

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 655
FIRST QUARTER, 2017

Bulletin



68th Quadrennial Convention

HOLLYWOOD, FLORIDA
JULY 17-21, 2017

INSIDE: ▶ COUNTDOWN TO THE CONVENTION ▶ WOMEN'S MARCH

Stand Up, Fight Back!

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

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

Help Support Candidates Who Stand With Us!

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

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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

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

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

Print Name _____ **Email** _____ **Phone Number** _____

Home Address _____ **City** _____ **State/Zip Code** _____

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

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

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

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

THE OFFICIAL IATSE BULLETIN

NUMBER 655 • FIRST QUARTER 2017

Features

- COUNTDOWN TO THE CONVENTION** 10
Hollywood, Florida, July 17 – 21, 2017
- REPORT OF THE GENERAL EXECUTIVE BOARD MEETING** . . . 20
New Orleans, Louisiana, January 30 – February 3, 2017

Departments

- PRESIDENT'S NEWSLETTER** 5
- GENERAL SECRETARY-TREASURER'S MESSAGE** 7
- IATSE AND LABOR MOVEMENT NEWS** 8
- SAFETY ZONE** 66
- EDUCATION & TRAINING** 68
- CREW SHOTS** 78
- TRADESHOW** 80
- STAGECRAFT** 82
- BROADCAST** 84
- MOTION PICTURE & TELEVISION PRODUCTION** 86
- ACTIVISTS CORNER** 88
- LOCAL UNION NEWS** 89
- IN MEMORIAM** 94
- DIRECTORY OF LOCAL SECRETARIES AND BUSINESS AGENTS** 97



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IATSE Local 764 organized three full buses of more than 150 members to travel from New York to D.C. for the Women's March on Washington! The IATSE wishes to thank Justin LeBlanc, Local 600, International Representative Peter Marley, and all of the IA Locals that sent in photos from the Women's March.

FIND US ONLINE



Visit us on the Web: www.iatse.net



IATSE: www.facebook.com/iatse

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



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



IATSE Training Trust Fund: www.iatsetrainingtrust.org

Stay the Course

As we move forward toward our 68th Convention this July, there is much uncertainty about future policy that relates to workers, the interests of unions and causes that the IATSE and unions in general support. It is a time when serious analysis of our priorities must be made, and strategies formed, to secure the best outcomes for the members and their families.



[@matthewloeb](#)

But remember, as is often the case, change also presents some opportunities which can be capitalized upon. And, of course, the things that have always made unions strong like market share and density in our industries, growth that brings us strength, training in craft and safety so we remain the go-to labor force, solidarity and making our voices heard, remain the bedrocks of our success.

Some of the likely challenges ahead include:

- Unions under a new administration will likely face more stringent and resource-consuming audits and investigations. This burden will be particularly pronounced for smaller Locals
- New legislation potentially including national “right-to-work”, paycheck deception, prevailing wage and voter suppression. A number of actions have begun at the state level already.
- Healthcare, medicare and social security have been targeted by some
- Budget and tax policy benefiting the very rich
- Cabinet and Supreme Court nominations

Some opportunities include:

- The U.S. withdrawing from the Transpacific Partnership trade agreement that would be damaging to U.S. jobs and

the economy (already done)

- Some tax proposals that may lend toward a more fair system
- Investment in infrastructure that will create jobs and improve systems like bridges, tunnels, roads and airports

The IATSE and the labor movement will remain actively engaged to identify and protect the interests of its members. We in the IA are uniquely situated to not just survive, but to succeed. Throughout the attacks on labor in the past several years we have grown considerably. Our industries are flourishing. An IA card is a credential and we’ve added tremendous value to membership through training, strong leadership and good contracts. But in order to continue to prosper we must do what we’ve always done: fight for a fair shake. And the best way to do that is with our tremendous skills and abilities, bringing the world the wonder of entertainment in a safe and professional manner. Finally, we must continue to grow, redoubling organizing efforts and bring qualified technicians and artisans into membership so that we build strength, as opposed to competition through exclusion. We certainly face challenges ahead, but we’ve overcome obstacles to our success since 1893 and, as we stand together, we shall face the future focused and determined on behalf of the membership.



OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Diplomat Resort, 3555 South Ocean Drive, Hollywood, Florida 33019, at 10:00 a.m. on Monday, July 10, 2017, and will remain in session through and including Friday, July 15, 2017. 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 Diplomat Resort by calling 1-855-689-2911. Guest room rate for the IATSE is \$199.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

The 68th Quadrennial Convention will convene the week immediately following the Board meeting. In accordance with Article Eleven, Section 8 of the International Constitution, the General Executive Board shall act as the Credentials Committee.

Cut-off date: June 6, 2017

ONLINE HOTEL RESERVATIONS

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

QUARTERLY REPORTS

As a reminder to all local union Secretaries, Article Nineteen, Section 7 of the International Constitution and Bylaws mandates that Quarterly Reports are due no later than thirty (30) days following the end of each quarter. Therefore the 1st Quarter Report for 2017 was due no later than April 30th and the 2nd Quarter Report for 2017 will be due no later than July 30th.

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.



Countdown To The Convention

As we approach our 68th Quadrennial Convention, you will find that this issue of the Official Bulletin contains a substantial amount of Convention-related information

Answers to many of the most frequently asked questions and additional convention information is contained on pages XX to XX of this issue. In addition, all delegates are advised to review Articles Three through Five of the International Constitution in order to better familiarize themselves with Convention procedures.

Preparations for the Convention have been taking place in the General Office for many months, but before the delegate credential packages can be mailed, all local unions intending to send delegates to the Convention must fulfill two key requirements.

First, the General Office must have received all Quarterly Reports, up to and including the 1st Quarter Report for 2017. Although Article Nineteen, Section 7 of the International Constitution allows for that report to be filed as late as April 30th, we cannot complete our calculation of the average membership size between conventions until the 1st Quarter Report for 2017 is received. Once the calculation is made, the number of delegates and votes each local union is entitled to can be determined and the appropriate number of credential packages can be assembled.

Second, each local union must have purchased at least twice the number of 2017 per capita stamps as the numbers reported on the 1st Quarter Report for 2017. Article Three, Section 5 of the International Constitution requires that local unions must purchase per capita stamps for all quarters up to and including the quarter that precedes the Convention.

Since the 2nd Quarter Report for 2017 is not technically due until July 30th, the numbers reported on the 1st Quarter Report are doubled and used as an estimate in order to calculate good standing for the Convention.

Once these two requirements have been met, the delegate credential packages will be sent to each local union. The package will contain the delegate's credential as well as a host of additional information, including airline reservation and hotel information. Delegates are encouraged to return their credentials to the General Office as soon as possible. Only when credentials are received in the General Office, will delegates be able to make airline reservations on the IA Master Airline Account and be eligible for committee assignments.

When making reservations, delegates are reminded that the District Conventions (see page XX) precede the International Convention and that in the afternoon of Saturday July 15th there will be two alternating education sessions available for all delegates. There will also be a new delegate orientation session on Saturday evening.

In accordance with Article Thirteen, Section 1 of the International Constitution and Bylaws, a local union that is not in good standing with their District is deemed not in good standing with the Alliance and therefore not eligible to attend the International Convention. Local union officers are advised to verify with their District Secretary that the Local is in good standing.



JAMES B. WOOD

Federal & Provincial Culture Ministers Visit Calgary Film Sets

The IATSE was thrilled to see the support from both federal and provincial ministers for our industry during a Calgary set visit. On January 23, the Minister of Canadian Heritage, Mélanie Joly, and Alberta's Minister of Culture and Tourism, Ricardo Miranda visited the sets of two television series; Wynonna Earp and Fargo.

The IATSE was able to work with our Canadian lobbyist, Isabel Metcalfe, to arrange the visits and coordinate the permissions and schedule with both productions and the Calgary Film Centre – all in a very short period of time. International Vice Presidents John Lewis and Damian Petti hosted the Ministers and engaged them in discussion about our job-producing industry and what government could do to support it.

At the request of both Ministers, social media played a large role in promoting the visits, with Twitter, Facebook, and Instagram being used. Even Rachel Notley, Alberta's Premier, was tweeting about the event. The Min-

isters themselves used social media to celebrate the IATSE members who were nominated for six Canadian

screen awards. A fantastic collaboration of industry and government.



International Vice President/Director of Canadian Affairs John Lewis (2nd from left) and International Vice President Damian Petti (far right) joined local producers to provide Federal Heritage Minister Mélanie Joly (2nd from right) and Alberta Culture & Tourism Minister Ricardo Miranda (3rd from left) an opportunity to tour two Calgary film sets.

AN INVITATION TO ALL CONVENTION DELEGATES AND GUESTS, PLEASE JOIN THE IATSE WOMEN'S COMMITTEE AS IT PRESENTS...



“A celebration of the Unlimited Potential of IATSE Women”

Featuring video presentations, guest speakers and social networking

Sunday, July 16th at the Diplomat Resort Hotel

4:00p.m. – 6:00 p.m. Event in the Regency Ballrooms

6:00p.m. – 7:00p.m. Reception in the Diplomat ballrooms 1, 2 & 3

IATSE PARTICIPATES IN SECOND ANNUAL CLC NATIONAL LOBBY DAY

On February 7, IATSE members participated in the largest day of lobbying in the history of the Canadian Labour Congress. The IA passed labour's message to MPs and Senators to stop Bill C-27 from eroding pension security, to create a Na-

tional Pharmacare Program, and to finally legislate pay equity in Canada. In total, labour had 361 participants in 161 meetings, and 12 of those participants were proudly IA. There was representation from Locals 210, 461, 514, 856, 873, 891,

and the International. At the conclusion of a day of lobbying, the government announced that it would freeze anti-pension Bill C-27, and would hold consultations on the bill. The power of the people!



From left to right Lori Mayhew (COPE), James Sadlemyer (UNIFOR), Sheila Malcolmson (MP for Nanaimo-Ladysmith) Kelly Moon (IATSE CLC Delegate) and Saichung Simon Lau (UNIFOR)



From left to right International Vice President and Director of Canadian Affairs John Lewis, a representative from Legal Aid Ontario Ari Virani (MP for Parkdale-High Park) and Ferne Downey (ACTRA National President)

NEW YORK STATE AFL-CIO ANNUAL LABOR CELEBRATION



On December 15, 2016, at the Sheraton NY Times Square Hotel, New York Governor Andrew Cuomo took time out from the Labor Celebration for a photo op with the IA delegation. From left to right, back row: Local 798 Business Representative Dan Dashman, President of Local 751 Lawrence Paone, Assistant Director of Stagecraft Department Joe Hartnett, Local 764 Business Representative Leah Okin, Governor of new York Andrew Cuomo, General Secretary-Treasurer James Wood, General Counsel Samantha Dulaney, International Representative/Co-Director of Stagecraft Department Tony DePaulo and Local 600 Representative David Blake. Front row, Local 161 Business Agent Colleen Donohue, and Local 798 Business Representative Rosemarie Levy.



68th Quadrennial Convention



**HOLLYWOOD,
FLORIDA
JULY 17-21, 2017**

COUNTDOWN TO THE CONVENTION

In accordance with Article Three, Section 1 of the International Constitution, this Alliance shall meet in Convention from July 17-21, 2017 in Hollywood, Florida, at the Diplomat Resort.

The following pages provide some information which may be useful to delegates preparing to participate in the 68th Quadrennial Convention. Also be sure to refer to the Message of the General Secretary-Treasurer on page 7 of this issue of your Official Bulletin for additional Convention-related details.

DISTRICT CONVENTION SCHEDULE

Conventions of all thirteen Districts of the Alliance will be held at the Diplomat Resort Hotel in Hollywood, Florida, on Sunday, July 16, 2017. Listed here is a schedule of the start times of each District Conventions and the respective meeting rooms.

DISTRICT NO. 1

(Montana, Idaho, Oregon,
Washington & Alaska)

Secretary-Treasurer:

Delia Mulholland

10:00 a.m.,

Room 303

DISTRICT NO. 2

(California, Nevada,
Arizona & Hawaii)

Secretary-Treasurer:

Ed Brown

9:00 a.m.,

Atlantic Ballrooms 1, 2 & 3

DISTRICT NO. 3

(Maine, New Hampshire,
Vermont, Massachusetts, Rhode Island
& Connecticut)

Secretary-Treasurer:

John Gates

10:00 a.m.,

Rooms 212-213

DISTRICT NO. 4

(Pennsylvania, Delaware,
Maryland, Virginia, West
Virginia & District of Columbia)

Secretary-Treasurer:

John Page

9:30 a.m.,

Diplomat Ballroom 5

DISTRICT NO. 5

(Wyoming, Colorado,
Utah & New Mexico)

Secretary-Treasurer: Doug Acton

10:00 a.m., Room 220

DISTRICT NO. 6

(Texas, Oklahoma & Arkansas)

Secretary-Treasurer: Steve Belsky

10:00 a.m., Room 214

DISTRICT NO. 7

(Tennessee, Alabama, Georgia,
North Carolina, South Carolina,
Mississippi & Louisiana)

Secretary-Treasurer:

Andrew Oyaas

9:30 a.m.,

Diplomat Ballroom 2

DISTRICT NO. 8

(Michigan, Indiana, Ohio & Kentucky)

Secretary-Treasurer:

Michael Lehane

9:30 a.m.,

Regency Ballroom 1

DISTRICT NO. 9

(Wisconsin, Iowa, Illinois, Missouri,
Minnesota, North Dakota, South
Dakota, Nebraska & Kansas)

Secretary-Treasurer:

Chris Gauthier

9:30 a.m.,

Diplomat Ballroom 1

DISTRICT NO. 10

(New York & New Jersey)

Secretary-Treasurer:

John K. Hill

9:00 a.m.,

Regency Ballroom 2

DISTRICT NO. 11

(Ontario, Quebec, Prince
Edward Island, Nova Scotia,
New Brunswick, Newfoundland
& Labrador)

Secretary-Treasurer:

Cheryl Batulis

9:00 a.m.,

Diplomat Ballroom 3

DISTRICT NO. 12

(Manitoba, Saskatchewan,
Alberta, British Columbia,
Yukon, Northwest Territories
& Nunavut)

Secretary-Treasurer:

Peter Gerrie

9:00 a.m.,

Diplomat Ballroom 4

DISTRICT NO. 14

(Florida, Puerto Rico &
the U.S. Virgin Islands)

Secretary-Treasurer:

Kimberly Holdridge

9:00 a.m.,

Regency Ballroom 3

CONVENTION RESOLUTIONS

For the past several Conventions we have called your attention to the fact that your Local must make certain that its Convention Resolutions are submitted to the General Office at least fifteen (15) days prior to the opening of the Convention.

