period is ongoing. Contact your local union to enroll now!



Photoshop Portrait Retouching · Final Cut Pro X 10.2 Essential Training · After Effects CC 2017 Essential Training: The Basics · SketchUp 2016 Essential Training · InDesign CC 2017 Essential Training · Editing with Composites and Effects in Avid Media Composer · Maya 2017 Essential Training · Communication Tips Weekly · Time Management Fundamentals · Audio Mixing Bootcamp · Logic Pro X Essential Training · Illustrator CC 2015 One-on-One: Fundamentals · Happiness Tips Weekly · Electronics Foundations: Fundamentals · Photography 101 · Media Composer 8.7 Essential Training: 110 · ZBrush 4 Essential Training · Online Marketing Fundamentals · Screenwriting Fundamentals · SketchUp for Architecture

<http://www.iatse.net/member-education/lynda>

Convention Education Sessions Focus on Growth Equals Strength for Local Leaders

Education sessions held on Saturday, July 15 at the 2017 Quadrennial Convention focused on Growth Equals Strength by growing craft and leadership skills to strengthen every local union. Building a program for craft and leadership training in a local union is not a series of one time classes – but a process of creating a culture of training over the long haul. It requires planning and preparation.

For an IATSE local union to negotiate and administer contracts, organize workers, engage members, and fulfill its role as a potent organization in the modern IATSE, each local union should have a plan in place to continually educate its members and leaders at every level. Additionally, members want and need education to continue to be the best and most skilled workers at their crafts.

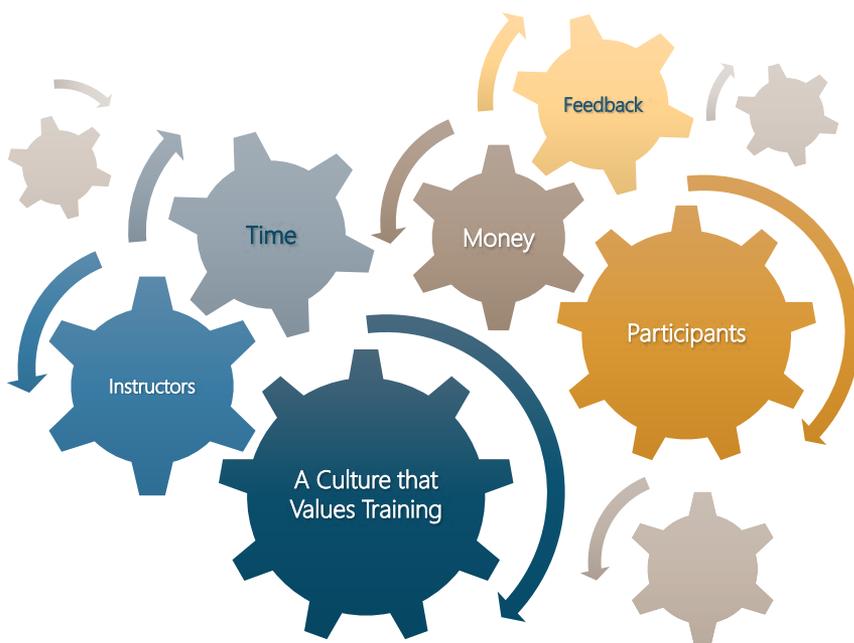
These workshops offered easy guidance on how to improve existing local programs or begin new local programs which educate rank and file workers, train new officers and trustees, and continue to educate veteran officers. Some of the topics covered included: how to conduct new member orientations, plan steward training, improve digital literacy, know when to use professionals

(such as lawyers, accountants, actuaries), and how to supervise staff. Supporting materials for both workshops, including a user-friendly booklet of resources and best practices, templates, and checklists to use at your local union when putting training programs in place, regardless of the size or type of local, can be found at www.iatse.net/convention2017education.

DEVELOPING A CRAFT SKILLS AND SAFETY TRAINING PROGRAM

The most important first step is to figure out what your members need to know. How do you find out? The members and employers can probably tell you themselves. There are many resources to help you with funding, provide classes, or share curriculum. Figure out what your members need - that is the first step toward building a program!

Building a safety culture for all job sites is also a great on-ramp to more training. Members want to work safely. Education is the key to making sure they can go home at the end of the call to their families and friends. For Craft and



Safety Resources visit www.iatse.net/convention2017education, and www.iatsetrainingtrust.org/.

DEVELOPING A LEADERSHIP TRAINING PROGRAM

Developing leaders is continual work in every local union. Potential new leaders are watching and learning from current leadership no matter what. It is important to be intentional about providing opportunities for new leaders to emerge in your Local, both to take on new projects (growth) and to deepen the bench of future leaders (strength).

This class featured tips and best practices for engaging new members in volunteer opportunities (committees, bargaining, steward training, political action, etc.), and advanced development for experienced officers and leaders. Having a strong leadership program requires being aware and purposeful in what you are already doing in the life of your Local.

1. Why is it important to develop new leaders?
2. Is it hard in your Local to find folks to step up? Why?
3. What can you do in your Local to develop more leaders?

This goal is not “pie in the sky” but applies to all locals. Start by asking the questions above, and then assess your local union’s leadership development training in more detail, at www.iatse.net/sites/default/files/local_union_assessment_tool.pdf.

Formal classroom training and on-line programming is an important resource to take advantage of. In addition to the IA’s own leadership education programs, the IATSE Officer Institute and Advanced Officer Institute, there are online, university, and labor organization based classes. Funding is available through the Labor Education Assistance Program (LEAP) for every officer to take one union leadership class each calendar year. Lynda.com offers classes in public speaking and conflict management to name just two of hundreds of courses in leadership development. For the list of suggested lynda.com leadership classes, go to: www.iatse.net/sites/default/files/6_lynda.com_union_leadership_recommendations.pdf.

Many thanks to the panelists and instructors for the two sessions: Joe Aldridge, Local 720 (ICAP), Kent Jor-

Identifying Training Needs



gensen, Local 80 (ICAP), Sheila Pruden, Local 873 (ICAP), Eddie Raymond, Local 16 (ICAP), Alan Rowe, Local 728 (ICAP), Ben Adams, IATSE, Liz Campos, IATSE Training Trust, Bill McCord, IATSE Training Trust, and Kim Cook, Cornell University.

In the words of President Loeb, “Every local union will become stronger if it can grow its infrastructure for programs in Leadership Development and Craft and Safety Training... We set our sights on the future – and through growing these programs we build strength to serve our brothers and sisters who are working every day across North America.”

IMPORTANT INFORMATION ABOUT TTF CONTRIBUTIONS FOR ALL IATSE LOCALS!

The TTF has a new system for processing contributions that calls for employer contributions to be sent to this new address. We have contacted existing contributing employers to notify them of this payment address change.

If you include TTF contributions in your agreements, it is important to use the new remittance address in any new agreements. The new address for remittances is:

**IATSE Training Trust Fund
PO Box 51317
Los Angeles, CA 90051-5617**

Please contact us at info@iatsetrainingtrust.org for a copy of the language needed for your agreements.

Once agreements are executed, please email a signed copy to the Training Trust Fund along with a contact name, number and email for the Employer. We need to send all new employers a packet of information about the Training Trust Fund. The agreement and contact information should be sent via email to: drackie@iatsetrainingtrust.org.



COMING SOON!!!

The TTF will have a new and improved look in 2018. Our programs are the same, we just renamed them to make them more user friendly.

NO FEE COURSES



COURSES WE OFFER FREE OF CHARGE

Group Courses

OSHA 10/GES, AV Essentials

Individual Courses

Online Safety for Motion Picture Television Workers, Safety First! Online (coming soon!)



AVIXA Partnership

AVIXA Membership, AV Courses Online, and other membership benefits

FUNDING

INDIVIDUAL & LOCAL REIMBURSEMENTS

Certification Reimbursement

AED, CTS, SPRAT, ETCP

Course Reimbursement

Funding for local union safety or craft skills group trainings

Develop a Local OSHA Trainer

Reimbursement for sending your local trainer to an OSHA Training Institute



RESOURCES



MATERIALS, INFORMATION, AND MORE FOR YOUR TRAINING PROGRAMS

Curriculum Library

OSHA 10/GES, Safety First!

Training Tracker

We'll track your local's safety and craft skills classes for you

Course Templates

Flyers, Applications, Sign-in Sheets, Evaluations, Lesson Plans

TRAINERS

DEVELOP OR GROW YOUR LOCAL TRAINING PROGRAM

Trainer Development

Train the Trainer: Teaching Techniques
Train the Trainer Master Class

Borrow Our OSHA Trainer

Our trainer will teach an onsite class and get you started with safety training

Trainer Database

We'll connect your local with trainers

Locally Offered AV Essentials

We train your local AV trainers and provide books & some basic gear



Our website will also have a new look starting in January!

Visit our new and improved website, learn more about all our programs!

www.iatsetrainingtrust.org



ANOTHER LOOK AT THE NEW TTF PROGRAM CATEGORIES

NO FEE COURSES

We offer the following courses free of charge. *Please note the AV Essentials course may require financial contributions from locals at the time of the class.

GROUP COURSES/ARRANGED BY LOCAL

OSHA 10/General Entertainment Safety

AV Essentials

INDIVIDUAL COURSES

Online Safety for Motion Picture and Television (A and A2 courses)

Online Safety First! courses (coming soon)

AVIXA PARTNERSHIP

Membership to AVIXA free of charge, online AV courses and other benefits through this unique program

FUNDING

These are reimbursements to Locals to defray the cost of group training and in some instances trainer training. We also offer individuals for obtaining certifications.

CERTIFICATION AND EXAM REIMBURSEMENT

We reimburse individuals for industry approved certifications.

LOCAL AND/OR EMPLOYER ORGANIZED COURSE REIMBURSEMENT

This is a reimbursement for group courses to defray the cost of training. These are courses organized and planned by Locals and/or contributing employers. You choose your trainer and safety or craft skills topic.

DEVELOP AN OSHA TRAINER AT YOUR LOCAL

Locals can apply to this program in advance of training an OSHA trainer and receive reimbursement for the cost of tuition at the OSHA Training Institute.

TRAINERS

These are classes and programs that develop and support your local's trainers.

TRAINER DEVELOPMENT

- Train the Trainer: Teaching and Presentation Techniques
- Train the Trainer: Master Class – Teaching the Theoretical: Using Activities to Replace Lecture

BORROW OUR OSHA TRAINER

We can send our OSHA trainer to your Local to teach an onsite class. Call us for more information

TRAINER DATABASE

We keep a database of trainers throughout the IATSE and can Link your Local with a trainer for your class.