When resolutions are properly submitted, in accordance with Article Three, Section 8 of the International Constitution, it allows us to compile them and have them printed and bound in pamphlet form so they can be placed in the Delegate's kits.

The placing of the printed resolutions in the Delegate's kits affords sufficient time to study them, so a Delegate may appear before the appropriate committee and speak on the resolutions. Only in this manner can resolutions be properly handled.

The submission of all resolutions to the General Office at least fifteen (15) days prior to the opening of the Convention will also enable the resolutions to be referred to the proper committee in order that they will have sufficient time to act upon them and report to the Convention in a timely manner.

It is not necessary to hold your resolution for a District endorsement. However, if your Local wants that endorsement you should send the resolution to the General Office so it can be printed and ready for committee referral and then take a copy to your District meeting for its endorsement.

If you desire to have the action of the District presented to the convention, it must be submitted to the General Office by 6:00 p.m. of the opening day.

All resolutions must be submitted in duplicate and in typewritten form in order to be acceptable.

RESOLUTIONS COMMITTEE 68th Quadrennial Convention



2005

2009

2013

PAST CONVENTIONS

1st.....	New York, NY	1893	35th	Louisville, KY	1940
2nd	Chicago, IL	1894	36th	Columbus, OH.....	1942
3rd	Boston, MA	1895	37th	St. Louis, MO.....	1944
4th	Detroit, MI.....	1896	38th	Chicago, IL	1946
5th	Buffalo, NY	1897	39th	Cleveland, OH.....	1948
6th	Omaha, NE	1898	40th	Detroit, MI.....	1950
7th	Cincinnati, OH	1899	41st.....	Minneapolis, MN	1952
8th	Brooklyn, NY	1900	42nd	Cincinnati, OH	1954
9th	Toledo, OH	1901	43rd	Kansas City, MO.....	1956
10th	Norfolk, VA.....	1902	44th	St. Louis, MO.....	1958
11th	Columbus, OH.....	1903	45th	Chicago, IL	1960
12th	Milwaukee, WI	1904	46th	Las Vegas, NV.....	1962
13th	Pittsburgh, PA.....	1905	47th	Louisville, KY.....	1964
14th	Boston, MA.....	1906	48th	Detroit, MI.....	1966
15th	Norfolk, VA.....	1907	49th	Kansas City, MO.....	1968
16th	Minneapolis, MN	1908	50th	Cincinnati, OH	1970
17th	Springfield, OH.....	1909	51st.....	Milwaukee, WI	1972
18th	Washington, DC	1910	52nd	Los Angeles, CA	1974
19th	Niagara Falls, NY	1911	53rd	Minneapolis, MN	1976
20th	Peoria, IL	1912	54th	Hollywood, FL	1978
21st.....	Seattle, WA.....	1913	55th	Hollywood, FL	1980
22nd	Chicago, IL	1915	56th	Winnipeg, MB.....	1982
23rd	Cleveland, OH	1917	57th	Bal Harbour, FL	1984
24th	Ottawa, ON.....	1919	58th	Hollywood, FL	1986
25th	Cleveland, OH	1920	59th	Reno, NV	1988
26th	Cincinnati, OH.....	1922	60th	Hollywood, FL	1990
27th	Cincinnati, OH	1924	61st.....	New York, NY.....	1993
28th	Cleveland, OH	1926	62nd	Miami, FL.....	1995
29th	Detroit, MI.....	1928	63rd	Toronto, ON	1998
30th	Los Angeles, CA	1930	64th	Chicago, IL	2001
31st.....	Columbus, OH.....	1932	65th	Honolulu, HI	2005
32nd	Louisville, KY.....	1934	66th	Orlando, FL	2009
33rd	Kansas City, MO.....	1936	67th	Boston, MA.....	2013
34th	Cleveland, OH	1938			



HOTEL INFORMATION

Mid-Summer General Executive Board Meeting

July 10 – 14, 2017

Education Sessions

July 15, 2017

District Conventions

July 16, 2017

68th Quadrennial Convention

July 17 - 21, 2017

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The 68th Quadrennial Convention will convene the week immediately following the Board meeting. In accordance with Article Eleven, Section 8 of the International Constitution, the General Executive Board shall act as the Credentials Committee.

Reservation cut-off date: June 6, 2017

SAVE THE DATE

IATSE EDUCATION & TRAINING DEPARTMENT PRESENTS

**Developing a Craft Skills
& Safety Training Program
in Your Local Union
IN ATLANTIC BALLROOMS 2-3**



**Developing a Leadership
Training Program in
Your Local Union
IN DIPLOMAT BALLROOMS 2-3**

SATURDAY, JULY 15, 2017

4:00 – 7:00 p.m.

**IATSE 68TH QUADRENNIAL CONVENTION
THE DIPLOMAT RESORT**

What To Know

Local Union Representation

Article Three, Section 3 of the International Constitution states in part: "Each affiliated local in good standing shall be entitled to one delegate for its charter and one additional delegate for every one hundred members, or major portion thereof, based on the average membership upon which per capita tax has been paid for the period between Conventions."

The following chart can be utilized for easy reference:

Average Membership	Delegates
up to 50	1
51-150	2
151-250	3
251-350	4

(continue in similar fashion)

Special Department local unions should be aware that although the number of votes they are entitled to is in accordance with the above, only one-third (rounded to the next higher whole number) of the number of delegates are entitled to be sent to the Convention at the expense of the Alliance.

Credentials

The President and Secretary of the Local as well as the delegate must sign the credential certificates. The original (white) credential certificate is to be given to the delegate and the duplicate (gold) credential certificate must be mailed to the General Office in New York. Failure to complete the credentials in their entirety will result in the credentials being returned.

Do not enter both the name of the delegate and the alternate delegate on a single credential. If an alternate represents the local union, the Local must request a new Delegate's Credential or, if there is insufficient time, a letter from the Local designating the alternate as a delegate must be provided.

In order to complete the registration process, delegates are required to file the original (white) credential certificate with the Office of the General Secretary-Treasurer upon arrival in Hollywood.

Alternate Delegates

Alternate delegates must be elected in the same manner as primary delegates i.e. by secret ballot. In a situation where both the primary and alternate delegates are unable to attend the Convention, the Local can, by secret ballot, elect another delegate. If there is insufficient time to hold another election, the membership of the Local may assign the vote(s) of the absent delegate to another duly elected delegate, or if there is none, may designate the next highest candidate for delegate to attend the Convention.

Orientation For New Delegates

In keeping with past Convention practice, the Orientation for New Delegates meeting will be held on Saturday, July 15, 2017 at 7:00 p.m. in Diplomat Ballrooms 1,2 & 3. This meeting will provide all new delegates with an overview of the schedule for Convention Week, as well as provide a forum for new delegate's questions to be answered regarding procedures and policies of the upcoming Convention.

Convention Memorial Service

As part of our 68th Convention, an Interfaith Memorial Service will be held during Convention week. This Service memorializes our departed brothers and sisters. A Memorial Booklet will be printed with the names of deceased brothers and sisters, and distributed at the Service. This Booklet is compiled from local unions' Quarterly Reports from the last Convention.

Notice To 50-Year Delegates

Any member of the Alliance who was a delegate to the 1966 International Convention in Detroit, Michigan and will also be a Delegate to the upcoming 2017 Convention, is urged to send in your credentials as early as possible in order that your 50-year Delegate Award can be prepared. Please include a note along with the credential indicating that you will be a 50-year delegate

Frequently Asked Questions

What are the dates of the Convention?

The Convention will convene on Monday, July 17 and conclude on Friday, July 21, 2017. There will be a General Executive Board meeting the week preceding the Convention from July 10 – 14, 2017.

When do I get my credentials packet?

Credentials packets will be mailed out to all local unions in April, only if the Local has submitted the Quarterly Report for the 1st Quarter and purchased per capita stamps for the 1st and 2nd quarters. Delegates elected by their Locals will receive their credentials thereafter.

When should I arrive?

There will be two Education Sessions on Saturday, July 15th as well as the Orientation for New Delegates. All District Conventions will be held in the morning of Sunday, July 16th. An IATSE-PAC Reception will be held on Sunday night (Contributions are required for those that attend).

When Can I Register as a Delegate?

Registration begins on Thursday, July 13, 2017 and will continue until Wednesday, July 19, 2017. Hours of the Registration office will be posted.

What do I need to Register?

If you are registering at the Convention, you will need to bring with you the original Credential (white copy), W-9 form, Convention Transportation and Per Diem Bill and a copy of your airline ticket (unless you have booked your ticket on the Master Account).

Does the IA pay for my hotel room?

While the International does not directly pay hotel costs, the compensation monies are what most delegates use to pay for accommodations.

Can I leave the Convention early?

The Election of Officers is Friday, July 21, 2017 from 8:00 a.m. to 12:00 p.m. In order to be eligible to collect compensation and transportation a delegate must be able to prove that they have voted in the election if one has been held.

How much is the Compensation?

Each duly accredited delegate shall be entitled to collect compensation at the rate of \$150.00 per day with a maximum of ten days. The total compensation (\$1,500.00) shall include all ground transportation and incidentals, during service as a delegate. It is possible that the Audit and Finance Committee may recommend an increase in this amount.

When can I make my travel arrangements?

In order for a delegate to have the charges for an airline reservation charged to the IATSE Master Account, the Duplicate (gold) copy of the credentials must have been received in the General Office.

The “2017 Convention” section of the I.A.T.S.E. website (www.iatse.net) contains an airline reservation form that needs to be completed if you want the cost of your ticket to go on the Master Account. Once verification has been made that you are a registered delegate and your credentials have been received, the information will be forwarded to the travel agent. Upon completion of the reservation, the cost of the airline ticket will go on the IATSE Master Account and an email confirmation will be sent to you.

You may make your travel arrangement now, but you would be responsible for payment and would not be reimbursed until after the Convention.



IATSE PARTICIPATES IN WOMEN'S MARCH

On January 21st, 2017, history was made. In cities of all sizes, in countries around the world, on every continent, millions of people marched in solidarity with the Women's March on Washington.

And IATSE members showed up in support of human rights, workers' rights, and women's rights. We are proud and inspired by you.

Here are a just a few photos of our fellow sisters and brothers from Women's Marches in the U.S. and Canada (let us know if we missed your Local in one of the photo captions at comms@iatse.net). This March is just the beginning of the fight for workers' rights and to fix an economy out of balance.





GENERAL EXECUTIVE BOARD MEETING

CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, January 30, 2017 in the Esplanade Ballroom of the Le Meridien, New Orleans, Louisiana.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES, First Vice President

THOM DAVIS, Second Vice President

ANTHONY DEPAULO,

Third Vice President and

Co-Director of Stagecraft

DAMIAN PETTI, Fourth Vice President

MICHAEL F. MILLER, JR.,

Fifth Vice President and

Director of Motion Picture
and Television Production

DANIEL E. DI TOLLA,

Sixth Vice President and

Co-Director of Stagecraft

JOHN R. FORD, Seventh Vice President

JOHN M. LEWIS,

Eighth Vice President and

Director of Canadian Affairs

CRAIG P. CARLSON,

Ninth Vice President

WILLIAM E. GEARNS,

Tenth Vice President and

Director of Tradeshow
and Display Work

PHIL LOCICERO,

Eleventh Vice President

C. FAYE HARPER,

Twelfth Vice President

COLLEEN GLYNN,

Thirteenth Vice President

In addition to the members of the Board, those present included: International Trustees Carlos Cota, Thomas Cleary and Patricia A. White; CLC Delegate Kelly Moon; Assistant to the President Sean McGuire; Director of Communications Emily Tao; Director of Broadcast Sandra England; Political/Legislative Director J. Walter Cahill, Assistant Political/Legislative Director Erika Dinkel-Smith; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher "Radar" Bateman, Steve Belsky, Jim Brett, Dan'l Cook, John Culleen, Peter DaPrato, Jamie Fry, Ron Garcia, David Garretson, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders, Lyle Trachtenberg, Jason Vergnano, and Retired Representative Barny Haines; Staff members Leslie Rosales, Asha Nandlal, Alejandra Tomais, Marcia Lewis, MaryAnn Kelly and James Rainey, Jr.

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

ilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 39, New Orleans, LA; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 63, Winnipeg, MB; 80, Hollywood, CA; 110, Chicago, IL; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Pittsburgh, PA; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands;

500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 540, Baton Rouge, LA; 592, Saratoga Springs, NY; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 748, State of Arizona; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; 828, Province of Ontario; 834, Atlanta, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B27, Cleveland, OH; B29, Philadelphia, PA; and B173, Toronto-Hamilton, ON.

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 39, 161, 478, 600, 700, 798, 800, 840, and USA 829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to New Orleans, Louisiana. On behalf of the Host Locals, International Vice President and President of Local 478, Phil LoCicero thanked the General Executive Board for the opportunity to host this meeting. He assured the Board that the Host Locals would provide any and all assistance to ensure a pleasant visit and successful meeting.

President of the Louisiana AFL-CIO Louis Reine also welcomed the Official Family to the city of New Orleans at the Host Local Breakfast on Monday morning. President Reine stated that Local 478 has met with many legislators and educated them on creating good paying jobs in the entertainment industry and what they provide for the citizens of New Orleans. He continued by saying "As a true labor movement, we will continue fighting and

never give up. That's what we were built for – to take the challenges and fight for our members."

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

INTRODUCTIONS

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

Jacob White, Associate West Coast Counsel

Jake White joins us from Weinberg, Roger & Rosenfeld, a Union-side law firm in California. Jake began working for the firm right out of law school, in 2009. He became the first person in firm history to handle an arbitration prior to receiving his bar results. It was the first of approximately 200 arbitrations he handled while at the firm. At Weinberg, Roger & Rosenfeld, Jake focused on traditional labor law, representing Unions in both the public and private sector. In 2013, he helped convince the California Supreme



Representatives of the Host Locals welcome the Official Family and all attendees to New Orleans.

Court that public employers must provide Unions with employee contact information, regardless of their membership status.

Jake received his law degree from California Western School of Law, in San Diego, where he concentrated on employment and labor law. During law school he clerked at the California Department of Fair Employment and Housing in both San Diego and Los Angeles. He received his bachelor's degree in political science from the University of California, Santa Barbara, where he minored in United States History.

Jake is married and has two young daughters. His wife, Aiyana, is a screenwriter, and currently works on Incorporated on the Syfy Network.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Summer Meeting – July 18-22, 2016 – San Francisco, California

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Summer meeting of the Board held in San Francisco, California, the week of July 18-22, 2016.

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

REPORT OF THE GENERAL SECRETARY-TREASURER

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

68th Quadrennial Convention Preparations

The International Convention will take place this July at the Diplomat Hotel in Hollywood, Florida. The mid-summer meeting of the General Executive Board

will precede the Convention and take place from July 10-14, 2017 and the Convention itself will take place from July 17-21, 2017. All District meetings will occur in the morning of Sunday, July 16, 2017.

Delegate credential packages will start being sent to local unions in April. In order for a local union to receive their delegate packages they must have remitted per capita payments for both the first and second quarters of 2017 (an amount at least equal to twice the number of members reported on their 1st Quarter Report for 2017) and they must have submitted the 1st Quarter Report for 2017.

Only after the delegate credentials have been completed and returned to the International will a delegate be eligible to make an airline reservation on the IA Master Account. Airline reservations must be made in accordance with the International Constitution and Bylaws, which limits reimbursement to the price of 30-day advance ticketing. The most convenient airport to the hotel is the Fort Lauderdale-Hollywood International Airport. Delegates driving to the Convention will be reimbursed at the lesser of either the IRS 2017 mileage rate of \$0.535 per mile or the average airfares of their delegation or local unions in their area.

Reservations at the Convention hotel do not require completed delegate credentials and should be made as soon as possible because the availability of rooms at the convention hotel is limited to the block negotiated. The rate is \$199.00 per night single/double occupancy. A link to the Diplomat Hotel reservation site is available on the International's website under the Member Resources/Events tab. By the end of March there will be a specif-

ic link to the Convention-specific website that will contain all convention related information. In addition, the next two issues of the Official Bulletin will contain a large amount of convention information.

For the first time, this convention will allow delegates to select an electronic option for all of the printed material. The information and registration form for this option will be contained in the delegate credential packages.

If local unions have questions in regard to the number of delegates they are entitled to for the Convention that information is available at this meeting or local unions can contact the Finance Department.

Financial Update

In only a few months, the International will once again complete another fiscal year. The auditors will perform their April 30, 2017 year-end review and in keeping with past practice, the results will be published in the Report of the General Secretary-Treasurer that will be presented at the Convention.

It is expected that the Convention Fund will be more than adequately funded to cover the necessary airfare and delegate per diem expenses. As has been the case since 2002, the General Fund will continue to be in the black and barring any unexpected major battles the Defense Fund is also expected to be in a positive year-end position.

The International continues to allocate substantial financial resources to organizing, training/education and servicing of our local unions, but the continued growth of our membership has resulted in revenue in excess of budget projections. The number of membership applications

processed in the General Office during 2016 was 9,868 which was a historic record and surpassed the previous record established in 2015 by 8.4%. The total membership of the Alliance now stands at 132,122 which compares to 115,689 in January 2013, a 14.2% increase.

Local Union 2017 Supplies

The process of sending the 2017 supplies and membership cards to our local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2016 and purchased the necessary amount of per capita stamps for 2016.

As of the commencement of this General Executive Board meeting, all but 32 of our 370 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2017 supplies and membership cards.

Local unions that have not received their 2017 supplies should contact the General Office to determine which issues need to be resolved.

Information Technology

During the Summer General Executive Board Meeting in San Francisco it was reported that the International was in the process of installing fiber optic internet in the General Office. The project has now been completed and is providing a guaranteed speed of 100 MBPS up and down and increased reliability. This has led to increased productivity and improved quality for video conferencing.

The Finance and Member system database look has been upgraded and now matches the International's more mod-

ern look and color scheme so that there is now continuity between the public site and the database site that is used by staff and local unions.

The member events functionality for the database is now fully operational and is being used by our various departments to track our members involvement with LEAP, the Officer Institutes and other training initiatives.

Finally, the General Office rapidly moving into full convention preparation mode and work is continuing on the previously mentioned convention website and the ability to provide a paperless convention experience for interested delegates. There are also enhancements being made to the internal database Convention program in order that registration etc. will run smoothly.

In other Finance Department News,

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During 2016, royalty payments totaling \$249,026 were received.
2. The International continues to charge fees for consultation responses for INS Visas. During 2016 over \$1.1 million in fees were collected.
3. Local unions will note that on the 2017 order blanks that were included in the supplies a new item is available for order. The long-standing IATSE lapel pin with the local number in the middle is now also available with pink enamel instead of white in recognition of our Sisters in the IATSE.

International President Matthew D. Loeb noted that the continuous sustained growth in the International's member-

ship is a testament to the quality leadership of the International's General Executive Board and various Locals. President Loeb concluded his remarks by thanking General Secretary-Treasurer Wood and his staff for their work in preparation for the 68th Quadrennial Convention.

APPEARANCE: LOUISIANA GOVERNOR JOHN BELL EDWARDS

The IATSE was honored to be welcomed to New Orleans by Governor John Bell Edwards. Governor Edwards remarked that the International was one of a few labor unions that is growing, indicating that the IATSE is "showing value and is benefiting from grass-roots" support.

He told the attendees that 2016 had been a challenging year for Louisiana given the historic flooding and the unfortunate incidents in Baton Rouge involving law enforcement and minority communities. Even so, Louisiana achieved many accomplishments last year including assisting flood victims; encouraging difficult conversations between communities of color and police to urge mutual respect; whittling down a two-billion-dollar budget shortfall and extending the Medicaid program so that 385,000 working poor might have access to health insurance. With regard to the latter, the Governor reported that this extension was actually saving lives by intervening before a catastrophic illness. Indeed, access to health coverage resulted in recipients being able to continue to work and to maintain their productivity which not only supports workers' families but the state as well. Governor Edwards said that his focus on broadening the Medicaid

program in Louisiana emanates from his concern for working people. He told attendees that his wife, Donna, is a public school teacher and a proud union member.

Governor Edwards noted that the budget shortfall had posed a challenge for lawmakers and efforts to preserve the Motion Picture Investor Tax Credit. Nevertheless, despite its budgetary challenges, Louisiana maintained the credit, modifying it only to impose a \$180-million-dollar cap. (He noted that the most that had been paid out in any previous year was \$184 million dollars.) The Governor is hopeful that the modification will make the tax credit sustainable and is looking forward to its continuation.

As he concluded his remarks, Governor Edwards expressed his sincere appreciation to the International for holding its Board meeting in New Orleans and wished the attendees a productive conference.

APPEARANCE: CONGRESSMAN CEDRIC RICHMOND

Congressman Cedric Richmond echoed the warm welcome extended to the International by Governor Edwards, telling attendees that the Governor is living proof that “sometimes the good guys win.” The Congressman further noted that organized labor was the first group to support then Louisiana State Representative Edwards’ candidacy for governor. A New Orleans native, Congressman Richmond, has represented Louisiana’s second congressional district since 2011. His district includes most of New Orleans. He was recently elected chair of the Congressional Black Caucus.



Congressman Richmond told the attendees that he grew up in a union household as his mother was a public school teacher. He recalled that when the teachers went on strike that meant that his family was on strike as well and he and his brother had to picket along with their mother. He lamented that the United States lags behind other developed countries in providing parental leave and gender pay equity, noting the sixty-cents-to-the-dollar difference between women and men performing the same/equivalent work.

In his remarks, the Congressman challenged organized labor, generally, and the International specifically to tout labor’s unassailable record on promoting worker safety; worker protections; and providing good, solid, middle-class jobs, remarking that when “you say something enough times, people start to believe it.” He encourages the labor movement to talk about the value it brings to individual workers, their families, their communities, and the country.

He bristles at calling any work a “temporary job”, but says instead that “a job is

a job.” Congressman Richmond encouraged labor to not only “stay together” but to embark on a publicity tour to brag about what it does and how it has the surest return on investment because labor strengthens families which strengthen communities which in turn makes government productive, efficient and work for everyone.

While acknowledging the benefit of corporations to society, Congressman Richmond stated that businesses have a moral responsibility to communities; he specifically disapproves of those corporations that gut the fabric of communities to make more money for their shareholders.

In closing, Congressman Richmond asked all attendees to commit to fighting for what is right and against those things they believe are wrong.

APPEARANCE: LOCAL NO. 478, STATE OF LOUISIANA/SOUTHERN MISSISSIPPI

Re: Louisiana Flood Efforts

International Vice President and Local 478 President Phil LoCicero, and Local 478 Secretary-Treasurer Chandra Miller reported on Local 478’s efforts to provide relief to IA members during the Louisiana floods in 2016. They were joined by Local 540 President Hayes Taylor, and the following members of Local 478: Ken Conner, Jr., Byron Denson, Nicole LaBranche, Shira Landman, Michael McHugh, David Whatley, and Simonette Berry-Whatley.

Sister Miller provided the report. On Friday, August 12, 2016, the city of New Orleans experienced a devastating flash flood. Rivers and waterways in the area reached record levels, and rainfall exceed-

ed twenty inches in multiple parishes. In fact, rainfall in the southern Louisiana area equated to more than four trillion gallons of water, enough to fill six million Olympic-sized swimming pools. As the rain subsided two days later, the devastation became apparent. At the request of Vice President LoCicero, Local 478 Benefits and Media Coordinator Shira Landman began contacting Local 478 members living in the Baton Rouge area to assess their safety and well-being.

On Monday, August 15th, Local 478 created a Flood Response Team, which sprang into action organizing staging areas for the collection of supplies and materials for affected members. With the assistance of the General Office in New York, the Team contacted members from the following Locals: 39, 161, 540, 600, 695, 700, 798, 800, and 840. Each member was contacted in order to assess their immediate needs, and determine those who needed shelter or temporary housing, food, supplies, or other assistance.

The Team learned that approximately thirty members had either their own house, or the house of a close family member flooded. In addition, approximately seven members' cars were flood-

ed. Through their efforts, the Team was able to provide temporary housing, and collect and distribute gift cards, clothes, supplies, and other necessary items to members impacted by the devastating flooding. The Team also helped gut and clean homes, furniture, and personal belongings. Sister Miller noted that it was heartwarming to see so many members come together quickly to pool their resources and skills, and systematically address the needs of the areas hardest hit by the flooding.

General Secretary-Treasurer Wood contacted Sister Miller to inquire about the ways the International could assist with the aid relief effort. The International was able to assist by spreading the word about how members could assist the Team with their efforts. The General Executive Board also approved a \$10,000 donation to the relief efforts. That donation was followed with matching donations from Locals 52, 478, and 479, a \$5,000 donation from Local 798, and donations from Locals 154, 848, and 917. Coupled with many other donations from individual brothers and sisters, the Team raised nearly \$50,000. This was truly an incredible accomplishment.

Local 478 member Simonette Berry-Whatley shared an email report she provided to the Local 487 Response Team during their response to the flooding. Sister Berry-Whatley recounted how grateful people were to receive assistance from the Team, especially in the more remote areas of Louisiana and Southern Mississippi.

Secretary-Treasurer Miller thanked the following members of Local 478 for their work on the Flood Response Team: Aly Aducci, Joshua Anderson, Heidi Bayer, Cassie Catalanotto, Gilbert Charbonnet, Ken Conner, Jr., Byron Denson, Shannon de Vergnette, Ida Floreak, Kristi Fournier, Rob Gray, Wendy Guerrero, Bonnie Haase, Brandon Holland, John Jabaley, James Johnson, Nicole LaBranche, Charles Lavoy, Nicole Lefevre, Kristen Lekki, Michael McHugh, Matthew McLellan, Ricky Molnar, Derek Moody, Craig R. Serody, Michael Smith, Patric Sullivan, Hayes Taylor, David Tory, Katelyn Tyree, Gabriel Wimmer, and Tony Ziegler. In addition, the following individuals served as Local 478 Response Leaders: International Vice President LoCicero, Shira Landman, David Whatley, and Simonette Berry-Whatley.