LOCALLY OFFERED AV ESSENTIALS

We can train your Local AV trainers, provide books and some basic gear for the class.

RESOURCES

CURRICULUM LIBRARY (materials available to local for teaching group courses)

- TTF Safety First! Modules
- OSHA 10/GES

TRAINING TRACKER

COURSE TEMPLATES



IATSE

and

CreativeFuture

have partnered to offer you
a free online webinar

Train **the** Trainer

This webinar will help you understand the relationship
between **copyright, piracy, your livelihood,**
and, most importantly,
how we all can **protect our creative futures.**

January 14, 2018

12pm Pacific, 3pm Eastern

Open to all IATSE members.

Registration is required.

Email Allison Smartt at

allison.smartt@creativefuture.org

to register and for upcoming day and time announcements.

And in the meantime, if you're not already a member,

join CreativeFuture today!

creativefuture.org/join-us/

I. A.T.S.E. Local Union Trustee Training 2018

NEW YORK, NY • APRIL 20 - 21, 2018

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

PLEASE PRINT LEGIBLY

AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD:		
LOCAL NUMBER	LOCAL UNION OFFICE PHONE	LOCAL UNION CITY, STATE
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the applicants listed below in the I.A.T.S.E. Local Union Trustee Training.		
SIGNED	DATE	
TITLE		
APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		
I certify that I am currently holding office as a Trustee in my local and the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.		
SIGNED	DATE	
APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		
I certify that I am currently holding office as a Trustee in my local and the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.		
SIGNED	DATE	
APPLICANT NUMBER 1:		
LAST NAME	FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:		
HOME PHONE	CELL PHONE	WORK PHONE
EMAIL ADDRESS (please print)		
I certify that I am currently holding office as a Trustee in my local and the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.		
SIGNED	DATE	
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE		
APPLICATION RECEIVED	STATUS AND NOTIFICATION	INITIALS

Return Completed Application via Email or Mail to:

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

EDUCATION AND TRAINING

I.A.T.S.E. OFFICER INSTITUTE APPLICATION 2018

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course. PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO GRADUATE AND TO RECEIVE CERTIFICATION.

PLEASE PRINT LEGIBLY

1. APPLICANT				
LAST NAME		FIRST NAME		MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:			JACKET SIZE Women's S M L XL Men's M L XL	
STREET ADDRESS			HOME PHONE ____ - ____ - _____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE ____ - ____ - _____	
CELL PHONE ____ - ____ - _____		EMAIL ADDRESS (please print)		
2. IATSE OFFICER INSTITUTE				
<input type="checkbox"/> NASHVILLE, TN FEBRUARY 12 - 16 (For U.S. Locals Only)		<input type="checkbox"/> ATLANTA, GA APRIL 30 - MAY 4 (For U.S. Locals Only)		<input type="checkbox"/> TORONTO, ON SEPTEMBER 24 - 28 (For U.S. and Canadian Locals)
3. LOCAL UNION INFORMATION				
LOCAL NUMBER	LOCAL UNION ADDRESS	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE	
OTHER UNION POSITIONS PREVIOUSLY HELD:				
4. APPLICANT SIGNATURE				
I certify that all of the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.				
SIGNED				DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD				
I certify that I.A.T.S.E. Local _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.				
SIGNED				DATE
TITLE				
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE				
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS	

Return Completed Application via Email or Mail to:

I.A.T.S.E. Officer Institute, 207 West 25th Street, Fourth Floor, New York, NY 10001 • Email: officerinstitute@iatse.net
For subsidy application, go to www.iatse.net/sites/default/files/2018_o.i._subsidy_application.pdf

2018 I.A.T.S.E. Advanced Officer Institute 2.0

ORGANIZING 2.0 | DETROIT, MI | JUNE 26 - 28, 2018
 SECRETARY-TREASURER 2.0 | ATLANTA, GA | APRIL 30 - MAY 2, 2018
 SECRETARY-TREASURER 2.0 | TORONTO, ON | SEPT 24 - 26, 2018

ALL CLASSES FOR U.S. AND CANADIAN LOCALS

PRE-REQUISITE ORGANIZING 2.0 – YOU MUST BE A GRADUATE OF A PRIOR IATSE OFFICER INSTITUTE, HELD IN PHILADELPHIA, CHICAGO, LOS ANGELES, CALGARY, NEW YORK CITY, ATLANTA, LAS VEGAS, TORONTO, CAMBRIDGE, AUSTIN, VANCOUVER, LINTHICUM HEIGHTS, DENVER, ORLANDO, OR NASHVILLE.

PRE-REQUISITE SECRETARY-TREASURERS 2.0 – YOU MUST CURRENTLY HOLD OFFICE IN YOUR LOCAL UNION AS SECRETARY OR TREASURER OR (REGARDLESS OF OFFICE) BE A GRADUATE OF A PRIOR IATSE OFFICER INSTITUTE, HELD IN PHILADELPHIA, CHICAGO, LOS ANGELES, CALGARY, NEW YORK CITY, ATLANTA, LAS VEGAS, TORONTO, CAMBRIDGE, AUSTIN, VANCOUVER, LINTHICUM HEIGHTS, DENVER, ORLANDO, OR NASHVILLE.

APPLICATIONS MUST BE SUBMITTED TO THE I.A.T.S.E. EDUCATION DEPARTMENT AT LEAST 4 WEEKS PRIOR TO THE BEGINNING OF COURSE. PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO RECEIVE CERTIFICATION.

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME	FIRST NAME	MIDDLE INITIAL	
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:			
STREET ADDRESS			HOME PHONE ____-____-____
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE ____-____-____
CELL PHONE ____-____-____	EMAIL ADDRESS (please print)		
2. SESSION (CHOOSE ONE. IF YOU WISH TO ATTEND IN BOTH CITIES, SUBMIT SEPARATE APPLICATIONS FOR EACH.)			
MUST BE A LOCAL UNION SECRETARY-TREASURER AND/OR IATSE O.I. GRADUATE (ALL CLASSES FOR U.S. AND CANADIAN LOCALS)			
<input type="checkbox"/> SECRETARY-TREASURER 2.0 ATLANTA, GA APRIL 30 - MAY 2, 2018	<input type="checkbox"/> SECRETARY-TREASURER 2.0 TORONTO, ONTARIO SEPT 24 - 26,	<input type="checkbox"/> ORGANIZING 2.0 DETROIT, MI JUNE 26 - 28, 2018 (MUST BE AN IATSE O.I. GRADUATE)	
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION ADDRESS	POSITION AT LOCAL	
4. APPLICANT SIGNATURE			
I certify that all of the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute 2.0.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION	INITIALS	

Return Completed Application via Email or Mail to:

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

IATSE Education & Training 2018 Leadership Courses



Local Union Trustee Training

New York, NY

April 20 – 21

- High preference will be given to Locals who can send more than 1 trustee to this training.
- You MUST currently hold office as a trustee in your Local to attend this training.
- Prior attendance at IATSE Officer Institute is NOT required for this class.

NEW!

Officer Institute 1.0 (Basic Training)

U.S. Locals Only	Nashville, Tennessee	February 12 - 16
U.S. Locals Only	Atlanta, Georgia	April 30 – May 4
U.S. & Canadian Locals	Toronto, Ontario	September 24 – 28
*Hotel subsidies are available for the basic training (1.0) to locals with less than \$250,000 in gross receipts. Subsidies for Nashville are no longer available.		

Advanced Officer Institute (2.0)

Organizing 2.0	Detroit, Michigan	June 26 – 28
Secretary-Treasurer 2.0	Atlanta, Georgia	April 30 – May 2
Secretary-Treasurer 2.0	Toronto, Ontario	September 24 – 26

Register Early.... Class Size is Limited!

Applications can be found in this issue of The Bulletin and online at www.iatse.net/member-education/iatse-officer-institute
For more information, email officerinstitute@iatse.net

CREW SHOTS

Music Circus of Sacramento, which is produced in the round, kicked off its 2017 season with Disney's "Beauty and the Beast." Pictured from left to right are Wardrobe Supervisor - Yvette Harding, Head Sound - Joe Caruso Jr., Props side - Jonas Elder, Head Electrician fill in - Jessica Kohn, Head Flyman - Jimmy Loveless, Projection Operator - Richard Kuhwarth, Autodeck Operator - Larry Murdock, Head Props - Dustin Kimura, Props side - Jordan Burkholder. Not pictured Head Electrician Steve Odehnal.



Here is a crew photo from "Hamilton" at San Francisco's Orpheum Theatre. Pictured are the Road Crew from the Angelica Company and the Local 16 house staff and crew.

Pictured here is the pre-tour Local 311 tech crew for the current "Jersey Boys" national tour at Eisenhower Hall, West Point Military Academy.



President Loeb (center) with the crew from "Dear Evan Hanson".

CREW SHOTS



Here is a photo of the Local 3 Heinz Hall crew on the set of "The Price is Right Live" at Heinz Hall, Pittsburgh, Pennsylvania. From left to right: Jim Hastings, Jim Rusak, Butch Baronick, Mark Desch, Ed Lohrer, Mike Karapandi, Rich Aversa, John Thomas, Tom Furey, Dave Kann, and Tom Gorman.



Backstage visit with President Loeb, Mandie DeMeskey, and the crew from "Meteor Shower" on Broadway.



2017 Finale Wardrobe team for "America's Got Talent" Season 12 at The Dolby Theatre in Hollywood, California. I.A.T.S.E. Local 768 (Theatrical Wardrobe) and Local 705 (Motion Picture Costumers). From left to right: Natthaporn Patana, Jameson Carey, Mary Jane Wenzel-Hetrick, Jennifer Ladd, Tammy Minion, Claudia Fontanez, Anucha Pucksanontachai, Terrell Woodard, (center front) Dana Neillie.



Pictured here is the “Case Craft” crew who signed their first contract with IATSE Local 720 in September. From left to right: Randy Soltero, Dave Meeh, Tim Maytas, Brian Judd, Steven Layne, and Brett Ralston.



Smartly Dressed Local 58 crew for “Strictly Ballroom, the Musical” at the Princess of Wales Theatre in Toronto.



The crew from “Hamilton” in New York took a photo op with President Loeb.

Organizing/Service Models

In 1980, after a slight uptick in the late 1970's, the percentage of union members among US workers began a decades long decline. While far less precipitous, Canadian unions also declined. In response to this looming crisis the AFL-CIO began to reevaluate how its affiliated unions operated. Out of this process of self-examination came the notion of a new model of union administration, the Organizing Model.