Vice President LoCicero expressed his sincere and heartfelt thanks to the Response Team, and noted that the first call he received after the flooding was from President Loeb.

President Loeb stated that the response to the flood is what being a Union is all about, and commended everyone who gave of themselves to help brothers and sisters in need. He expressed his personal and professional gratitude for setting an example for all members of the Alliance for what we can do. President



Loeb conveyed his thanks and thanks from the General Executive Board, stating that the Union will be forever grateful for the work that was done here.

**APPEARANCE:
LOCAL NO. 478, STATE OF
LOUISIANA/SOUTHERN
MISSISSIPPI**

Re: Membership Activities

In the spirit of the Activism Pillar of Success, International Vice President and Local 478 President Phil LoCicero, Local 478 Business Agent Cory Parker, and Local 478 members Dan Wyssman, Brook Yeaton, and Kevin Lang appeared before the Board for the purpose of recognizing two groups from IATSE Local 478 who gave their time and resources to help raise money for research and bring awareness to their community regarding pediatric cancer.

Business Agent Parker reported that the first group, JMAC Grips (a/k/a Reel Smoking BBQ Team), headed by Local 478 member Wyssman, participated in the 2016 Hogs for the Cause fundraiser. In addition to Brother Wyssman, Parker thanked Local 478 members Jimi Ryan, Trapper McEvoy, Jim Wayer, Nick Nicolay, and Max Patrucco for their time and efforts. Thanks to their work, money was raised to help build a patient assistance housing building at the Children's Hospital of New Orleans.

Business Agent Parker reported that the second group, Mobtown Props, headed by Local 478 member Yeaton, participated in a St. Baldrick's Foundation fundraiser, which raised money to help the fight against pediatric cancer. Brother Parker shared a letter from the Foundation:

"The St. Baldrick's Foundation is proud to recognize the hard work of

Mr. Brook Yeaton this year. Brook ranks among the top 1% of St. Baldrick's volunteers who braved the shave in 2016 to raise much needed funds for childhood cancer research. From a whopping 153 donations, Brook was able to raise an outstanding \$13,825.

To put this figure in real-world context, Brook's achievement is equivalent to the support of two St. Baldrick's Summer Fellows – young career investigators who are able to devote themselves entirely to cutting edge research during their summers away from PhD coursework. The next breakthrough in childhood cancer treatment may very well come from these researchers, and by extension, the hard work of Brook.

His team, Mobtown Props, also deserves a shout-out for their tremendous accomplishment. The eleven-person crew bulldozed their \$5,000 goal and raised a combined \$28,480.27! These dedicated men & women are nothing short of heroes for kids with cancer and we are so grateful to have them alongside us in the battle against childhood cancers."

In addition to Brother Yeaton, Parker thanked Local 478 members Andy Lovell, Michael Castro, Steven Noell, Alexa Kinigopoulos, David Nash, and Kevin Lang, as well as Nims Center Stage Manager Bruster Sampson and SAG members Zo McLellan and Rob Kerkovich for their time and efforts to bring awareness to such a worthy cause.

Finally, Business Agent Parker thanked President Loeb for continuing to encourage activism throughout the entire IA, and for his leadership and guidance, utilizing the Pillars of Success.

Vice President LoCicero thanked

these members for their hard work in the fight against childhood cancer.

President Loeb remarked that Local 478 has answered the call to provide assistance to those in need, and stated that he is encouraged by the tremendous increase in charitable work done by the Locals and members of the Alliance. The more we can do for our community and charities, the stronger we will be. President Loeb expressed his gratitude and appreciation for their hard work.

**APPEARANCE:
LOCAL NO. 18032, ATPAM,
NEW YORK, NY**

Re: Ambassador Theater Group

Prefacing his remarks by stating his was a report of unity and solidarity, Corresponding Secretary of ATPAM, Nick Kaledin, reported to the Board on the Local's successful negotiations with Ambassador Theatre Group (ATG) for the Hudson and Lyric Theatres.

ATG is a global producer in legitimate theatre, operating over forty performance venues internationally. In New York, the Hudson and Lyric Theatres have IATSE-represented crews, including ATPAM House Managers. Brother Kaledin expressed his appreciation to Local One President James J. Claffey, Jr. and Business Agents Kevin McGarty and Paul Dean, Jr.; Locals 306, 751, 764, 797, USA829; International Vice President Daniel Di Tolla and General Counsel Samantha Dulaney. He expressed heartfelt appreciation to President Loeb for his personal involvement in these negotiations.

President Loeb remarked that "when we stand together, we win." He thanked each of the IA Broadway Locals which were unwavering in their support of

ATPAM. President Loeb stated that “whether it’s one person or 1,000, the International will support its local unions.”

REPORT OF THE BOARD OF TRUSTEES

International Trustees Thomas Cleary, Carlos Cota and Patricia White presented the Report of the Board of Trustees for the period of May 1, 2016 through September 30, 2016 to the General Executive Board. Trustee Cota reported that the Trustees met in the General Office in New York City on October 25-27, 2016, for the purpose of reviewing the books, records, and financial accounts of the International Alliance and found them to be in order. On behalf of his fellow Trustees, Trustee Cota expressed sincere thanks to General Secretary-Treasurer Wood and his phenomenal staff for their assistance in facilitating their review.

President Loeb thanked the Trustees for their important work.

ADRIENNE ARSHT CENTER

International Vice President Anthony DePaulo, Local 500 Business Representative Terry McKenzie and Assistant Financial Representative Tina Underwood appeared before the Board to report on the successful negotiations with the Adrienne Arsht Center in Miami, Florida. Brother McKenzie stated that this site is the premiere large performance venue in Miami Beach and provides the Local with steady employment.

He was pleased to inform the Board that the Local achieved wage and benefit increases, premium payments, full-time salaried positions, expanded holiday provisions, and increased craft jurisdiction, including truck loaders in the new collec-

tive bargaining agreement. Significantly, wardrobe workers will now enjoy parity with stage workers.

President Loeb noted the long-term relationship between the Adrienne Arsht Center and the International/Local 500. He congratulated the Local on a solid agreement that provides stable work for the Local.

EDITORS DISPUTE ALBERTA

International Vice President Damian Petti reported to the General Executive Board on the status of a dispute between Local 212 and the Directors Guild of Canada, Alberta District Council (DGC-ADC) over the jurisdiction of editors in Alberta.

Local 212 and the DGC-ADC have had a longstanding understanding in Alberta that the two unions “share” trade jurisdiction over certain film industry classifications. In order to avoid the types of conflict that could arise in circumstances of “shared” jurisdiction, Local 212 and the DGC-ADC entered into an agreement decades ago that afforded any individual working in one of these “shared” jurisdiction classifications the freedom to choose which of the two unions he or she wanted to be represented by in their employment. Despite this longstanding agreement, a Local 212 member set to commence work as an assistant editor on the tenth season of a production called “Heartland” in 2016 was forced by the production to work under a DGC-ADC agreement under protest or face termination. Local 212 took immediate issue with the production’s ultimatum and proceeded to file a grievance. In response, the production applied to the Alberta Labour Relations Board to request the Board de-

termine which union had jurisdiction over editors. The DGC-ADC participated in the proceeding by taking the position that the DGC-ADC had exclusive jurisdiction over editors.

After numerous attempts to resolve the dispute without litigation, Local 212 was finally able to reach a settlement of the dispute with both the production and the DGC-ADC on the first scheduled day of hearings at the Labour Board. Highlights of the settlement include recognition of and respect for Local 212’s jurisdiction over editors.

President Loeb congratulated Local 212 on being able to reach a settlement of the dispute which maintains IATSE’s trade jurisdiction over editors in Alberta. In doing so, President Loeb underscored the importance of taking action to protect the trade jurisdiction of IATSE and encouraged all Locals to be vigilant in this regard. President Loeb confirmed that any Local fighting to protect jurisdiction will have the full support of the International.

HAIRSPRAY

Reporting to the General Executive Board was Vice President and Motion Picture and Television Department Director Michael F. Miller Jr., International Representative Peter Marley, General Counsel Samantha Dulaney, West Coast Counsel Jake White, and representatives of the Los Angeles area Locals.

Vice President Miller reported that this past summer, the IA learned that NBC Universal was attempting to utilize their NABET network agreements on the Universal Backlot, despite production work on the backlots being the geographic and craft jurisdiction of the In-

ternational since the beginning of motion picture production. Universal City Studios and Universal Network Television are both signatory to the Basic Agreement. The sizable technical crew would not have received benefits through the MPIPH which concerned the International because coverage and continuity of benefits are important for workers and their families.

President Loeb filed an Article XX raiding charge against NABET-CWA with the AFL-CIO mediating several calls and one in-person meeting in Washington, DC. The IATSE asserted its traditional jurisdiction on the Studio Backlots and argued that the Universal backlot did not fall under the jurisdiction of NABET. These charges were later withdrawn once a settlement was reached.

Concurrently with the AFL-CIO charges, the West Coast Studio Locals began ramping up pressure on the company during set visits and in crew meetings and discussions. Stagehands Local 33, the Backlot Locals 44, 80, 728, and 729 and Locals 600 and 695 worked together to protect each other and recognize the traditional jurisdictions of all of the Locals, garnering support for the technicians in the Camera and Sound departments from all departments.

Costumers Local 705, Make-up and Hairstylists Local 706, and Art Directors Guild Local 800 were also discussing with this employer the appropriate agreement for this production. These Locals and the IA took the position that the Basic Agreement was the appropriate agreement for this scripted, prime time dramatic program.

With the live air date approaching,

Vice President Miller, Assistant Director Holtgrewe, Representative Marley, and West Coast Counsel White met with NBC's labor relations officials to resolve these issues. It was determined that the Basic Agreement would apply for the production of Hairspray for the West Coast Studio Locals. Additionally, the Local 33 agreement would remain applicable for the Stagehands working on this production.

Vice President Miller noted that the local unions remained unified, and their unity was vital in obtaining a satisfactory resolution of the dispute with the employer.

Scott Bernard, Business Agent of Local 695, thanked Vice President Miller and International Representative Marley for their efforts. Representative Marley thanked the crew for standing together and presenting a unified front.

President Loeb remarked on the importance of protecting IATSE jurisdiction and congratulated the Locals for their work and the members for their solidarity.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents and Co-Department Directors Daniel E. Di Tolla and Anthony DePaulo, International Vice Presidents Michael Barnes, and John Lewis, International Trustee Patricia A. White, Assistant to the President Sean McGuire, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Christopher Radar Bateman and Peter Marley and Special Representatives David Garretson, and Stasia Savage updated the Board on the activities in Stagecraft since the Summer Board meeting in San Francisco.

Representative Bateman reported on Local B-20 successfully obtaining recognition for ticket sellers at an unrepresented venue operated by the city of Portland. Representative Bateman also reported on the successful conclusion of negotiations with the Alaska Performing Arts Center. The Local had been working under a non-exclusive agreement with the Center but successfully obtained voluntary recognition and an exclusive collective bargaining agreement for the first time. Representative Bateman also reported on the progress of Local 154 in Ashland, OR. President Loeb swore into membership 50 of the 65 new members. The local has adopted a Constitution and By-Laws and has been diligent in administering its new contract with the Oregon Shakespeare Festival.

Special Representative David Garretson reported on efforts to organize and bring under contract large festival events. He congratulated Locals 15, 31, 115, 322, and 417 on their success organizing festivals in 2016 and expressed optimism for continued progress in 2017.

Assistant Director Hartnett reported on the successful negotiation of a new contract between Local 87 and SMG. Previously the Local had been working under a rate card at the Altria Theater. The new contract with SMG covers the Altria as well as the John Paul Jones Arena and Richmond Coliseum. Assistant Director Hartnett also reported on the conclusion of negotiations between Local 82 and the Kirby Center, Local 97 and the Santander Arena, Local 787 and the Pittsburgh Civic Light Opera, and Local 3 and Heinz Field.

Assistant Director Hartnett also reported on his assignment to conduct

Continuing Organizing Membership Education Training (COMET) Training for Locals 28, 154, 675, 793 and B20.

Assistant Director Hartnett reported on Special Representative Joseph Short's assistance to Local 747 in successfully concluding negotiations with the Columbus Association for the Performing Arts. Representative Short expressed appreciation to the Local and to International Trustee White for their support.

Vice President Barnes reported on the negotiations with Spectra (formerly Global Spectrum), noting that the agreement covers more venues. Vice President Lewis reported on the participation of the Canadian Department in several trade shows with a new display booth. He also reported on the progress of negotiations for new Canadian Pink Contracts. There are now sixteen signatory employers. The Department has concentrated on obtaining leave for domestic violence victims in these contracts and has been largely successful. Vice President Lewis also reported on the development of a comprehensive Canadian contract database in conjunction with the General Office.

Special Representative Savage reported on the successful organizing drive involving the ticket sellers employed by the Michigan Opera. Despite the employer engaging a union avoidance firm the election was unanimous in favor of representation by Local 757. Special Representative Savage also reported on the successful conclusion of negotiations between Local 810 and the Kansas City Lyric Opera.

Representative Marley reported on his assignment to provide assistance to Local 614 in San Bernardino, CA in discussions with Live Nation to estab-

lish terms for the presentation of "rave" events at the Sunset Center Amphitheater. The parties successfully resolved the issues. Representative Marley also reported on the successful conclusion of negotiations between Local 504 and Disneyland on behalf of Stage Managers. The contract includes substantial improvements for the workers. He also reported on successful negotiations between Local 442 and the Thousand Oaks Civic Arts Plaza and Local 158 and the Savemart Center in Fresno, CA.

Vice President DePaulo provided the Board with an update on the auditing of tours traveling under the lower tiers of the Broadway League/Disney and Non-League Pink Contracts in order to ensure compliance with their obligations to pay overage. The first audit found only minor discrepancies which were addressed with the company.

Vice President Di Tolla reported on the implementation of the new contract covering the Lakewood Amphitheater owned by Live Nation in Atlanta. Local 927 began representing the stagehands effective July 15, 2016. He acknowledged the contributions of Business Agent Neil Gluckman in managing a smooth transition. Vice President Di Tolla also reported on the successful conclusion of negotiations with Live Nation for the national amphitheater contract. The agreement covers venues in jurisdictions of Locals 2, 3, 8, 10, 11, 22, 30, 48, 78, 84, 125, 285, 321, 322, 329, and 500. Vice Presidents Barnes and Carlson and Assistant Director Hartnett participated in the negotiations. He also reported on the successful conclusion of negotiation with the Barclays Center. That agreement covers Lo-

cals 4, 306, 751, 764, 798 and USA 829. Vice President Di Tolla also reported on the organizing drive involving Local 153. The Local had previously serviced the Plaza Theater complex managed by SMG under a rate cards. The Local was replaced by a labor contractor. A petition for a representation election has been filed with the NLRB and a hearing is scheduled to determine if SMG and the labor contractor are joint employers.

President Loeb stressed that the Department would continue to audit traveling productions to ensure compliance with the International's touring agreements. He remarked that upwards of thirty Locals are being assisted with bargaining, organizing and training, demonstrating that if a stage local wants help, the International is available. He specifically noted that Live Nation is now a national agreement and that the Spectra Agreement has expanded significantly to include thirty-six buildings, covering workers in both countries and providing employment and benefits. President Loeb observed that growth in the International will come from organizing in stagecraft. He strongly encouraged stage and mixed local unions to train and organize, reminding them that by doing so they protect their jurisdictions.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis, Assistant Department Directors Daniel Mahoney and Vanessa Holtgrewe, and International Representatives Steve Aredas, Scott Harbinson, Jamie Fry, Steve Kaplan, and Lyle Trachtenberg reported to the General

Executive Board regarding the activities of the Motion Picture and Television Production Department since the last General Executive Board meeting.

Vice President Miller reported on the status of the current major production agreements. The new 2017 Low Budget Agreement, which is part of a separate report, will be sent to the printer shortly, and the AICP Agreement has been distributed to the Locals. In addition, as part of the ongoing process of fine-tuning the Motion Picture and Television (MPTV) one-off contract templates, there are now stronger penalties to protect members of the Alliance working under one-off contracts.

Entertainment production is at an all-time high in the U.S., with continued strong growth in the new media sector. In the past year, there were agreements put in place for over one-hundred new media projects; Netflix alone accounted for almost forty new productions.

Recently the Directors Guild of America concluded negotiations with the AMPTP, and this spring the Writers Guild and Screen Actors Guild will also bargain for successor agreements. The MPTV department will be evaluating these agreements as they will inevitably impact the Basic Agreement negotiations in 2018.

Assistant Department Director Holtgrewe elaborated on the growth of new media production. Netflix has recently claimed that they will invest heavily in unscripted content in 2017. They plan to debut twenty such projects, including global competition series "Ultimate Beastmaster", which is under contract, and, more recently, "Bill Nye Saves the World", a new talk show. Netflix believes

their original programming lineup will grow to 1,000 hours, more than doubled from 2016, and the company vows "that's a conservative measure right now."

The Department is well situated for this deluge of new media content, and is focused on negotiating competitive and strong agreements for members. The Department believes it has a firm grip on this segment of the industry.

The expansion of unionized non-scripted programming continues. Representatives Trachtenberg and Kaplan have engaged in a flurry of non-scripted organizing. The strength of members has allowed the International to bring these shows under contract. Of particular note is the world of Food Network competition shows. This is significant to mention because, Representative Trachtenberg has, most recently, unionized *Iron Chef Gauntlet*. Discussions are ongoing in this genre.

Representative Aredas reported that the Association of Independent Commercial Producers (AICP) contract was one of the first IATSE Term agreements to implement the IATSE Training Trust Fund contribution requirements. Since adding the Training Trust to the Agreement, there have been over one million dollars in commercial agreement contributions from hundreds of different companies. Representative Aredas commented on the number of jobs in the TV commercial industry and the negative impact that in-house production by advertising agencies is having on Union employers and work opportunities for our members.

The AICP Agreement was renegotiated in the past year. The IA is in the re-sign period for commercials, and there

are currently 282 signatories to the AICP Agreement. Ten commercial companies have been organized since the GEB's last meeting. Representative Aredas discussed one such company, a small, but growing, commercial production entity named Pet Gorilla.

The IATSE low budget compliance audit program continues to audit various productions including Low Budget Motion Pictures, Music Videos, Commercials, and New Media productions. The communication and sharing of information from the members to their Union is the most important way to track if a production may be over budget or not. There are currently thirteen low budget compliance audits in progress, and ten completed inspections since the last meeting of the General Executive Board. Of the completed projects, none were found to be in violation, and one self-reported that they exceeded their costs and paid the necessary adjustments.

The IATSE has crew employed on every major award show being produced, including the Oscars, Grammys, and Tony Awards. There are approximately thirty term signatories to the awards show agreement and the Department signs dozens more each year on a single production basis.

Representative Fry reported that in 2016, the state of Kentucky increased its incentive program making it one of the most lucrative in the country. As expected, a flood of production flowed into the state. In early August, Representative Fry traveled to Kentucky with Local 600 for the purpose of organizing two low budget productions. *Tragedy Girls* is worth particular mention because organizing the

show led to the signing of additional projects and, as Vice President Miller noted, demonstrates that being IA is viewed as a worthy credential.

There have been a number of issues with *Starbright*, a full-budget feature that has been shooting in Oklahoma and Louisiana. This experience has demonstrated the wisdom of expanding Local 484's jurisdiction into Oklahoma, which helped ensure that this production was Union. The IA's presence has helped to protect our members working on the production. *Starbright* has moved to Louisiana, where Local 478 is now involved. The Department will be working jointly with the Locals to make sure that this production is in full compliance with its IATSE agreements.

Representatives Harbinson and Fry continue to assist the Locals in states with new incentives so that they can ensure the work done in their jurisdiction is under contract. Representative Fry met with the Kentucky Film Commissioner. She and the Commissioner had a productive discussion about the nature of the unionized film industry.

Last summer, based upon new legal precedent, the IATSE created electronic representation cards for use in organizing campaigns. Representative Fry reported that it has been an excellent unionizing tool. Although she noted that face-to-face organizing is still essential, the new process enables the Union to quickly gather signed representation cards.

Vice President Lewis reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of

contracts. The Canadian Local Unions Term Agreements include the BC Master Agreement, the 873 Term Agreement, and the 411 Term Agreement. There are now 357 companies that are signatory to the Canadian Binder Agreement and 143 to the Canadian Local Unions Term Agreements. The Department has revised the wording of the Canadian Binder Agreement to make it tighter and to reflect the presence of Locals 671 and 709 in Newfoundland and Labrador, and Local 634 in Northern Ontario.

In 2016, the Department saw historically high levels of productions in a number of regions in Canada. The International tracks all IA productions in Canada and, as of the end of December, there were 267 productions under agreement. Not one region was immune to the high production levels.

Reporting on Visual Effects production, Representative Kaplan stated there have been no significant shifts in where most of the visual effects work is being produced. Vancouver remains the largest work center that is covered under IATSE jurisdiction. The number of people working in Vancouver in visual effects (i.e., post-production work for live-action features and television work) remains in the thousands. Over the last year, Los Angeles saw an increased amount of work completed within the city. Those working in visual effects in Los Angeles are estimated to be just over a thousand. There has been an increased prevalence of small production-hired visual effects teams on television and feature work.

The Department expects to see a growing number of visual effects artists work under an IATSE agreement. Rep-

resentative Kaplan will continue to monitor this growing list of productions to insure compliance. Within the last year, attendance at the SIGGRAPH convention, town hall meetings and individual outreach saw an increase in the awareness of the IATSE.

Representative Kaplan also reported on organizing in the animation industry.

Vice President Miller was joined by Representative Kaplan in negotiations with Sony Pictures Animation for a successor agreement in September of 2016. The new three-year agreement includes the same wage increases and benefits adjustments that were gained in the 2015 Basic Agreement negotiations, as well as addressing the concerns raised by Local 700 members regarding overtime, distant location provisions, and consecutive days worked.

Representative Kaplan attended Digital Hollywood's Virtual Reality Summit in October of last year. Digital Hollywood is an entertainment trade conference that holds three big meetings a year to discuss current trends, technologies, and issues facing producers and content creators. Virtual Reality content is widely seen as a content enhancement tool that will bring more eyeballs to distribution channels that can deliver it. It is being sold as an immersive content experience that will increase the number of committed viewers to enjoy that experience. As that content is entertainment production, IATSE members working under existing agreements are being employed to perform the work. Producers still need the skills and talent that our members provide to create this content. The Department will need to continue to police this type of production

to ensure it is done under Agreement.

Representative Harbinson reported that organizing in the Southeast continues at a brisk pace. Most of the productions that required the attention of IATSE organizing teams were clustered around the million-dollar mark and located in states offering significant production incentives.

“Coup D’Etat”, which filmed in Savannah, GA, was a \$4.0 million production that required a strike to get an agreement. Harbinson also reported on an organizing drive on the production of “It’s Time” in Mississippi. President Loeb declared this production “unfair” pursuant to the International Constitution. Vice President Miller reiterated that, as of this meeting, this show remains non-union and IATSE members are prohibited from providing any services to this company until the “unfair” letter has been rescinded.

Representative Trachtenberg reported on the successful organization of Rabbit Bandini Productions, LLC, in October of this past year. Inter-department communication was very important in this effort.

Assistant Director Mahoney reported that since the last General Executive Board meeting, a total of 437 agreements have been processed, and the Department vetted and signed 17 new term signatory companies. The latter part of 2016 continued to be extremely busy for low budget feature production with a total of nineteen one-off low budget motion picture agreements signed since June of last year.

Of the 437 agreements signed, 87 were Term Low Budget Theatrical Agreements, 37 features that were done under

the Basic and Area Standards Agreements, 104 made-for-television agreements, 57 new media productions, 47 single production contracts, and, finally, 105 agreements that covered a mix of promos, commercials, and music videos.

Vice President Miller mentioned that the Safety Hotline continues to help members across North America, with the majority of calls coming from motion picture and television productions.

It looks like 2017 will be another year of record-breaking production in the U.S. and Canada. A record 455 scripted original series aired in 2016, and, according to various industry trade publications, entertainment production will continue to grow and will not peak any time soon. With new media outlets giving traditional television a run for its money, benefit contributions should continue to climb as well, ensuring continued robust pension and health plans for IATSE members. The Department remains committed to organizing in all areas of motion picture and television production to protect the livelihoods of members.

Vice President Miller mentioned an upcoming meeting with International President Loeb and AMPAS to discuss their Academy Diversity Programs.

Vice President Miller concluded the Motion Picture and Television report by discussing the preparations for the Basic and ASA negotiations in 2018. The Department will be setting priorities as it evaluates the fiscal health of the Benefit Funds, and evaluates the status of the Pension benefits based on health plan reserve levels. The Locals have been asked to begin to develop their priorities as well.

President Loeb thanked the Depart-

ment for its report and expressed his confidence that we will be well prepared for Basic Agreement bargaining in 2018. He also expressed his support for the Alliance’s diversity efforts. Regarding VFX artists, President Loeb expressed his hope that these workers will soon recognize the many benefits of Union-representation, and join together in solidarity to stand up to their employers. Finally, President Loeb expressed his appreciation for the hard work and commitment of everyone in the Department, remarking that Vice President Miller runs the Department very well.

IATSE TRADESHOW & DISPLAY WORK DEPARTMENT

International Vice President and Director of the Tradeshow Department William Gearn, International Vice President C. Faye Harper, International Representatives Mark Kiracofe, Joanne Sanders, Dan’l Cook and James Brett reported to the General Executive Board on developments in the Trade Show Department since its last report in San Francisco, California.

Exhibition Services and Contractors’ Association (ESCA)

In September 2016, Representative Gandolini chaired ESCA’s Labor-Management Council’s quarterly meeting at McCormick Place in Chicago. The Council convened again in December 2016 in conjunction with ESCA’s Annual Meeting and the IAEE Expo! Expo! At those meetings, Council Members were updated on, among other things, the progress Representative Gandolini and others have made on the Power Point presentation titled, “Risk Management:

Event Organizers Orientation to Work Rules & Regulations.” The goal of this presentation is to educate event organizers on the value of using organized labor and how to avoid violating ESCA’s own work rules. A final draft of the presentation is scheduled to be presented to the ESCA Board for approval in March 2017 with a formal presentation for event and show organizers at ESCA’s Summer Educational Conference.

In 2016, the International Association of Venue Managers, the International Association of Exhibitions and Events, and the Exhibition Services and Contractors’ Association joined together to create the Exhibitions and Meetings Safety and Security Initiative (EMSSI). The EMSSI was established in an effort to ensure the safety and security of the millions of people who attend meetings, conventions and exhibitions in this \$283 billion industry. EMSSI plans a public/private partnership that aligns convention center security guidelines with federal programs and the Department of Homeland Security/Safety Act Office.