Previously unions operated under the service model of worker representation. Under the service model unions are focused on producing tangible results for their members. Good contracts with regular wage increases, generous fringe benefit packages, and job security where the core focus of union leaders. For many stagecraft Locals' this also includes the operation of the hiring hall. The AFL-CIO recognized that the service model was insufficient to confront the challenges of an openly antagonistic Republican administration and business community. After Reagan fired the striking air traffic controllers in 1981 employers became increasingly hostile to unions. A new cottage industry of "union avoidance" consultants sprang into being and aggressively fought union organizing efforts. This period also saw the appearance of labor contractors in the entertainment industry that provided an alternative contingent workforce to our local unions. At the same time labor became increasingly disassociated with its natural liberal and progressive allies.

The service model had led to a complacent membership dependent on its

leadership to provide for them. This passivity leads to resentment when the overwhelmed union fails to overcome the forces aligned against them. Unions became defensive, seeking to preserve hard fought conditions, instead of proactive.

*"I would not lead
you into the promised
land if I could,
because if I led you in,
someone else would
lead you out."*

EUGENE V. DEBS

The Organizing Model seeks to remedy this imbalance by empowering the rank and file membership. It tries to position local unions to be effective organizers and new members to be activists. The first step in this transition is an internal organizing assessment where the administrative functions and policies of the Locals are reviewed to identify and eliminate impediments to rank and file participation and the integration of new members into local unions. The greater the participation of the rank and file the more responsive the union will be to the issues that galvanize them. The more confident the membership is of the union's support the greater the likelihood that they will want to be active. An empowered membership reinforces a responsive leadership. A mobilized mem-

bership projects strength in our relations with employers and solidarity with our communities.

An active and invested membership will also lead to more effective external organizing. The Organizing Model recognizes that organizing the unrepresented workforce must be a permanent administrative function of unions. Our members are our best ambassadors, not only to unrepresented workers, but to our potential allies in the community at large. It is not enough to succeed in organizing new members, we need to cultivate community support and build coalitions to consolidate our achievements.

The International has invested significant resources to encourage local unions and their members to pursue the Organizing Model. The Young Workers and Women's Committees target those demographics to inspire activism. The Officer's Institute and Organizing 1.0 and 2.0 seminars train leaders and activists to be more effective in representing our membership and expanding it.

There is much Locals can do to encourage members to participate. Forming your own Women's and Young Workers Committees and encouraging their activism is one step. Seeking volunteers to constitute an organizing committee is another. But simply forming committees is insufficient. We need to adopt specific policies, outline specific goals, constantly assess progress, and recognize and promote those who engage in activism. In doing so we can rebuild our movement from the ground up just as it was originally constructed.

LOCAL ORGANIZING ACTIVITY

VOLUNTARY RECOGNITION

LOCAL	EMPLOYER	UNIT
53	ENCORE EVENT TECHNOLOGIES	PRODUCTION/CAMERA
28	WGBH ANTIQUES ROADSHOW	STAGEHANDS

RATE CARD TO CONTRACT

LOCAL	EMPLOYER	UNIT
28	CENTRAL CATHOLIC	STAGEHANDS
28	SATIS&FY	STAGEHANDS

FIRST CONTRACT

LOCAL	EMPLOYER	UNIT
21	PROP AND SPOON	SHOP WORKERS
50	AFTERSHOCK FESTIVAL DANNY WIMMER PRESENTS	STAGEHANDS
824	INNOVATION AMPHITHEATER	STAGEHANDS

IA STRIKERS RAISE OVER \$12,000 FOR BROADWAY CARES/EQUITY FIGHTS AIDS

The "IA Strikers" participated in Up Our Alley 18, a bowl-a-thon to support Classical Action: Performing Arts Against AIDS, a program of Broadway Cares/Equity Fights AIDS. The Strikers raised \$12,628. Thank you to all those that donated to the team.

This is the Strikers fifth year participating in this event that helps ensure that men, women and children across the country living with HIV/AIDS and other life-threatening illnesses receive the medicines, counseling, healthy meals, safe places to sleep and emergency financial assistance they need to survive.



Pictured here are the IA Strikers, in front: Tony DePaulo (Team Captain), Alex Tomais, Cathy Wiggins and Matthew Cain. In back, Wesley Vega, Jennifer Triplett, Jimmy Rainey and Davel Hamue.

Broadcast Success Stories (and challenges) in Right to Work States

The IATSE is no stranger to challenges in organizing, negotiating, and administering jurisdictions where the various employers work to obstruct the process, but the Right to Work States create additional complications.

And this has been compounded somewhat as additional states – former union states – pass right to work statutes of their own. Of course the very term “right to work” is troubling for us. If you’re reading this magazine, you’re sure to be familiar the various play on word revisions we in labor use to more properly characterize this type of legislation: right to starve, right to work for less, and so on... Regardless, these are states that are generally less tolerant of preference, more combative in their legislatures, and awash in misinformation about unions. But hard work, good planning, tenacity and resilience by the IATSE, has brought us some of our most rewarding success stories.

It could be said that any Local in a Right to Work State is a success story by definition. But we’re setting our bar a little higher, and our Broadcast Locals are thriving in the traditional Right to Work states of Arizona and Texas, as well as the recently converted (former union) states of Indiana and Wisconsin. Successes there are owed to a variety of factors. One purpose of this article is to detail and highlight the work that built and sustains these outposts behind enemy lines. We acknowledge the sensitivities in missing or miss-weighting the efforts of the individuals along the way. Union strength is built on a collective aligned strategy; we are strong because we are together. But history matters, and the story of the Broadcast Depart-

ment cannot be told without specifically noting the driving force of the individuals at its origin. International Vice President Dan Di Tolla and Director of Broadcast Department Sandra England had a vision for the broadcast crafts and jurisdictions that developed as the regional sports networks spun free of the rights-challenged cable TV markets. This was organizing at its core. Sandy and Dan, first as principals in the Organizing Department and later as a department specific to live sports broadcast, methodically tackled jurisdiction after jurisdiction, doing what the IATSE does best: Boots on the ground, bottom-up organizing of freelancers. President Loeb’s vision for an IA of the future would incorporate huge swaths of previously unrepresented and underrepresented technicians.

Organizing in union states is by no means easy, but organizing in Right to Work States can be downright demoralizing. So beyond the formative personalities in the paragraph above, the first generation organizers and, ultimately, the officers in the new Locals carried the weight as these markets transitioned to union status. Most new jurisdictions begin with one principal employer with which we negotiate their rights-holder “pattern” contract. We’ve built entire jurisdictions, and right to work alike, off of a first Fox Agreement that other employers ultimately assume. Arizona, Wisconsin and Indiana are all such markets. Texas was an

outlier with two principal rights holders, Fox and Comcast, spread across the entire state. No surprise: the same individuals that helped organize their markets frequently become their new Local’s first round of officers. Taking nothing away from labor professionals that grew up in traditional union states, these new labor leaders that developed in a right to work environment have been exposed to a different class of opposition. It’s not just the employers fighting back and state statutes adding burden to every activity; in many cases their parents have no background or counsel, and their friends on a good day wonder why they bother. But from the forge is made a more durable steel. These new labor leaders from right to work states are definitely hardened by the process(es) and the people they represent are the fitter beneficiaries.

Arizona has seven union employers and almost no legitimate non-union sports broadcast. The Local 748 leadership all work in the crafts and all work in the market. Visiting crew and occasional employers are monitored very closely and more than any other jurisdiction in this review, Arizona and Local 748 run their business by the book. But this is also a forward thinking group with a diversity of work and a willingness to revise their contracts according to the transitional revenue models. There’s more detail on that point below, but for these crews, it’s masterfully understood that the universe of content, platforms, and delivery sys-

tems is changing in the live sports media as fast or faster than any other.

Texas also has seven signatory employers and one of the department's best managed Referral Lists. Our broadcast jurisdictions generally include one primary city and a couple secondary cities to round out the work, but Texas and Local 796 administer two major media markets (Dallas and Houston) and several lesser markets hundreds of miles apart. And each of the two major markets has its own principal rights deal (read principal employer) and pattern agreement. The significance of that fact may be a little arcane but, come negotiations-time, it's still just one Local and managing the relationship between these competing employers is at times akin to choosing your favorite child. Local 796 has done a good job keeping one employer from ratcheting the other and their contracts remain strong as a result, but the geography remains daunting: it's farther from Houston to El Paso than El Paso to L.A. This is one Local in a labor-intolerant state with four officers and one trustee covering more miles than any other.

Wisconsin Local 414 is a story that's just fun to tell. They'd been decade long neighbors to the very prolific Local 745 in the union state of Minnesota; watching 745 go from one to two, to three, and ultimately four signatory employers. Wisconsin is a difficult mix of old-school union households and newfound conservative union opponents. The Wisconsin area organizers deftly navigated the course to bring their jurisdiction online and, to their credit, did it mostly without alienating critical and seasoned crew that weren't necessarily on board. Milwaukee is a storied and a relevant community and a significant new jurisdiction for the IATSE, but the whole state has a famed history in professional and collegiate sports. Wisconsin is a jurisdiction on the rise and we're incredibly proud of what they've carved out in a such a relative short window.