Tradeshow Events

Representative Kiracofe assisted in facilitating the IATSE Exhibit at the following trade events: SIGGRAPH and IAEE Expo in Anaheim, California, and LDI in Las Vegas, Nevada.

Local 5 Cincinnati

Representative Kiracofe was assigned to assist Local 5 with negotiations for a successor agreement with Freeman Expositions Inc. The ratified agreement provides Local 5 referrals with a 2.5% wage increase in each of the five years, and a 3% pension increase over the term.

Local 5’s agreement with Global Experience Specialists (GES) expired on August 31, 2016. Representative Sanders was assigned to negotiate a renewal. The new GES agreement resulted in a five-year term with updated language for the National Benefit Funds, wage increases of 2.5% in each year, and pension increases of 1% in the third and fifth year.

Local 7 Denver

Representatives Sanders and Cook attended negotiations on behalf of Local 7 Denver with Coast to Coast Event Services and the Exhibitor Appointed Contractors (EACs) in December 2016. The renewed Coast to Coast agreement includes a 5% wage and benefit package increase and the addition of bond language to insure timely payroll and benefit funds payments. The Local reached a tentative agreement with all nineteen EACs in late January 2017 that included a wage and benefit package of 4% per year and improved steward language and retroactive payments to January 1, 2017.

Representative Cook assisted Local 7 with its Freeman AV contract. The parties reached a tentative agreement on a three-year deal that includes: improved steward language; four company-sponsored training sessions per year and equipment supplied for additional training sessions; and, 4% increases per year to be split between wages and benefits.

Local 17 Louisville

Representative Saunders was assigned to assist Local 17 in the negotiation of a renewal of its tradeshow agreement with GES that expired in August 2016. The renewal agreement was re-designed and is expected to serve as an area standard

tradeshow agreement for all tradeshow employers in the future. The agreement provides for a five-year term with 3% increases in wages in years one through three and five, along with a 3% increase across benefit plans. The renewal agreement was ratified in early January 2017.

Representative Gandolini was assigned to assist Local 17 with renewal agreements for Shepard Exposition Services and Heritage Tradeshow services. The terms of those renewals incorporate similar terms as those set out in the GES renewal agreement. These renewal agreements were ratified in early January 2017.

Local 30 Indianapolis

Representative Sanders successfully renewed Indianapolis Local 30’s tradeshow area standards agreement in late August 2016. The five-year term agreement covers at least eight employers and includes a 3% wage increase each year with updated benefit language.

Local 31 Kansas City

Representative Sanders assisted Kansas City Local 31 in developing a tradeshow area standards agreement. The new agreement takes on a more standard format and is tied to job classifications rather than an hours formula. The three-year agreement provides wage increases of 3% per year, a health and welfare increase of 2% in the first year, and contributions to the Training Trust Fund. Over the last several months, this tradeshow area standards agreement has been signed by Freeman Exposition Services, Heritage Tradeshow Service, International Expo Services, and Shepard Exposition Services.

Representative Gandolini worked with Local 31 on its Fern Exposition

and Event Services Agreement. The new agreement runs through the end of December 2020 and includes wage increases of 2% per year.

Local 50 Sacramento

Representatives Sanders and Cook assisted Local 50 in its negotiations with GES which began in June 2016. The parties finalized a one-year agreement with a strong wage package.

Locals 151, 191 and 690

Representative Kiracofe was assigned to assist Locals 191 and 690 in eastern Iowa and Local 151 in Lincoln, Nebraska with negotiations for the renewal of their agreements with Freeman Expositions, Inc. The respective Business Agents of each Local agreed to a uniform proposal and presented it to Freeman's General Manager in Des Moines, Iowa. Negotiations concluded successfully with a three-year term agreement with wage increases of 3% each year.

Local 336 Phoenix

Representative Cook was assigned to assist Local 336 in negotiations with Freeman Expositions, GES, Brede, EWI, Event Productions, Donald McNabb, CSI, Modern Display, Shepard and Czarnowski. These contracts include a 2% increase in the wage benefit package, a \$1.00 per hour increase for stewards, and a twenty-five cent increase for ETCP certified technicians. A classification for an ETCP Portable Power Distribution Technician has been added to the GES agreement. GES also agreed to pay for the first two certifications in that class. Currently, the Local is in negotiations with eighteen other tradeshow employers. These agreements are due to expire at the end of February 2017.

Local 665 Hawaii

Local 665 re-negotiated its agreements with Laser Exhibits and Renaissance Management with 3% increases in wages. Credit goes to former Business Representative Henry Fordham for his hard work and diligence.

Local 834 Atlanta

Local 834's negotiations committee, under the guidance of Vice President and Business Agent, Faye Harper, met with the General Service Contractors in November 2016 to open negotiations. Further negotiation meetings are scheduled for 2017.

Local 363 Reno

Representative Kiracofe was assigned to assist Local 363 to standardize the tradeshow agreements in Reno, Nevada. To date, negotiations with Shepard Expositions and TriCord Tradeshow Services have been concluded. The Shepard renewal agreement covers a three-year term and reaches parity with TriCord and Blaine Exposition Services agreements in the second year of the agreement. Shepard's wages and benefits will increase more than 20% over the term of the contract with the conversion to percentage-based benefit contributions to Health and Welfare, Annuity and Training. The TriCord renewal agreement includes an increase in wages and benefits of 12% over a three-year term.

Local 838 Salt Lake City

Representative Kiracofe assisted Local 838 in negotiations with their Exhibitor Appointed Contractors (EAC) in the summer of 2016. Although all EACs were invited to participate, the practice of local design and production facility, Atmo-

sphere, negotiating the standard terms for the out of town contractors continued. After several meetings, the parties agreed to a five-year term with 3% wage increases in each year and an additional 4% in benefit contributions implemented during the term. During the meetings, the Local was also able to identify additional employment opportunities for referrals in Atmosphere's preproduction shop and warehouse and the introduction of a new classification in the renewal agreement.

In addition to negotiations, Representative Kiracofe continued to assist the Local in restructuring the Joint Committee for Training and Certification (JCTC), the contractually authorized mechanism for advancement to Journey level classifications in the Job Referral Procedure. The new employer and union JCTC members collaborated on curriculum and testing requirements and coordinated training sessions in eight different exhibition crafts during the month of December 2016. This resulted in the advancement of twenty Local 838 referrals to Journey level status. At the same time, new applicants went through orientation and customer service training at the Salt Palace Convention Center. Representative Kiracofe also helped the Local with the implementation of CallSteward.com which has made the job referral process more transparent for both union referrals and the employers; either party can login to see the progress of their labor calls.

Trade Show Department Outreach

Outreach and follow up continue for those Locals under the Freeman AV and PSAV International agreements. Since July 2016, several of IATSE Locals requested and received AV Essentials train-

ing. Representatives Cook, Cota, Gandolini, and Sanders were instrumental in setting up and participating in training for the following Locals: 8, Philadelphia, 26, Grand Rapids, 30, Indianapolis, 107, San Jose, 115, Jacksonville, 122, San Diego, 205, Austin, and 631, Orlando.

Each of the above-mentioned classes included the Freeman Customer Service Training as part of the curricula. Since the Summer Executive Board meeting in San Francisco, Representative Gandolini provided Customer Service Training as a stand-alone program to the following Locals: 31, Kansas City, 76, San Antonio, 126 Fort Worth, and 127, Dallas.

Preparation for the AV Essentials course in some cases included an introductory computer class offered the week before AV Training. Following the AV Essentials classroom training, each Local is encouraged to develop study groups to help participants complete the online courses that are required in order to receive the certificate of completion. Most of the Locals established these groups and the results indicate that participants are more likely to complete the online courses on time when they receive this support.

While in Jacksonville, Florida, Representative Sanders assisted Local 115 in identifying several other areas where training and upgrading skills would be beneficial. The Local's training committee will be scheduling manufacturers' representatives to deliver overviews of some of the state of the art equipment that is beginning to show up in venues in the Local's jurisdiction.

While in Austin, Texas Representative Gandolini met with PSAV area representatives to follow up on recent calls

for AV Technicians. The representatives suggested that Local 205 be added to the National Agreement and Vice President Gearnis is in the process of finalizing the Local's inclusion.

Building on the working relationship that Vice President and Local 834 Business Agent Faye Harper has built with PSAV in the jurisdiction of Local 834 and 927, International Vice President William Gearnis arranged a meeting with PSAV's Senior Vice President, Regional Vice President and the Business Representatives from Locals 834 and 927. The purpose of the meeting was to ensure that the Locals were committed to working with PSAV and providing skilled technicians on all calls. In September 2016, PSAV met again with Local 927's Business Agent Neil Gluckman and Vice President Faye Harper. Labor calls began immediately following that meeting and continued through November 2016. Crews of 45-50 people worked on each of the PSAV shows, including riggers, loaders, A/V techs, camera operators, and audio, media hub, and LCD technicians. Local 927 now receives labor requests for 10-12 people almost daily.

PSAV – Canada Negotiations

Representative Brett took part in negotiations with PSAV in San Antonio, Texas in October 2016 with a view to include Canadian Locals, and in particular Vancouver Local 118, in the PSAV International Agreement. To that end, a Canadian addendum to the PSAV International Agreement that is more reflective of working conditions in Canada was reached. This marks the first time the International has been able to include a Canadian city in the PSAV International

Agreement. The success that the International anticipates in Vancouver is expected to pave the way for implementation of the PSAV International Agreement in other Canadian cities.

In October 2016, Local 58 Toronto filed an application with the Ontario Labour Relations Board to represent PSAV employees working at the Sheraton Centre Hotel in downtown Toronto, Ontario. This is a major hotel with over 1,300 guest rooms, 68 various ballrooms and meeting rooms. The October application was withdrawn, but the Local recently re-filed an application in January 2017. The new application is now the subject of litigation which will likely continue into the spring of 2017.

Freeman AV – Canada

Representative Brett reported on the Tradeshow Department's efforts and strategies to further cultivate and strengthen IATSE's relationship with Freeman AV across the country.

PSAV International Agreement Negotiations

Vice President Gearnis continues to negotiate the PSAV International Agreement with PSAV that expired in April 2016. Meeting dates took place in October and December 2016, further dates are scheduled for 2017. During the course of 2016, the International succeeded in adding Locals: 27, Cleveland, 31, Kansas City, 118, Vancouver, 834 and 927, Atlanta in the International Agreement. Each of these additions amount to mini-negotiations taking place within the context of the renegotiation of the International Agreement as a whole.

President Loeb applauded the efforts of the Tradeshow Department since

its last report to the General Executive Board. In doing so, President Loeb reiterated that the tradeshow industry remains an important growth area for IATSE and that the Department will continue to have the full support and backing of the International.

IATSE COMMUNICATIONS DEPARTMENT

Director Emily Tao updated the Board on the Communications Department's activities since the July 2016 Board meeting in San Francisco, California.

IATSE Website

The Communications Department continues to maintain the International's website with member stories, labor news, and events.

Local unions are encouraged to send photos of members to be featured on the website.

Email Program

The transition to the Action Network email program was completed in March of last year. Emails sent out by the Department continue to support the International's mission in supporting member activism and organizing via communications. In response to requests from local union officers, an email with the Political Department was sent with resources for the November Elections, including links to debate analyses and candidate comparisons.

In November, Senior Communications Coordinator Molly Katchpole attended the IATSE Officer Institute 2.0 in Las Vegas, Nevada. Coordinator Katchpole presented the Action Network email platform walkthrough for the 2.0 attendees. It is clear that members are excited

to try out new technology for their daily administrative work as well as for organizing campaigns.

The Department continues to offer assistance to Locals that are interested in Action Network. There are a handful of local unions already set up on Action Network or who have contacted the Department to learn more about it. If Locals would like to learn more, please contact comms@iatse.net.

Social Media

The IATSE social media continues to go strong and is used to support organizing campaigns, political action, and promote the many achievements and resources of the union. Many of the most viewed posts on both Twitter and Facebook feature member work and activism or were related to the 2016 U.S. Election.

Since August, the IATSE Twitter page (@IATSE) has gained more than 600 new followers to reach 10,000 and had tweets viewed over 300,000 times. Tweets featuring members topped out at over 15,000 and 13,000 impressions each, one celebrating unions on Labor Day and another thanking the sisters and brothers for their work on Thanksgiving. Other popular tweets include a call out to visual effects artists and technicians at almost 9,000 impressions, and tweets from the IATSE Women's Committee urging women to vote, and an all-female crew photo on a television episode.

The IATSE Facebook page now has more than 22,000 people that have "Liked" the page. Since August, the IATSE has had 11 Facebook posts that have reached over 15,000 users. These popular posts are in line with union's

messaging of workplace safety, organizing, and political activism.

Social media allows people to participate in celebrating the great work of IATSE members and to recognize the time and effort that IATSE Locals and other unions in the labor movement put into bettering the lives of the membership. It is a community that members can access on the road, on a set, backstage, from their phones at any time, and the Department is happy to report that it continues to grow in followers and reach. Director Tao thanked Vice President Damian Petti and International Representative Krista Hurdon for sharing their experiences and input on targeting and purchasing Facebook ads. She also expressed appreciation to the many members who send in photos and content to promote the work that the International does – there is much to be proud of.

Campaigns - Solotech

Immediately after the San Francisco board General Executive Board meeting, and then picking up again in November, the Communications Department worked with the Canadian Department-led Solotech campaign.

This was the first campaign where complete language translation had to be taken into consideration. The Department's work on this and other campaigns continues.

2016 U.S. Election

The 2016 Election was the first time the IATSE had the benefit of a built-out Communications Department in a national election. Working with the Political Department, Director Tao and Outreach Coordinator Katchpole distributed mes-

saging regarding the candidate platforms, publicized Get Out the Vote (GOTV) efforts from IATSE members, and participated in the online political conversation. Social media has existed for only three presidential campaigns, and it has looked very different each time. The Communications Department live-tweeted the presidential debates and vice-presidential debate, commenting on the candidates' platforms and fact-checking.

Daily Department Tasks

After the U.S. Presidential Elections results were announced in November, President Loeb emphasized in a statement that in the face of an anti-union agenda, "we must lock arms as brothers and sisters for the betterment of IATSE members, continue to strengthen our bonds with other unions and the AFL-CIO, and we must identify and align with people and organizations that are likeminded in sharing our values."

With that in mind, the Communications Department continues to amplify different types of activism and support causes and campaigns, along with the daily work of creating and package many types of social media content.

Members sent an impressive amount of political activism photos, allowing the department to publicize IATSE Locals phone banking, canvassing, holding rallies, registering voters, and other GOTV activities.

In strengthening bonds with other unions, the IATSE continues to support affiliate union campaigns, such as the continued boycott of Mexico-made Nabisco products by the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union and publicizing

survey results from the Department for Professional Employees, AFL-CIO, that showed that a majority of professionals support unionization at work.

The Department drafted a number of press releases concerning the many education and training achievements of the IATSE, including Local 16 member Eddie Raymond being awarded the Entertainment Services and Technology Association "Swan Award," and the ETCP certifying their 1,000th arena rigger, who incidentally was an IATSE member out of Local 720.

Organizing wins big and small were highlighted, and activism among young workers, such as Local 478 in Louisiana, where a few young members really took on a large part of the Louisiana flood relief.

The work that Locals and members do in the workplace is promoted by way of social media, the website, articles in the Bulletin, and press releases. Director Tao continues to field press requests for various topics, most recently with the MPAA on several joint press releases for local press about the positive economic impact of the entertainment industry.

The Communications Department hired an intern Alexander Fox, a senior studying government policy through the Cornell University Industrial and Labor Relations "Winter Intersession Program," or WISP. The WISP is an opportunity for Cornell ILR students to complete a short internship during their January break. Director Tao thanked President Loeb for trusting in the Department's ability to impart a lasting positive experience on a young worker, while also providing support for department tasks.

Director Tao recently met with President Loeb to establish the direction of the Communications Department.

Director Tao thanks the local unions and members for sending in photos, news, videos, and events to share with the larger labor movement. Locals and members are encouraged to send content to comms@iatse.net – photos of all kind are needed!

Director Tao expressed appreciation to General Secretary-Treasurer Wood, MaryAnn Kelly and Jimmy Rainey for being proactive in ideas to improve the website experience, and for patiently working to break down the actionable steps for implementing these ideas. The Department thanks the members of the Board, Department Directors, and International Representatives, for their ideas and support and President Loeb for his guidance and advice

President Loeb remarked that the Communications Department is the ever-present support network for every IATSE Department, local union and member; Communications undergirds everything the IATSE does. He expressed his great satisfaction with the Department's activities.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Education and Training Department Director Patricia White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams, and ICAP members Alan Rowe and Kent Jorgensen reported on the recent activities of the Education and Training Department. Also included was a report on the recent activities of the IATSE Training Trust Fund. The overarching goal of all of the Department's

work is to create a culture of continuous education in the IATSE.

Craft Skills and Safety Training

IATSE Training Trust Fund

Director/Trustee White reported on the IATSE Training Trust Fund (TTF). In the year 2016, through all of its programs, the TTF offered, supported or had a role in 297 courses and reached over 5,800 workers with 57,180 cumulative hours of training. Since inception, the Fund has offered, supported or been involved in some way with almost 550 courses.

The Training Trust Fund keeps growing. New staff have been added, the curriculum is complete, and programs are expanding. On January 17, 2017 TTF Executive Director Liz Campos and Dr. Mark Johnson, who teaches for the Trust, presented a workshop on Quality Instructor Initiatives at this year's International Foundation of Employee Benefit Plans Apprenticeship and Training conference in San Diego, CA. This is the second year in a row we have been invited to share our innovative ideas at this conference.

IATSE-UCLA Curriculum Project

After nearly two years of work, this project is complete and the IATSE TTF Safety First! modules for safety training are available for use by all IATSE local unions. The safety modules are: Basic Entertainment Safety, Biological Hazards, Hazard Communication, Chemical Protection, Electrical Safety, Fall Prevention and Protection, Elevated Work Platforms & Aerial Lifts, Ergonomics, Noise Exposure, Firearm Safety, Rigging Safety, Scaffold Safety, Confined Spaces/Small Spaces, Hand and Power Tools, Com-

pressed Gases and Welding and Cutting, along with a Case Study Guide and a Resource Guide that can be used with all of the modules.

This curriculum is designed to be used by all Locals and crafts, by both seasoned instructors and new ones. The instructor's manual gives a detailed script and it can be taught by instructors of all levels. Student workbooks that provide detailed notes are available from the Training Trust, so that all Locals can deliver consistent, high-quality safety training to the workers who they represent.

Locals are strongly encouraged to apply for this curriculum so they can be sent review materials and prepare to offer the various courses. As of January 13, 2016, Locals One, 8, 28, 197, 442, 476, 478, 479, 481, 487, 489, and 665 have sent applications to the TTF, which receives more applications every week. An outline of the steps for application are on the TTF website, www.iatsetrainingtrust.org.

A and A2 Rollout

This program, introduced in September 2016, offers the online classes General Safety (also known as the Safety Pass "A" class) and Environmental Safety (also known as the Safety Pass "A2" class) developed by the Los-Angeles-based Contract Services Administration Trust Fund to workers from Locals that perform work under the Area Standards Agreement, as per the most recent agreement. Notices about these classes were sent out to Locals, workers, and employers and also printed in the IATSE Bulletin. The TTF website has a page with all the information needed to enroll. There are also flyers publicizing the courses available for download by Local Unions on the website.

The TTF is working closely with Locals to make sure that people get signed up. All Locals performing work under the Area Standards Agreement are encouraged to send the TTF-provided notices out to their memberships so they may take advantage of this important and free safety training.

Train the Trainer Master Class

The TTF has developed a new Train the Trainer Master class for safety and skills trainers who attended the first Train the Trainer and have conducted a requisite number of safety and/or skills classes since. The Master Class is an opportunity for experienced skills and safety trainers to study more closely with Dr. Mark Johnson and workshop a course they are developing/would like to develop. The application process is similar to the original Train the Trainer.

Locals nominate interested trainers who have already attended the first course and have taught at least three safety or skills courses since they took the first course. The nominee must submit a rough outline of the course they want to develop. Once approved, trainers will arrive with their course concept and will walk away with a fleshed-out course. The pilot session will be held in Kansas City on May 20-21, 2017.

InfoComm /Audio Visual Training

International Representative Ben Adams reported on the IATSE Training Trust Fund partnership with InfoComm, and on the Audio Visual essentials course.

The TTF has renewed our contract with InfoComm. IATSE-represented workers may all register for free memberships in InfoComm, which will entitle

them to some free online courses, and discounts on others. Additionally, there will be passes and discounts to the InfoComm Show, to be held June 14-16, 2017, in Orlando, Florida. Representative Adams has been invited to serve for a second year on the InfoComm Show Curriculum Committee, and members of the ICAP have been selected to present training a session at the June conference, entitled, "Safety in Entertainment Production: Safety Culture and Resources for Production".

IATSE AV Essentials Training is the unique signature cornerstone of our outreach to AV workers. The course teaches principals of audio visual work, shows practical applications, and gives opportunity for hands-on student practice, one-on-one learning, and, most importantly, customer service skills.

Since the summer GEB meeting, nine AV Essentials trainings have taken place: Local 8, Philadelphia (third session), Local 30, Indianapolis (second session), Local 107, Oakland, Local 115, Jacksonville, Local 122, San Diego, Local 126, Grand Rapids, Local 134, San Jose, Local 205, Austin, and Local 631, Orlando (second session).

This means that we have brought the four-day class to nearly four hundred students and local trainers in the past six months and 372 people have gone on to complete the additional online courses to receive their InfoComm/ IATSE certificates.

We have also actively incorporated lynda.com into this class and now require prospective students to complete PowerPoint and Keynote classes online with lynda before attending the in-person training.

Locals interested in scheduling the audio visual training should contact the Training Trust Fund or International Representative Ben Adams badams@iatse.net.

IATSE Craft Advancement Program

IATSE Craft Advancement Program (ICAP) Chair Alan Rowe reported that the work of the Training Trust Fund is supported and enhanced by the advice and efforts of the members of the ICAP. ICAP continues to work closely with the IATSE Training Trust to present calendar OSHA 10 classes, and to coordinate assistance for members and Locals who are preparing to take certification exams, such as ETCP. All of the ICAP members spend time helping to develop classes for the Training Trust Fund, reviewing curriculum, conferring with IATSE subject matter experts, and providing case studies and photographs for the lessons.

The members of the ICAP are Joe Aldridge (Local 720), Paul Dean, Jr. (Local One), Kent Jorgensen (Local 80), Eddie Raymond (Local 16), Sheila Pruden (Local 873) and Alan Rowe (Local 728).

OSHA 10 Classes/OSHA/USITT/ IATSE Alliance

The IATSE TTF continues to offer the OSHA 10/General Entertainment Safety course across the United States. ICAP members frequently serve as instructors for these classes, although more and more Locals are developing their own OSHA Trainers, assisted by the TTF and the ICAP. The schedule of courses presented through the TTF can be found on the TTF website. If there isn't a course being offered nearby, contact the TTF and they will bring the course to you. Information on this, and on training to become OSHA

10 Trainers is on the TTF website: info@iatsetrainingtrust.org.

ICAP members also continue to train OSHA compliance and consultation officers, and since the last Board meeting have conducted an expanded version of our class in Arlington Heights, Illinois, near Chicago (October 12, 2016) and in Atlanta, Georgia (December 8, 2016). This unique and important work helps OSHA staff recognize the unique requirements of entertainment industry work, and the ways that employers can keep IATSE workers safe.

Work continues in the area of advocating for standards that let us perform our traditional work and still remain safe. Alan Rowe traveled to San Francisco in September to serve as a subject matter expert for the San Francisco Film Commission meeting with the city's Fire Department. In addition to teaching courses through the Training Trust Fund, workshops are presented on Entertainment Safety at the National Association of Music Merchants Annual Show, the InfoComm Show, USITT and at other events.

Entertainment Technician Certification Program (ETCP)

The Training Trust Fund continues to reimburse workers who pass any of the ETCP certification tests and the amount of the reimbursement has been raised, so that the complete \$550 exam fee is covered. IATSE local unions must continually urge qualified members to take the test.

Workers Memorial Day/National Day of Mourning/NAOSH Week

ICAP Member Kent Jorgensen reported that the ICAP also helps to spearhead IATSE participation in two annual

observances initiatives to fight for safe workplaces and remember every sister and brother injured and killed on the job.

Each year on April 28, the Unions of the AFL-CIO observe Workers Memorial Day to remember all who have suffered and died at work and to renew the fight for safe jobs. In Canada, the same observance is known as the National Day of Mourning. This year, the IATSE International Moment of Silence in observance of the United States Workers' Memorial Day/Canadian National Day of Mourning will occur on Friday, April 28, 2017 at 1:00 pm, EDT (10:00 am, PDT). At this moment, all IATSE members will be asked to pause at work, at their Local offices, or wherever they may be to stop for one minute and silently remember all of the workers who have been killed on the job. In remembering them, we dedicate ourselves to preventing such deaths in the future. <https://www.osha.gov/workers-memorialday/>

The second initiative, the North American Occupational Safety and Health Week (NAOSH) will be held this year from May 7-13. It is a week dedicated to raising the awareness of safety in U.S. Canadian, and Mexican workplaces. Annually, IATSE encourages all Locals to schedule safety related events during this week. Events may include trainings, articles in newsletters, reminders on call sheets, posting on bulletin boards, or additional safety meetings at work.

Union Leadership Training

*IATSE Officer Institute and
Advanced Officer Institute, "2.0"*

Assistant Department Director

Robyn Cavanagh reported that 2016 was the third year of the Officer Institute. The program saw expansion of participating Locals as well as offering expanded programs in the advanced curriculum for the two most-requested topics: Organizing and Secretary-Treasurer instruction.

The baseline numerical report is: the first level Officer Institute "basic training" has 511 graduates which have come from 170 local unions. The 2.0 Secretary-Treasurer class has 73 graduates, and 76 have graduated from the 2.0 Organizing course, for a total of 149 2.0 graduates.

These new advanced classes and subsidies for small Locals to attend the first level Officer Institute class have increased participation among smaller Locals. The General Executive Board has voted to continue the subsidies, available to local unions with less than \$250,000 in gross receipts per year.

Overall, nearly 90% of the IA membership now has at least one officer who has attended the first training and six additional local unions have sent attendees who did not attend the level one course to the Secretary-Treasurer class.

As we launch into our fourth year we want to share a few additional observations and anecdotes that we believe impact all Locals and Departments:

1 – Many Locals are starting new programs, such as new member orientation, general training at meetings, updating or introducing policies and procedures, and making sure that books and records are properly and timely reviewed by Trustees. Locals are proud of these innovations and their members are more engaged because of them.