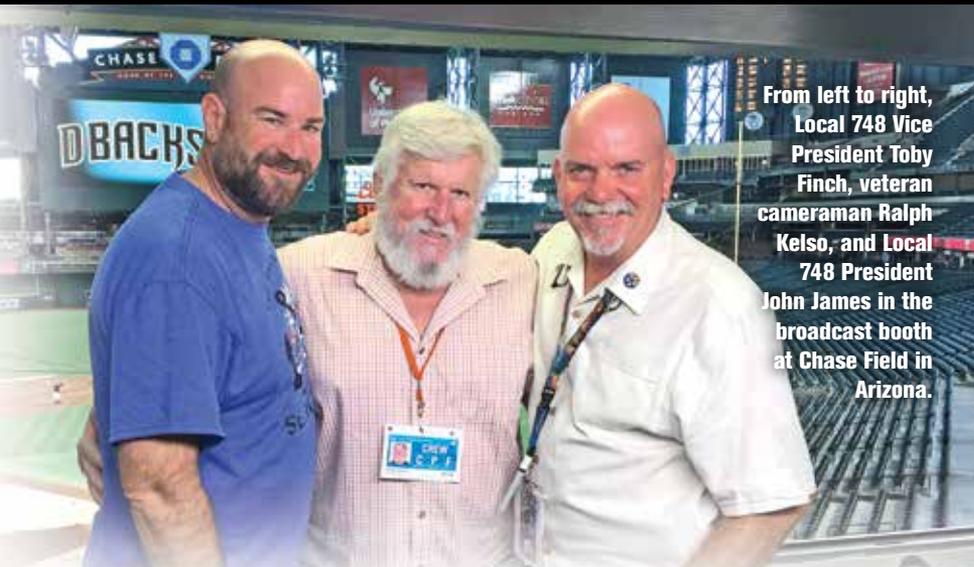
Last (as in most recent), Indiana Local 317 has changed live sports in the

Hoosier State, having negotiated contracts with three employers while the ink was still wet on their charter. Same as Wisconsin, there was a mix of personalities, some more pro-union than others, but distinguishable from Wisconsin in that they didn't negotiate their first contract with a mildly union tolerant Fox Sports (though in the end, it was a Fox contract). Organizing leads to elections, elections lead to recognition, and recognition leads to contracts. Easy, right? The first part was. These Indianans chose the IA in their first union election by almost 80%. That's a ton. But as we noted, this wasn't Fox, or even Comcast,... this was the Indiana Pacers, privately owned and ardently anti-union (recall Indiana had, only three years prior, turned from a union to a Right to Work State). Lengthy and embattled negotiations tested the patience of all involved and when after nine months at the table the negotiations began to stall, the well-informed crew was preparing a straight-forward job action. In a purposeful effort to avoid that, the Pacers broadcast partner Fox stepped in with a revised rights deal and took over the negotiation. One month later the Pacers' crews were working under their first IATSE Agreement.

What are these Locals doing right? Likely the same things as every other successful Local. They operate as a true collective and their strength comes from the common resolve of their membership. These Locals have also embraced educa-

tion and training with more than half of their frontline officers certified in one or more of the IATSE Officer Training courses. They watch crew sheets closely and guide non-member freelancers toward the union if their work in the jurisdiction appears consistent. And of course they represent an incredibly talented core of live TV technicians. But more than anything, and perhaps a topic for a Bulletin article by itself, these four Locals view their relationship with the employers as a partnership in each region; they hold regular labor-management meetings, they bring solutions where possible rather than just presenting employers with problems or complaints; and they are forward thinking and reasonable in accommodating employers' endless productivity experiments. On the value-to-member side, these Local leaders awake every day intent to improve the work lives of the people they represent. That's the good fight,... and they sleep well for it.

National trends are, unfortunately, diminishing union strength at the state and federal level. But our young Broadcast Locals in right to work jurisdictions have shown that governmental policy need not be the determinative element in their success. Where you have strong leadership and strategy at the International level, committed leaders and members at the Local level, and employers that value a competent and talented workforce, the union will thrive.



From left to right, Local 748 Vice President Toby Finch, veteran cameraman Ralph Kelso, and Local 748 President John James in the broadcast booth at Chase Field in Arizona.

Organizing: Behind the Scenes

This past October, *Mustang*, a five million dollar independent feature shooting in Carson City, Nevada, was successfully organized and its crew went from sub-standard working conditions and zero benefits to receiving, among many other improved working conditions, idle day pay, better double and even triple overtime, 10 hour daily and weekend turnaround, healthy meal penalties, and full benefits.

These stories happen every month around the country, with movies, reality shows, commercials, new media projects, music videos and other types of entertainment coming under contract. Sometimes a strike is necessary, as was the case on *Mustang*, but often times just a phone call to production is enough to persuade the company to do the right thing.

To organize a project, the IATSE, Locals and crew follow a standard series of steps to engineer for success. How can you help? First, your union representatives need to know that you've been hired on a non-union production. It's crucial that members let their BA's know when they've booked a non-union job. The Business Agents will want to know what type of project it is, estimated budget, shooting schedule, your hourly wage, any subcontracts you're aware of and who else has been hired. The International will be brought into the process and will coordinate with the various Locals to reach out to the crew, and consider when is best to make contact with the Producer, and in what fashion. Be aware that the identity of those who provide information is

kept confidential; the Locals and IA are very sensitive about the need to protect workers anonymity.

So what happens after the BA's and IATSE representatives have spoken with the crew and it's obvious that the vast majority want the protections and benefits of an agreement? Now is the time to fill out a union representation authorization card, which can be signed online if it's difficult to meet face to face. Your BA can supply you with either the card in person or send you a link. With your signature, you're agreeing to have the IATSE represent you and bargain the contract on your behalf. Collecting these cards is part of the process related to organizing in the United States. Signing and returning an authorization card is part of your duty as a union member.

Once we have established that we represent the crew, the IATSE will most often call production. The Locals and IA will be ready to arrive on set if the company does not agree to negotiate a contract including all the IATSE covered crafts. If a strike is necessary to "motivate" the producers, it is very important to honor the picket line, and

follow the lead of your Business Agent and International representatives. Continuing to work during a strike may lead to discipline, fines or expulsion from the Union. Our strength is in our resolve to stand together and withhold our skills from unscrupulous employers. When we fight as one, we win, but if you cross a picket line, you are undermining your co-workers and weakening the power of the Union to negotiate a strong agreement.

When production agrees to negotiate, the IATSE and Local representatives will sit down with the company. During negotiations the parties bargain over the details of the contract.

Once a deal is reached, and the crew is briefed on the details, it's back to work! Not only have you helped provide more benefits and money for yourself, you've sent a strong message to the Industry: this is a union business and non-union projects will not be allowed to proliferate.

Vigilant, ongoing organizing is the lifeblood of a healthy union, healthy industry, and healthy workers. Report your non-union work!

DEATH BY A THOUSAND CUTS

If a production said, "Hey, I know you've got a union contract, but this week we don't have the money, so can you donate your time and work for free?", it would be met with a resounding "NO!" However, there are far too many of us who work for free on practically every union job – an hour or two at the end of a day, on weekends, on our days off - and we don't report it to the production or our Locals.

So many of us feel pressured to give "a little extra" or "it's expected in my job." Does this freelancing stress sound familiar? It is illegal for an employer to ask someone to work for free, but we often do it without being asked, and then it becomes part of what's silently expected to "get the job done." Unpaid work inadvertently undermines the contracts we work under.

Additionally, not only does your paycheck suffer, but there's another damaging factor that few contemplate. Hundreds of thousands of hours and days of benefits aren't being

contributed to the health plans when we don't claim all the work we perform. Working off the clock robs our benefit plans, including pension, of money that should be contributed by the Employers to keep the Plans solvent, healthy, and provide for our retirement.

Now that this culture has been created, how do we break this habit? And still get hired for the next job?

First, we need to be aware it's happening and is not "normal" or "unavoidable." Call your Business Agent if you don't know how to handle this issue with a production; your BA's are there to advocate for you and find ways to resolve contract violations (and working for free is not allowed either by federal law or by our contracts).

Your labor has meaning and value. Don't train productions to expect you to donate your valuable skills and time without compensation. If we all speak with one voice, we can avoid this slippery slope of unpaid work.

IATSE SUPPORTS THE ACTORS FUND'S CHAIRMAN'S COUNCIL

On December 5th, The Actors Fund kicked off the Chairman's Council with a dinner at the 21 Club in New York City. The Fund is organizing The Chairman's Council as a platform for keeping former Trustees and Gala honorees engaged and involved in the Fund's work. Among the guests was Major League Baseball Hall of Fame player, manager and leader, Joe Torre. Mr. Torre talked about the leadership lessons he's learned in baseball, and in life, based on his 50+ year career, much of it in the white hot spotlight of New York.



From left to right, Joe Torre, his wife Alice (Ali) Wolterman, President Loeb and Mandie DeMeskey, Senior Shop Steward of Local 52.

PHOTO CREDIT: JAY BRADY

Freelancing and the Flu

As the weather begins to cool, and pumpkin spice lattes appear at crafty, the flu season is upon us. In the U.S., “flu season” can begin as early as October and last as late as May. Working on set, oftentimes in close quarters, illnesses can spread quickly from department to department.

Here’s what you need to know to help protect yourself and your co-workers.

First, consider a flu shot. And yes, it should be a shot this year as the CDC does not recommend the nasal spray flu vaccine (live attenuated influenza vaccine or LAIV) for 2017-2018. Getting the vaccine may not make you completely impervious to illness, but a preventative flu shot can lessen the severity of the flu. Women who are pregnant, members over 50 or who have children in the home 5 years of age or younger, people with chronic medical conditions like asthma, diabetes, or heart disease, and those with weakened immune systems should definitely contact their doctor to discuss preventative measures. Also, some people should not be immunized against the flu. If you have severe, life-threatening allergies to flu vaccine or any ingredient in the vaccine (including but not limited to egg, gelatin, and antibiotics), or if you have ever had Guillain-Barré Syndrome, you should first consult with your doctor.

Despite any preventative measures you’ve taken, what to do if you become ill with a low to medium-grade fever (less than 100 degrees), cough, sore throat, runny or stuffy nose, chills, headache, fatigue, and/or body aches? First, you should try and replace your-

self on set and remain home for at least one full 24 hour period after your fever is gone (without the help of medicine). Yes, you’ll miss out on work, but you’ll heal faster and will avoid spreading illness on set. Working in our industry, we all know that staying home is sometimes impossible; at those times, you need to do all you can to make sure others do not get sick.

The flu and other flu-like illnesses are spread through coughing, sneezing or touching contaminated surfaces. Make sure to cover your nose with a tissue when you sneeze (and then dispose of it) or sneeze into your upper sleeve, and always follow up with a thorough hand washing or liberal use of alcohol-

based hand sanitizer. If you visit the craft service table, this is especially important. At all times, avoid touching your eyes, nose or mouth.

Some symptoms may indicate a more dire situation; these include a difficult time breathing or shortness of breath, pain or pressure in the chest or abdomen, dizziness or confusion, severe or continued vomiting, decreased urination, or if your symptoms improve but then return with fever and a bad cough. If any of these occur, get to the set medic or contact your healthcare provider right away.

Together we can help control the spread of illness this winter and ring in a healthy and prosperous 2018!



Safety—The Hottest Trend in the Workplace

A couple of important safety trends have been happening over the past few years. First, entertainment industry employers are taking safety more seriously, and implementing health and safety programs. Second, IATSE members have been attending OSHA safety classes.

One of the modules of the OSHA 10 class discusses the employer and employee's OSHA rights and responsibilities, and the relationship as it relates to workplace safety. One of the rights that employees have is the right to inform their employer of a hazard and to ask to have that hazard corrected.

An employer's responsibility is to provide a place of employment free of recognized hazards. The class explains the need for processes of inspecting, identifying, and assessing the workplaces and tasks for hazards employees might be exposed to. This makes perfect sense. The workplace is controlled by the companies. They are the entity putting on the show, using the equipment, and directing the workers. We, as the crew, are the qualified people the employers have hired to facilitate the company's responsibilities. We are directed to install the elements that make the show happen, operate the equipment, and follow the health and safety program of our employers.

Safety and health programs define the relationship between employers

and employees in the workplace. Companies write out a program to be followed. These aren't just rules for workers to follow, these are rules that the employers have to follow as well. Some of you have never heard of a health and safety program, and your employers have been slow in implementing these programs. While some people see these programs as a hassle and problem, they can be good things for workers.

Why are these programs good for workers? Most health and safety programs require worker participation. Who in the company is the individual that will actually do the inspection? Which of the management people has the time or knowledge to know what to look for on a set, stage, or exhibition floor? Hasn't the company hired us as the qualified people in our craft? By following the companies program and assisting the company with implementing its guidelines we have some control over our own safety.

Because employers cannot be everywhere, we are expected to report problems, issues, or hazards we find. If

their program is in place there will be a procedure to report hazards. OSHA expects employees to report the hazards as well. There is an expectation that employers know the benefits of keeping a safe workplace. It is in their best interest to keep things safe. They should want to know the hazard is there.

Many IATSE members are reluctant to step up and report hazards. They fear that they will lose work and possibly ruin their career. It has been my experience that most employers welcome the input so they can take care of a hazard. If there is still a feeling that reporting can cause an issue, many employers have anonymous ways to report hazards. You can also make the report to your Local. The IATSE representative can make a report to the employer. Also, the International has a Hotline number. Members can call, 844- IA AWARE, or 844-422-9273.

No one should have to work in a dangerous place. Stand up and let your employer know about problems. It is good for everybody on the job.

NOTE: For the past several years the IATSE has observed Workers' Memorial Day, April 28, and North American Occupational Safety & Health Week, May 6 - May 12, 2018. Keep these dates open. Have your safety and training committee plan events to promote occupational safety.

LOCAL UNION NEWS

FOUNDER OF LOCAL TWO, LEE M. HART, CARED FOR HIS MEMBERS “CRADLE TO GRAVE”

By Craig Carlson

Effects of 1893's Great Depression saw too many people, both working and unemployed, unable to take care of themselves or their families. A meager existence was prevalent among even those lucky enough to have a job. Stagehands in Chicago were not immune and most were burdened with great hardship. At the time, it was common practice for stagehands to “pass the hat” when a union brother passed away in order to provide them a proper burial.

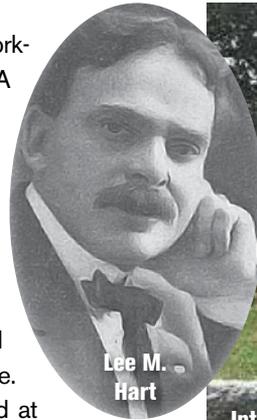
Lee M. Hart, originally a member of the Knights of Columbus and a Shriner, originally organized the “Chicago Theatrical Protective Union” on March 15th, 1887. Hart then partnered with New York's Protective Union leader, John Williams to create the IATSE, but that's another story.

While serving as Local Two Business Manager from 1893-1910 and as Local Two Secretary-Treasurer from 1893-1912 Brother Hart left no “stone” unturned. Among Hart's deeds to care for stagehands was his purchase of thirty-two gravesites at Mount Carmel and one hundred four sites at Oakridge Cemetery. He bought them for stagehands that

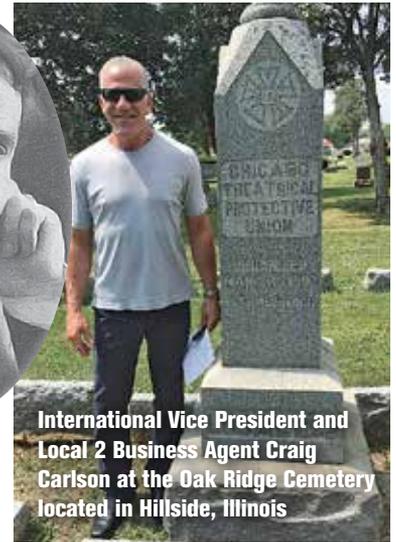
would not otherwise have a resting place and he provided each site a simple headstone. A large monument was placed at each cemetery to mark the area of our fallen member's final resting place.

For health reasons, Brother Hart resigned as International General Secretary-Treasurer in 1914 and he passed away December 25th, 1916. In the midst of the now seventy-two stagehands laid to rest at Oakridge lies Lee M. Hart.

Recently discovered cemetery deeds brought much of this history to light. The deeds stipulate “gravesite care in perpetuity” and we had our sites at both cemeteries immediately addressed to become



Lee M. Hart



International Vice President and Local 2 Business Agent Craig Carlson at the Oak Ridge Cemetery located in Hillside, Illinois

“show ready” in time for Labor Day 2017.

Arrangements have been made for a wreath to be placed at the base of each main stagehand monument every Labor Day.

Local Two still has thirty-four gravesites available for members in need, all due to the foresight and thoughtfulness of labor leader well ahead of his time, Lee M. Hart.

LOCAL 667 PURCHASES MONTREAL OFFICE

IATSE Local 667 held the official opening of its new Montreal office on September 30th. The Local is proud to have purchased a permanent home and thankful to the many guests that helped start this new chapter in its continued commitment to the Province of Quebec. The Local would also like to thank International Vice President & Director of Canadian Affairs John Lewis, International Vice President Damian Petti, IATSE Local 669 Vice President Christina Kasperczyk,

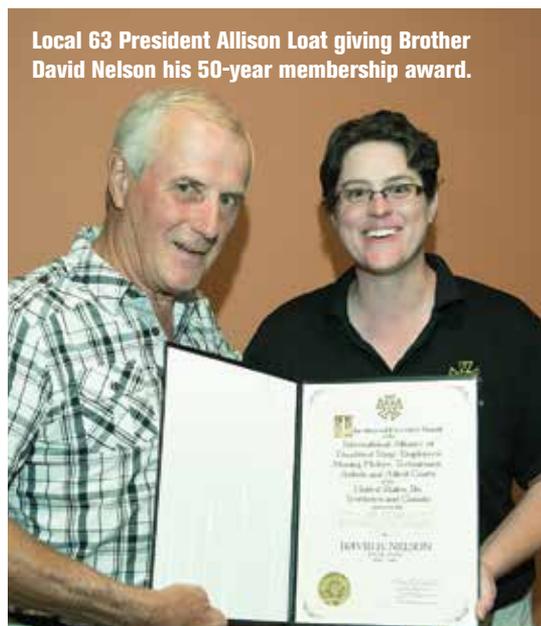
IATSE Local 514 Business Agent Christian Bergeron and the many others who celebrated this milestone with Local

667's Quebec Business Manager Christian Lemay, President Ciaran Copelin and Business Representative David Rumley.

From left to right: International Vice President John Lewis, Local 667 Quebec Business Manager Christian Lemay, Local 667 President Ciaran Copelin, International Vice President Damian Petti, and Local 667 Business Representative David Rumley cut the ribbon at the official opening of Local 667's new Montreal home.



On September 11, 2017 at the 21st annual "Billy Murphy Memorial Golf Tournament & Awards Dinner", Brother David Nelson received recognition for his 50-year membership presented by Local 63 President Allison Loat. Brother Nelson joined Local 63 March 1, 1967 and is still an active stage member.



New Jersey AFL-CIO, Local 632 and many others participated in the Labor Walks on September 30, 2017 in support of Phil Murphy running for New Jersey Governor.



From left to right: Austin DiBernard, Jake Sofoka, Local 632 President Kevin O'Brien, Democrat Candidate for NJ Governor Phil Murphy, Katherine Putnam, and Local 632 Executive Board Member Larry Borkowski.

STRATFORD LOCAL HONOURS LONG-TIME MEMBERS

On Monday August 21, 2017, International Vice President and Director of Canadian Affairs John Lewis and International Representative Jim Brett attended a Long Service Recognition Dinner with members of IATSE Local 357 in Stratford, Ontario. The Local recognized members with 25 to 53 years of Membership and a special presentation of a 50-Year Scroll and Gold Card to Brother Jim Meinzing.



2017 Master Lighting Demo, Digital Symposium and Vendor's Fair

**By: Brother Richard Cohn, Local 52
(Electric Department)**

ATSE Local 600 Camera Guild in conjunction with Motion Picture Studio Mechanics, Local 52 I.A.T.S.E. in New York City conducted a two-day Lighting Symposium and Tech Fair at the Local 52's Education and Training facility in Astoria, New York on June 17th and 18th, 2017. High attendance and collegial enthusiasm were evident throughout the event.

The program commenced with remarks by Steve Poster, President of the International Cinematographers Guild, followed by Dejan Georgevich, co-chair of the Local 600 Education Committee. The entire event was dedicated to the memory of recently deceased Local 600 member Sol Negrin ASC who had been instrumental in many previous presentations. The proceedings then began in earnest with the first Master Lighting Class Demo presented by Stewart Dryburgh ASC/NZCS. Throughout the two-day event, four dif-

ferent respected cinematographers shared their insights, techniques and philosophy in four separate Master Lighting Demonstrations. They included Rodrigo Prieto ASC/AMC; Robert Gantz ASC and Lisa Wiegand ASC. Well attended were additional panel discussions and presentations on LED's, Drones, New Technologies and Practices for Assistant Camera Persons, and Shooting for HDR. The Vendor's Fair, open between scheduled events, created an initial impression of "A veritable mini city of light!" as one attendee exclaimed. In-depth demos, fascinating displays and a friendly interchange of data, ideas and experience were highlights throughout the two days. And swag.

Dejan Georgevich organized the event with the aid of Local 600 members Dave Satin (Committee Co-Chair), Quenelle Jones, Tim Housel and Roger Grange. Chris Nowak designed a versatile set used in all four Master Lighting Demonstrations. Richard Cohn on behalf of the Local 52 Education, Training and

Safety Committee acted as liaison with the various crafts, providers and vendors to insure a smooth and successful presentation. He was assisted by John Raugalis, Frank Proscia, Gary Pastore, and their respective Electric, Grip, and Prop Crews during the actual demos. CSC, Lee and Rosco all provided generous support as did Teamsters Local 817, Scenic Artists Local USA829, and the staff at the Local 52 facility.

"A great example of the cooperation between members of the two Locals," remarked Georgevich in reference to Local 600 and Local 52. The universal response of those in attendance was that the 2017 Master Lighting Demos, Digital Symposium and Vendors Trade Fair was a great success in offering an opportunity to learn about new techniques and the latest gear. It was also a "collegial convocation" with a lot of warmth and professionalism manifested by the community of crafts who participated in two days of "Lighting Fun."



Toronto Local Hosts Dolly Workshop

In September, IATSE Local 873 Toronto hosted its first Dolly Workshop with support from sister Local 667 Camera Guild and equipment supplier, William F. White. This was an 8-hour workshop where members were invited to attend, contribute and study this craft in a Learning Lab environment, including theory and practice. White's provided the working spaces, dollies & camera equipment; Local 667 provided Camera Operators, Keith Hlady & Dean Stinchcombe and Focus Puller Matthew Reid. Two professional Stand-ins were hired as actors, Nicole Babb and Jack Manchester. Also in attendance was Local 873 President Wayne Goodchild and District 11 Secretary-Treasurer Cheryl Batulis.

Local 873 would like to thank International Vice President Thom Davis for his ideas and contacts, as well as Bill Mc-

Cord for his encouragement and invaluable tool, *Guide to Developing Training Programs* pamphlet.



Standing: Michael Laing-Fraser, Geoffrey Birkenshaw, Cheryl Batulis, Jeffrey Orr, Brad Spencer, Daniel Laborde, Abraham Bankole, Kyle Montague, David Erlichman (workshop leader), Jason Grant, Michelle Grosso, Jacob Nefsky. **Sitting:** Briana Blades, Thomas Bleakley, Mark Manchester (workshop leader) and Caroline Cox (Training Rep from William F. White).

HAWAII LOCAL COMMITTED TO THEIR COMMUNITY



Local 665 Vice President Tuia'ana Scanlan and Young Workers Committee Co-Chairman Kaipu Seales survey the canned food contributions they collected at Local 665's August membership meeting. The food will benefit a homeless shelter in Honolulu and marks another step in the Committee's continuing community service activities. Young Worker Committee Co-Chairman Greg Doi, Jr. (not pictured) is planning additional projects for the coming year. The Committee is going forward with inspiration from the IATSE's 68th Quadrennial Convention as they increase their commitment to community service in Hawaii.

Local 784 Member Received Highest Honor from Opera Company

On June 27, 2017, at the conclusion of Verdi's *Rigoletto*, San Francisco Opera General Director Matthew Shilvock presented the Company's Head of Wardrobe, Geoffrey M. Craig, with the San Francisco Opera Medal, the Company's highest honor. Craig joined the Wardrobe Department staff in 1981 as a dresser, became Head of Men's Wardrobe in 1986 and assumed his current position of Department Head in 1999. After thirty-six years of service, Craig will retire from San Francisco Opera at the end of the 2017 Summer Season.

Shilvock said: "In over three decades of exemplary service, Geoffrey has led the wardrobe department with great professionalism, heart and care. His exacting rigor and compassionate understanding have been critical in allowing us to present some of the finest performances in the

world, night after night, on the War Memorial stage. I am so honored to present Geoffrey with the Opera Medal and formally acknowledge his tireless dedication to excellence at San Francisco Opera."

As the person in charge of dressing hundreds of soloists, chorus members and supernumeraries each season, Craig summarized his work in the Wardrobe Department: "It's all about the details. We check every garment, every closure, every hem, every time. That's the job." The theatrical illusion presented onstage at the War Memorial Opera House is achieved, in part, due to the organizational acumen and thoroughness of Craig and his staff, which includes four assistants and anywhere from 19 to 35 dressers depending on the size of the production. Leaving nothing to chance, the Wardrobe Department works to achieve the direc-

tor's vision down to the smallest details of presentation and they are also responsible for ensuring the comfort of each performer in their costumes.

A native of Indiana, Craig earned early experience dressing performers at the Pasadena Playhouse. In 1981, a friend who knew about Craig's theatrical experience asked if he would like to work on San Francisco Opera's ambitious new production of Verdi's *Aida* with Margaret Price in the title role and Luciano Pavarotti as Radames. Craig agreed, but a cancellation backstage led to him making his "debut" a month earlier than expected. He filled in to dress some of the supporting roles in the San Francisco Opera premiere of Franz Lehár's *The Merry Widow* starring Joan Sutherland.

When asked if there were any productions during his 36-year tenure that tested the limits of his foolproof organizational system, Craig did not hesitate: Prokofiev's *War and Peace* in 1991. "There were 135 supernumerary men in the show—the Russian and French armies! We had to dress them at Zellerbach rehearsal space and then march them in formation to the opera house and out onto the stage." For Arrigo Boito's *Mefistofele* in 2013, Craig supervised a "quick change" of 150 cast members from the prologue to the carnival scene of Act I.



Brother Geoffrey Craig (center) with his Wardrobe Department Crew.

IATSE 467 Hosts 23rd Year of Giving with Some Kinda Christmas Show

In 1995, a few IATSE Local 467 members were discussing the sad fact that they worked in a great venue that put out great entertainment, but a lot of people in the community simply couldn't afford the price of a ticket and wouldn't ever have the chance to see a live performance.

These same people would probably be having a tough time making Christmas special for their families. The Local talked to their employer, the Thunder Bay Community Auditorium, and decided that they would co-host a holiday variety show, incorporating live entertainment and classic cartoons. As the story goes, the Local 467 members brainstormed on what to name the show. They discussed the acts and cartoons and one member commented that it really was some kind of Christmas show. And *Some Kinda Christmas Show* was born.

The show began as a way to offer everyone in the community the opportunity to see a production at the

1,500-seat venue. The Thunder Bay Auditorium takes care of the space, the ushers, the box office staff, and the cleaning staff. Local 467 members volunteer for all the labour required backstage. Because it was intended to make theatre accessible to all, no admission was charged. The audience, however, wanted to give back, so unasked, they brought food and some monetary donations. After the first few years, the Local and the auditorium decided to formalize it and request a voluntary food or small toy donation. Over the years, Local 467 estimates they have donated between 6 and 7 tonnes of food to local charities.

Each year, the show has been such

a success that Local 467 has increased its contribution. In addition to all the members who volunteer their time, the Local now spends \$2,000 on toys to be used as prizes in their "penny auction," where each ticket costs only a cent. There are also trinkets like glo-sticks and small toys on hand so that even if a child doesn't win a toy in the penny auction, no one goes home empty-handed. This year's show was held on December 9 and proceeds went to Christmas Cheer, a volunteer organization that provides toys for children living in poverty, and hampers for their families. (Santa) hats off to the members of Local 467 for all of their incredible work in the community.



NORTHERN ONTARIO TRAINING SYMPOSIUM

On September 23 and 24, IATSE Local 634 and Northern Ontario Film Studios co-hosted the second annual Open House and Training Symposium to support the growing film industry in the area. The Symposium was a week-end-long event providing an opportunity for the Northern Ontario Heritage Fund Corporation, politicians, media, producers, and the general public to view some of the training we will be bringing to our members in Northern Ontario, and to get a first-hand look at what their funding is bringing to the film community in the North. Attendees were addressed by Sudbury mayor Brian Bigger, MPP Glenn Thibeault, Northern Ontario Film Studios CEO David Anselmo, and IATSE International Vice President John Lewis.

Day one was an open house/tradeshaw where Local 634 members

manned booths for a number of on-set crafts, as well as a mock set for Props/Set Dec/Construction/Paint. Symposium attendees got pictures of themselves taken on set, which they were able to take home as souvenirs. Training courses, held over both days, were made available to the members of Local 634 - at no cost - through training funds received from the IATSE Training Trust Fund and employer contributions in their agreements. These included Working at Heights, Camera Assisting 101, Working Toward DGC Membership, and ACTRA Full & Apprentice Orientation.

Cambrian College and Canadore College also got involved, with Cambrian College holding its regular lighting and rigging classes at the studio to help light and rig for the event. Even

northern industry and economic stakeholders, such as Greater Sudbury Tourism, Technicolor, Cast North, and Cultural Industries Ontario North got involved.

A huge thanks goes to IATSE Canadian Office Operations Manager Nate Richmond, who did the lion's share of coordination, with assistance from International Representative Peter DaPrato and on-the-ground help from Assistant to the President Sean McGuire, International Representative Jason Vergnano, and Local 634 officers Barry Seawright and Keith Clausen. Thanks also to DGC Ontario, ACTRA Toronto, Northern Ontario Film Studios, William F. White Ltd., Cambrian College, and Cooper Equipment, who all pitched in time and helped share costs. Once again, the Symposium was a resounding success!



IATSE Family Member Awarded 2017 Union Plus Scholarship

Union Plus recently awarded \$150,000 in scholarships to 106 students representing 31 unions, including one winner representing the International Alliance of Theatrical Stage Employees (IATSE). This year's group of scholarship recipients includes university, college, and trade or technical school students from thirty-five states. The IATSE winner is Riley Wood of Los Angeles. Wood, whose mother, Mary Cheung, is a member of IATSE Local 705, has been awarded a \$750 scholarship.

"Education is a vital building block for success," Union Plus President Mitch Stevens said. "We're pleased to be helping some of the labor movement's most promising students achieve their college dreams."

Meet the 2017 IATSE Honoree:

RILEY WOOD

Riley is a 2017 graduate of Westmoreland Academy in Pasadena, California. She plans to attend Pasadena City College this fall as a history major. Riley has persevered through the challenges of cerebral palsy and selective mutism to become an active mentor, leader, and public servant to her community. Her mother, who immigrated from China as a child with her family, has told her about the poor working conditions she endured prior to becoming an IATSE member. "She used to work a flat rate for however long was needed to finish a job without overtime pay, and you would just be grateful for the work," Riley said.

"I look forward to being a part of a union when I start working."

Visit unionplus.org/scholarship for applications and benefit eligibility.

In addition to the scholarship program, Union Plus provides a wide range of money-saving programs and services for union members and families, including discounts on wireless services from AT&T, the only nationwide unionized wireless carrier, savings on travel and recreation, and more. Visit unionplus.org for details.



IN MEMORIAM

REMEMBERING KENNETH KEITH KLEMMT, FORMER INTERNATIONAL REPRESENTATIVE

Kenneth "Keith" Klemmt, age 76, passed away on Saturday, September 16, 2017, after a courageous battle with lymphoma. He was born in 1941 in Irvington, New Jersey to Kenneth Karl Klemmt and Ruth Dorothy Ewing Klemmt. The family moved to Jacksonville, FL in 1954.

Keith graduated from DuPont High School in 1958 and received a Bachelor of Arts in Drama from Jacksonville University in December 1963. He did just about everything in the business of technical theater and loved it. His 56-year career began with membership in the IATSE Local 115. For years he worked as a traveling stagehand with touring companies of operas and several Broadway shows. Keith taught technical theater courses at Alverno College and University of Wisconsin-Milwaukee for seven years. Next came the scenery shop, Proscenium Services, Inc., in Jacksonville where scenery was designed and built for many professional and amateur companies around the country. As a member of Local 115, he served as Business Agent and President. He was appointed as an International Representative of the IATSE and represented Union members in the Southeast for twenty-five years. Keith was dedicated to the



ideals of the Union and the betterment of terms and working conditions for his brothers and sisters.

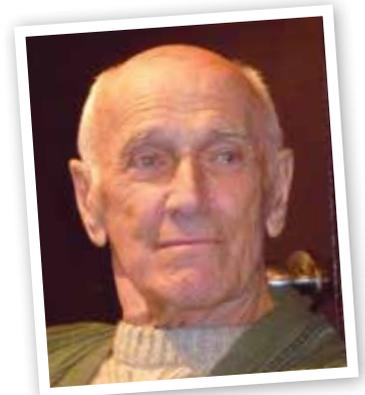
In his leisure time, Keith was an avid golfer and was passionate about the game as well as the comradery of his fellow golfers. He grew up on the St. John's River and Pottsburg Creek and enjoyed boating and waterskiing. Keith was a prolific reader throughout his life, enjoying a variety of subjects, especially history. One of his favorite spots was a cabin in the woods on the St. Mary's River where he spent many weekends and hosted wonderful gatherings. He was a member of the Florida Tackle and Gun Club and San Jose Country

Club. His leadership skills were put to good use in his service on the boards of All Saints Early Learning and Community Care Center and San Jose Catholic School. His sense of humor and wit will be remembered by many.

A celebration of Keith's life was held on September 25th at the Florida Theater in Jacksonville, Florida. Memorials in Keith's name have been established with K9s for Warriors, 114 Camp K9 Road, Ponte Vedra Beach, FL 32081 and the Down Syndrome Association of Jacksonville, 630 May Street, Jacksonville, FL 32204.

LOCAL 300 REMEMBERS BOB CORRIGALL

Robert (Bob) Corrigan started working with IATSE Local 300 as a projectionist in 1946 and became a member shortly thereafter. Bob served as Projection Business Agent and then President of Local 300 for many years. He faithfully represented his Local at Labour and International Conventions between 1960 and 2003. Early on, Bob recognized the benefits of solidarity with other unions in our city, province, and country and was instrumental in promoting our ties with the labour movement. As a mentor and teacher, he helped many learn his trade and become excellent projectionists and dedicated members themselves. Bob was a friend to all. He became a Gold Card Member and was the modest recipient of the IATSE President's Award at the 1993 Convention. Brother Bob Corrigan is sorely missed by the members of Local 300.



IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Donald I. Fox August 1, 2017	1	Charles R. Colvin July 25, 2017	44	Monte Hill July 8, 2017	166	James Dupuy April 1, 2017	478
Roger E. Keller Jr. July 18, 2017	1	Gareth Davies June 7, 2017	44	C. Dean Grave July 30, 2017	169	Sidney J. Lambert April 1, 2017	478
Patrick Nacca August 6, 2017	1	Joseph Livolsi July 15, 2017	44	Shane T. Browne August 10, 2017	183	James C. McGuire April 1, 2017	478
John P. Spears September 23, 2017	1	Laurin D. Moberly June 27, 2017	44	Anita J. Rudd October 9, 2017	193	Catherine F. Rodi June 24, 2017	478
Daniel H. Swift Sr. September 4, 2017	1	Maurice G. Owens July 26, 2017	44	Paul E. Showalter July 18, 2017	193	Brian P. Carroll February 3, 2017	479
George A. Imlach September 8, 2017	2	Philip E. Read September 26, 2017	44	Dale Bartholomew June 26, 2016	200	Paul M. Lowe May 28, 2017	479
Adrian Kehoe July 2, 2017	2	James Robinson July 17, 2017	44	Brian Conklin August 26, 2017	200	Charles Painter May 30, 2017	479
Donald E. Riordan August 2, 2017	4	Alfred T. Rohm August 24, 2017	44	George L. Green September 14, 2017	204	Joseph Sherwood May 23, 2017	479
Ronald J. Heuberger August 10, 2017	5	Dennis H. Schroeder July 25, 2017	44	Charles M. Reidy April 7, 2017	232	James H. Stockton July 10, 2017	479
Robert L. Heitzler August 21, 2017	6	Kenneth Slagle August 14, 2017	44	Lester S. Styer Jr. September 1, 2017	283	James L. Martishius July 15, 2017	491
Oliver T. Hoffstetter Jr. September 22, 2017	6	Donald Bernhardt August 7, 2017	46	Windsor Ray Martin January 1, 2017	298	Max Darucaud September 6, 2017	500
Kenneth E. Olmstead September 28, 2017	7	Rik Brady July 1, 2017	52	Blake M. Murray June 5, 2017	298	James Robinson II July 7, 2017	500
Glenn Reitzel August 17, 2017	8	Joseph Carroll July 22, 2017	52	Winona A. Wilkins March 8, 2017	298	Norma L. Trice August 24, 2017	500
Kelly T. Winn August 17, 2017	11	Fred T. Clare August 12, 2017	52	Robert R. Corrigan April 23, 2017	300	Ben Meyers May 1, 2017	504
Michael E. Meier August 12, 2017	16	Raffaello Ferrucci September 24, 2017	52	Lucia Cappelletti August 28, 2017	306	Vermont Ionson August 15, 2017	580
Paul J. Carolan August 6, 2017	19	Roger Kimpton August 8, 2017	52	John Cashman September 5, 2017	306	John Budde August 9, 2016	600
Dale M. Schwinn Jr. August 22, 2017	19	William J. Nallan III August 4, 2017	52	Charles R. Chulchian September 30, 2017	306	A. Bradner Canfield June 30, 2017	600
James A. Davis July 26, 2017	22	Terry Dann July 29, 2017	56	Charles J. Kasper May 19, 2017	306	Eddie Kafafian July 9, 2017	600
John C. Reed July 4, 2017	30	Mortimer Frackt May 17, 2017	56	Maurice Vancooten April 25, 2017	306	Ralph J. King June 27, 2017	600
Michael F. Williams August 21, 2017	30	Mitchell Wywiorski July 1, 2017	58	Aaron Meadow July 4, 2017	311	James McNearny August 6, 2017	600
William F. Sarracino July 1, 2017	33	Rachael Lyn Clarke July 2, 2017	77	Robert A. Nelson September 9, 2017	417	William T. Mendenhall July 22, 2017	600
Peter B. Sevaly August 26, 2017	33	Albert Perfile August 26, 2017	99	Alan D. Swain IV July 4, 2017	423	Steve Petropoulos April 2, 2017	600
Alfredo Veliz September 14, 2017	33	Steve Eppolito August 19, 2017	100	Liz Giesluk September 18, 2017	471	Frank Rosa Jr. July 23, 2017	600
William J. Centonze July 11, 2017	44	Kenneth K. Klemmt September 16, 2017	115	Franklin Garfield April 1, 2017	477	Ronald I. Bidwell August 2, 2017	618
Charles D. Coleman June 21, 2017	44	Michael R. Cook October 5, 2016	122	Pierre H. Roseman May 9, 2017	477	David Oney September 12, 2017	618

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
John E. Romaine June 30, 2017	631	Albert A. Dewey July 24, 2017	720	Anthony V. Gargano September 2, 2017	834	Phil Algozzini September 12, 2017	USA829
Herbert K. Furuya July 25, 2017	665	Steven J. Bryant September 29, 2017	728	Adam Husenaj July 9, 2017	835	Frank Boros September 26, 2017	USA829
Jesse A.K. Martin August 12, 2017	665	Ernest R. Eells July 28, 2017	728	Iain Anderson September 10, 2017	871	G. Rolando Collazo August 2, 2017	USA829
David M. Grinstead September 15, 2017	680	Victor Perez July 22, 2017	728	Marjorie Mullen September 28, 2017	871	Lenore Doxsee June 8, 2017	USA829
Harold C. Landaker June 2, 2017	695	Charles I. Sefton September 1, 2017	728	Curt Bonn September 9, 2017	891	Edward Gallagher May 24, 2017	USA829
Don Sharpless August 2, 2017	695	Kenneth L. Spencer July 1, 2017	728	Cody Richard Cox July 2, 2017	891	Alan Kimmel June 8, 2017	USA829
Leahnore F. Bien May 29, 2017	700	Thomas Lancaster July 11, 2017	729	Hoka Duquette July 4, 2017	891	Catherine King August 8, 2017	USA829
William R. Butler June 4, 2017	700	Ernest G. Wheeler July 13, 2017	751	Clifford J. Elliott July 1, 2017	891	Michael A. Micinilio May 30, 2017	USA829
Michael L. Desanno September 29, 2017	700	Harvey R. Balderson August 13, 2017	772	Denise Love August 29, 2017	891	Thomas Picard September 29, 2017	USA829
Bernard Robinson September 29, 2017	700	John G. Crawford August 7, 2017	794	Fred Ransom July 2, 2017	891	Helen Pond July 26, 2017	USA829
Eric Zumbrunnen August 1, 2017	700	Letitia Hurley September 20, 2017	799	Mikayla Robson August 21, 2017	891	William B. Warfel May 31, 2017	USA829
Tom Numbers August 11, 2017	705	Michael C. Marcus September 10, 2017	800	Derrick Rockhill September 16, 2017	891	Peter West August 23, 2017	USA829
Donna Henderson September 10, 2017	706	Thomas E. Sanders July 6, 2017	800	Ophelia A. Garcia April 6, 2017	B66		
Kenneth Brown July 30, 2017	720	Mark E. Andrews September 25, 2017	820	Scott Gibson May 1, 2017	B192		

THANK YOU

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

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

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Brian Lawlor
Local No. 8
Local No. 161
Local No. 479
Local No. 700

In Memory Of
K. Keith Klemmt
K. Keith Klemmt
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Fund Contribution

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)

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UNITED STATES

ALABAMA

S 078 BIRMINGHAM-Laura Kilgore; iatse78secretary@gmail.com; P.O. Box 10251, Birmingham, 35202. (205-251-1312) Bus. Agt.: Mark Shumate.

S 142 MOBILE-Philip Tapia, P.O. Box 2492, Mobile, 36652. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: John Brown.

M 900 HUNTSVILLE-Howard L. Hicks, 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/PRESCOTT-Pamela Boyd, boyd336@gmail.com; 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy, iatse336@msn.com.

M 415 TUCSON-Deon A. Hill, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: Scott Stravitz.

TBSE 748 STATE OF ARIZONA-David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-491-6280). Bus. Rep.: Doni Shea D. Brown, iatse748busrep@gmail.com

ARKANSAS

M 204 LITTLE ROCK-Nikki M. Kelly, nmkelly50@yahoo.com; P.O. Box 69, El Paso, 72045 (501-960-4660) (Fax: 501-833-6153) Bus. Agt.: Jim Cozad, jcozad@lrsg.net.

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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) Randolph Pitkin, rpitkin@iatse33.com; (Legit) William Ford, Sr., bford@iatse33.com.

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

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, ia50secretary@sbcglobal.net; 1914 Terracina Drive, Suite 120, Sacramento 95834. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

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S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Marc Campisi; 303 Hegerberger Road, Suite 204, Oak-

land, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Omar Sabeh.

TBSE 119 SAN FRANCISCO BAY AREA-Liz Farkas, P.O. Box 911, San Carlos, 94070. (510-375-2417) Bus. Agt.: Daniel Nicholson.

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

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

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

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, 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)-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-678-0013) Bus. Agt.: Frederick Flores.

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

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

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

S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP-Windy J.Maxon, windylocal614@gmail.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 981-769-9160) Bus. Agt.: David Walker, 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)-Diane Adler; Nat'l 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.: Bob Iannaccone.

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

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

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

T&T 857 LOS ANGELES/ORANGE COUNTIES-Ann Simmons, 13245 Riverside Dr., #350, Sherman Oaks, 91423. (818-990-7107) (Fax: 818-990-8287) Bus. Agt.: Sergio A. Medina.

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

MPST 884 HOLLYWOOD-Monique Hernandez-Fisher, P.O. Box 6957, Burbank, 91015. (818-559-9797) Bus. Agt.: Doug Boney.

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.: Michael Regna, mregna4022@yahoo.com.

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

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

T 832 SAN JOSE-SANTA CLARA COUNTY-Lucinda Stride, P.O. Box 2832, Santa Clara, 95055.(408-464-3640) Bus. Agt.: Nancy Williams.

T 866 SACRAMENTO-Doris Goodwin, doris.goodwin@att.net; P.O. Box 19063, Sacramento, 95819. (916-927-5141) Bus. Agt.: Francina Stevenson, roncina@frontiernet.net.

AAE 8192 HOLLYWOOD-Nicole Miller, nicolemiller@b192iatse.org; 5250 Lankershim Blvd., Suite 600, N. Hollywood, 91601. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Kevin King.

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COLORADO

S 007 DENVER-David Arellano; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Bryant Preston.

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.-Casper Kob, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org. (970-226-2292) (Fax: 970-490-2292).

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T 87 DENVER-Kirsten Anderson, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

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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 Clark, IV, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Michael J. Sullivan, Jr.

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

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S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (302-652-4626) (Fax: 302-475-4903) Bus. Agt.: Kathie Pierson.

DISTRICT OF COLUMBIA

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

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) Bus. Agt.: David O'Ferral

TWU 772 WASHINGTON-Martha Timlin, Secretary@iatse772.org; 3940 Second Street, S.W., Washington, DC 20032. (703-402-8623) Bus. Agt.: Lynn Jackson.

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TSA B868 WASHINGTON-Vevica Tobias, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8520) Bus. Agt.: Lori Schwartz.

FLORIDA

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

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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).

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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-Charles Haigler, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: William Johnson.

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

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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.: Mac Brown.

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

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M 824 ATHENS—Peter Fancher, peterfancher@att.net; 160 Madison Street, Athens, 30601. (706-201-6123) Bus. Agt.: William Jackson, xwillbuildx@yahoo.com.

EE 834 ATLANTA—Danny Barrow, 4220 International Pkwy, Suite 200, Atlanta, 30354. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: Danny Barrow

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IDAHO

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S 138 SPRINGFIELD/JACKSONVILLE—Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-414-4244) Bus. Agt.: Noel Dalbey, ndalbeylocal138@comcast.net; 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA—Sarah Short, P.O. Box 6355, Peoria 61601. Bus. Agts.: Paul Showalter (Peoria), Kevin Paxton (Bloomington).

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

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

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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.

INDIANA

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

S 049 TERRE HAUTE—David G. Del Colletti, dcolletti@ma.rr.com; 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) Bus. Agt.: Dave Targett, davetargett@icloud.com.

S 102 EVANSVILLE—Mark Fehr, 13 Dreier Blvd., Evansville, 47712 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Steve VanMeter.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDS-VILLE—Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8038) Bus. Agt.: Rick D. Wilbanks (219-718-8037), ba125@frontier.com.

S 146 FORT WAYNE—Steve Tarr, 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—Gail Stroh, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPORT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE—Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0714) Bus. Agt.: Stephen Blair.

TBSE 317 INDIANAPOLIS—Int'l Representative-in-charge Francis O'Hern, 2911 W. Eastwood Ave., Chicago, IL 60625.

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK—Mark R. Sarris, 511 North Fess, Apt. 7, Bloomington, IN 47408. (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; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: William Lee, Omaha@iatse42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY—Linda Tweedy, gigilt@msn.com; 2000 Walker Street, Suite 1, Des Moines, 50317. (515-707-8567) Bus. Agt.: William R. Muniz, Billymuniz81@aol.com.

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—Bruce Croy, brucecroy@imnmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-521-2507). 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 Antolici, 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—Charles W. Campbell, st190@iatse.kscoxmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, ba190@iatse.kscoxmail.com.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE—Melinda McKenzie, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Matthew Dicken, iatse17@bellsouth.net.

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

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

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, melgag@aol.com.

LOUISIANA

S 039 NEW ORLEANS-Darrell Eik, milbeiko@aol.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-Steven Pyatt, 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Debra Graham.

SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

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

M 668 MONROE-Dan Saterfield, dsaterfield@yahoo.com; 401 Lea Joyner Memorial Expy, Monroe, 71201. (318-355-0522) 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) (Fax: 225-294-3024).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Stephen Price, sprice@maine.rr.com, P.O. Box 993, Portland, 04104 (207-657-7100) Bus. Agt.: Corey Anderson.

TBSE 926 AUBURN-Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-514-1338).

MARYLAND

S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (443-832-4950) Bus. Agt.: Bruce Holtman, Jr., businessagent19@gmail.com.

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

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

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) Bus. Agt.: David O'Ferrall

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

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-Carole Grimsley, stitcher.2@comcast.net; 7327 Springfield Avenue, Sykesville, 21784 (410-795-1254) Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-340-0049).

MASSACHUSETTS

S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD-Colleen Glynn,

152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

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

M 096 WORCESTER-Stephen Hafford, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068. (508-882-3339).

M 195 LOWELL, MA/NEW HAMPSHIRE-David Demers, P.O. Box 6642, Manchester NH 03108. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

T&T 753 BOSTON-Diane M. Blaskovich, ingenue107@aol.com; 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Debbie Holbrook, debba851@aol.com; 15 Bruce Street Tewksbury, 01876. (508-864-1913) Bus. Agt.: Debbie Holbrook.

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

APE B935 WORCESTER-Trustees Darius Pourfarzaneh and Keith Topor, 24 Carroll Hill Road, Charlton, 01507. (508-943-3626)

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.: Stasia Savage.

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

M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN-Gail Stroh, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

MPP, VT&CT 199 DETROIT-Paul Bratfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: George R. McCoy.

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

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

M 395 ANN ARBOR/MONROE-Mark Berg, markberg@iatse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380) 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 Aliko, raliko@nederlanderdetroit.com; 1253 Blaimoor Court, Grosses Pointe Woods, 48236. (313-350-8408) Bus. Agt.: Fred Schefsky, skifred@aol.com.

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, P.O. Box 16315, Baltimore, MD 21210. (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 Ostartag, Jamie_ostartag@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-Scott R. McGee, P.O. Box 9095, Rochester, 55903-9095. (651-235-7737) Bus. Agt.: Paul Sund, ba416iatse@gmail.com, (507-226-8926).

SM 490 STATE OF MINNESOTA-Edward Cohen, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) Bus. Agt.: Brian Simpson.

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

TBSE 745 MINNEAPOLIS-Mark Mulhollam, 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-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

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

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

M 616 MERIDIAN-Benny Eggler, abeggler@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 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/ STATE OF TENNESSEE-John Curtin, 70 West 36th Street,

Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

MISSOURI

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

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

MPP, AVE&CT 143 ST. LOUIS-Miron Vulakh, 1611 S. Broadway, St. Louis, 63104. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: Gordon J. Hayman.

MO 142 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, iatse421@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parthomski, iatse421@att.net.

SM 493 STATE OF MISSOURI-Greg Goad, 5214 Chipewa 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.: Gigi Deluca, gigipdeluca@gmail.com; 1025 West Clay Street, Collinsville, IL 62235 (618-531-5427).

TWU 810 KANSAS CITY-Shawn Sorrell, 4213 Kenwood Avenue, Kansas City 64110. (816-225-6131) 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@golterman.com.

MONTANA

M 240 BILLINGS-Deborah J. Richard, rimrockstagehandshinc@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; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: William Lee, Omaha@iatse42.org.

M 151 LINCOLN-Eugene Trausch; P.O. Box 30201, Lincoln, 68503-0201. Bus. Agt.: Daniel Buckley.

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.: Terence Solon.

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

NEW ENGLAND AREA

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

NEW HAMPSHIRE

M 195 LOWELL, MA./NEW HAMPSHIRE-David Demers, P.O. Box 6642, Manchester, NH 03108. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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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, 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.

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, stagehands@yahoo.com.

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

CHE 917 ATLANTIC CITY-Gilda Passarella, ia917sec@comcast.net; 507 Hilltop Drive, Galloway, 08205. (609 380-2615) (Fax: 609-380-2615) Bus. Agt.: Darrell Stark, ia917ba@comcast.net.

NEW MEXICO

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Arthur Amdt, 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-J. Frank Garcia, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-672-7909) Bus. Agt.: Jon Hendry.

TWU 869 ALBUQUERQUE-Aimee Deans, 3707 Comanche Road, NE Albuquerque, 87110. (575-770-2296) Bus. Agt.: Ann Schreiber (505-247-8474).

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-Caleb Haines, P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Keith Russell, karuss01@aol.com, (315-481-6327).

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

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