2 – Local leaders often report that it is easier to adopt new policies, ideas and ways of doing things when more than one officer has been able to attend the classes and have the baseline of information offered at the Officer Institute.

3 – Many Locals report that the realities of growth and organizing present new challenges in terms of time, money, staff and other resources. With raised expectations and goals come increased demands. Building Union power over the long-term depends on adapting to change and strengthening your Local's network—internally, within the IATSE, and the larger labor movement, and in your community—to keep progressing and building Union power over the long-term.

The 2017 Officer Institute 1.0 Dates and Locations are as follows:

February 13 – 17, 2017

– Maritime Institute near
Baltimore, MD – US only

May 8 – 12, 2017

- Denver, CO - US only

October 16 – 20, 2017

- Orlando, FL - both

US and Canadian Locals

The 2017 Officer Institute 2.0 Dates and Locations:

TWO DIFFERENT COURSES

at EACH SESSION:

Advanced Organizing and Secretary-
Treasurer Training

February 21 – 24, 2017

- Maritime Institute near Baltimore, MD

November 29 – December 1, 2017

– Los Angeles, CA

All 2.0 classes open to both US and
Canadian Local Union officers

Education Session at the General Executive Board Meeting: CreativeFuture Train the Trainer

The Education and Training Department has teamed up with CreativeFuture to tailor the IATSE Training Trust's popular "Train-the-Trainer" model to the CreativeFuture message. In this workshop, IATSE leaders will be introduced to a variety of training materials that can be taken home to members. These materials will demonstrate teaching techniques as well as the nuts and bolts of ethical digital citizenship so that they will be able to present this message at schools in their communities and effectively engage young people in a dialogue about digital piracy.

2016 District Education Sessions

Through the end of summer and early fall, education sessions continued at each IATSE District Convention. STAR (Strategic Training and Readiness) training for local union Leaders, which taught the history of the IATSE as an organizing Union, tools for communication with workers, and a preview of COMET Training, was made available for Locals. International Representative and Assistant Director of Stagecraft Joe Hartnett has been following up with Locals that requested that COMET training be brought to their towns.

IATSE Staff Training

The General Executive Board and all International Representatives and top staff will continue our education at our regular annual training in April near Washington DC.

The Labor Education Assistance Program (LEAP)

Director/Trustee White reported that

the LEAP program continues to be very popular, and provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. It was noted that information about LEAP is available on the IATSE website. The total program spending as of 2016 year-end is \$78,630.12 in Canada and \$206,526.04 in the U.S., for a grand total of \$285,156.16.

lynda.com

Premium annual lynda.com subscriptions continue to be offered at a significant discount to all IATSE members, through their local unions.

To date, 4,757 members are enrolled in lynda.com. These members have viewed over one hundred twenty-five thousand videos and earned over one thousand six hundred certificates of completion, in courses that improve both craft related skills and leadership skills.

Courses in PowerPoint, Photoshop, Keynote, SketchUp, DaVinci Resolve, Lightroom, Final Cut Pro, and Avid Media Composer are some of the most popular lynda courses with IATSE members, as these courses help members to meet the needs of some of the ever-changing technologies in the entertainment and exhibition industries. Courses such as Time Management, Body Language for Leaders, Influencing Others, and Strategic Negotiation help Local officers hone their leadership skills so that they may provide the finest representation possible to the workers they represent.

A yearly subscription can cost up to \$359.00 per year, but IATSE members in good standing and local union staff can purchase subscriptions through their Local Unions for only \$25. Year two

subscriptions began September 1, 2017 and end August 31, 2018. Enrollment is through the Locals and forms and information can be found on the IATSE website or in the Official Bulletin.

Student Outreach

Roundabout Theatre

Director/Trustee White reported that the IATSE partners with Education at Roundabout Theatre on two innovative initiatives that reach out to New York City's school population.

The first, "Hidden Career Path Days", is now in its fifth year. This program exposes New York City public high school students to careers in technical theatre and the possible pathways to pursue those careers. This fall, students experienced interactive mini-lessons taught by IATSE member-volunteers about Electrics, Stagehands, and Sound. They toured Radio City Music Hall, the Lyric Theatre, and Madison Square Garden. At the same time, the events educate students about the IATSE and why Unions are important.

The latest program with Education at Roundabout is the Theatrical Workforce Development Program (TWDP). A natural evolution of the "Hidden Career Path Days", this new program launched in September of 2016 and trains recent New York City public high school graduates, to enter the technical theatre workforce. The fourteen participants, called "fellows", spent the fall training in a full range of backstage areas, including electrics, audio, carpentry, props, wardrobe, and hair and makeup, in addition to learning professional skills such as time management, communication, and personal finance.

Thanks to Locals One, 764, and 798

and to the member volunteers who mentor, lead workplace tours, speak to fellows, and teach craft skills in workshops.

Student outreach continued in other ways, as well. On September 21, 2016, Jennifer Halpern, Education Outreach Coordinator, along with Local 600 Eastern Regional Business Representative Vincent Galindez, and Local 600 member Quenell Jones, participated in the Will and Jada Smith Family Foundation's Careers in Entertainment Tour.

International Representative Ben Adams presented outreach sessions at The Conservatory of Recording Arts and Sciences in Phoenix, Arizona. Additionally, Representative Adams, along with USA 829 Business Representative Carl Mulert, presented several student outreach sessions at the University of North Carolina School of the Arts in December of 2016. Department Director White, Jennifer Halpern, and Local 764 Secretary-Treasurer Martha Smith piloted our new student presentation at Montclair State University in New Jersey as part of the Kennedy Center American College Theatre Festival's Region 2 Conference.

IATSE Road Show

This presentation, which teaches the connection between strong Unions and a strong economy, along with some labor history, is available for local unions or groups of Locals in a particular city to present to their members. Family, friends, and other community members are also welcome. Attendees come away with a much greater appreciation of both the Union movement and the local union's role in it. There are versions for both Canadian and U.S. Locals.

Interested local unions may contact

Jennifer Halpern (jhalpern@iatse.net) in the IATSE office to bring this presentation to their town.

Education Sessions at the 2017 IATSE Convention

There will be Education Sessions at the 2017 IATSE Convention open to all delegates. Because continuing education at the Local level is foundational in order for the IATSE to be an organizing Union, two sessions are being planned for the afternoon of Saturday, July 15, 2017, to assist Local leaders with internal organizing through education. More information, exact times, and titles will be announced on the IATSE website and in the Official Bulletin.

Director/Trustee White concluded the report by expressing sincere thanks to the General Executive Board, and President Loeb in particular, for their continued support of the Department.

International Vice President Barnes expressed thanks for the Department's work in developing these training programs, and suggested everyone take these courses to prepare for what is coming in the next four years.

President Loeb thanked the Department for their work and report, remarking that the IATSE aims to be the safest Union. He stressed the importance of local unions getting involved in encouraging workers to take the courses offered by the Department. This is a basic obligation that a Union has; we owe our members the very best. The fact that so many members have taken a training is an incredible accomplishment. The Department and its programs are a testament to the fact that IATSE aims to lead the labor movement in effective representation.

IATSE BROADCAST DEPARTMENT

Director Sandra England accompanied by International Representatives Fran O'Hern, John Culleen, and Stephen Belsky reported on the activities of the Broadcast Department since the Board last met.

The National Labor Relations Board found merit in several unfair labor practice charges filed by the IATSE against Golf Channel. As a result, the parties have entered into negotiations to settle the charges. There are now well over 200 people who are participating in the IATSE health plan from Golf Channel, who otherwise would not have any healthcare under the Company's plan without the IATSE Contract.

Once the ULP charges are settled, the NLRB will direct a new election with Golf Channel. The original decertification election was set aside, as the Board ruled that the Employer failed to provide an accurate list of employees for the election and the Board mishandled the ballots during the election. The Department is continuing to support these workers to ensure that they continue to receive the benefits of working under an IATSE collective bargaining agreement.

Steward Training

In December, the Department held Steward Training for Golf Channel Employees. Five people attended the two-day training and successfully completed the course. All have returned to the field and have been making a positive impact advocating for the employees. The Department will hold another training for additional stewards sometime this spring.

Contract Renegotiation

The Department intends to proceed to build a Union at Golf Channel, which includes forming an employee committee to renegotiate the collective bargaining agreement set to expire in June of this year. It is already holding craft meetings to develop proposals and take feedback concerning things that worked, and did not work in the existing agreement. Requests for negotiation dates have been sent to the Company.

NHRA – Election

The International filed a representation petition seeking to represent employees working on broadcasts for the National Hot Rod Association.

An election was held but due to challenges filed by both parties, and ULP charges filed by the International on behalf of workers, the results have not yet been certified. The parties are in the process of working through the various challenges.

Big Ten

Technicians working the Big Ten Network broadcast for Indiana and Purdue Universities designated the IATSE as their collective bargaining representative and will be added to the existing Big Ten Network Agreement with Wisconsin and Minnesota Universities. The Department has developed a productive dialog with management through the Labor-Management committee and have worked through the issues that have arisen in a collegial and productive way.

Indiana

Fox Sports Indiana Contract

The IATSE won an NLRB election to

represent employees working for the Indiana Pacers organization. Fox Regional Sports Management has added this unit to the newly negotiated IATSE / Fox Sports Net Master Agreement. This Agreement was ratified and widely hailed by the employees as a major step forward for this group. These workers are petitioning the International for a new Local in Indiana.

Regional Broadcast Master Agreement

Locals 600, 695, 700, 748, 795, 796, 800, 871 and Indiana

As the IATSE organized Fox Regional Sports Network one by one, each Region had a separate collective bargaining agreement. This year agreements in Los Angeles, San Diego, Arizona, and Texas were all set to expire at various intervals throughout the year. Pressed by numerous challenges the Department proposed to Fox to bargain with all of the Regions at once. After extensive negotiations, the parties reached agreement, which has been ratified by all the participating Locals. The five-year agreement provides yearly general wage increases, benefit increases, and improved conditions moving forward.

Now that the RSN Agreement is finished, the Department will enter into successor Agreements with the open crewing company agreements in these Regions.

Local 119 San Francisco Bay Area and Sacramento, CA

New Business Agent

After a national job search, Local 119 is hiring a full-time Business Agent to service the membership. Barry Schimmel, formerly with SAG/AFTRA, joined the

Local February 1, 2017.

Contract in negotiations

Local 119's Contract with SAMMCO Crewing and MIRA Mobil Television is set to expire in March of this year. The Department is currently in negotiations for a successor Agreement for the Local.

Fox Sports Productions

Local 745 has been actively organizing; it now represents stage managers and time out coordinators on Fox Sports Productions.

Training and Education

The Department and its Locals continue to exploit the valuable on going opportunities given by the Education Department, including the Officers and Representatives who have taken advantage of the Officer Institute and Train the Trainers classes.

The Department provides Steward Training to all of its Locals who request the class.

Broadcast local unions will now be contributing to the Training Trust through the IATSE /Fox Master Regional Agreement.

The Department continues to develop skills training classes such as Fiber Optic Technician, Entry Level Utility Technician, Advanced Utility Technician, and Audio A2.

Organizing

Organizing checklist and bench marks

The Broadcast Team has developed an organizing checklist that will be followed on all new organizing drives. The checklist is a series of ten questions that must be answered fully before proceeding to an election.

Central Databases

The Department will keep all information on a central database available to everyone in the Department. The database will also contain the names and contact information for each employee involved in the drive. This process will lead to better outcomes for organizing drives going forward.

President Loeb noted the Department's systematic approach to organizing the industry, which has taken place over the last twenty years. He noted that the strength and credibility of Director England's relationships in the broadcast industry are of great benefit to the International and the workers. He observed further that providing a skilled, trained workforce is the key to protecting workers and maintaining the relationships with industry employers. He thanked all of the Department for their dedicated work.

IATSE CANADIAN AFFAIRS REPORT

International Vice President & Director of Canadian Affairs John Lewis, International Vice President Damian Petti, Assistant to the President Sean McGuire, International Representatives Julia Neville, Krista Hurdon, Peter DaPrato, Jason Vergnano and James Brett, CLC Delegate Kelly Moon, Canadian Legal Counsel Ernie Schirru, District 11 representative and Local 849 President Marcel Boulet, District 11 Representative and Local 828 President Jane Hill and District 12 Representative and Local 63 Past President Brent LeTain reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in San Francisco, California (not covered in separate reports).

Vice President Lewis began the Canadian Report by reviewing status charts identifying the various formal and informal assignments the Canadian staff has been engaged in since the last General Executive Board meetings. The charts confirmed that Canadian staff has been very busy working on a multitude of tasks including local engagement, activism, organizing, bargaining, communication, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

Local 58 Toronto – Stage

As previously reported, Local 58 negotiated a renewal collective agreement with its third largest employer, Exhibition Place, in 2016. Since reaching this agreement, BMO Field at Exhibition Place has played host to three large events which cumulatively generated close to \$1 million in wages and benefits for the Local: the Canadian Football League Grey Cup in November 2016 which generated 200 calls and more than 5,000 paid hours; the Major League Soccer Championship in December 2016 which generated 80 calls and 1,800 paid hours; and the National Hockey League Centennial Classic in January 2017 which generated 250 separate calls and in excess of 5,000 paid hours.

Local 63 Winnipeg – Mixed

Representative Jim Brett has assumed responsibility for a number of Western Canada files following the retirement of Representative Barney Haines, including assisting Local 63 in its review of its various collective agreements and employer relationships. Representative Brett is currently engaged in bargaining for renewal

agreements with Christie Lites and the Centennial Concert Hall.

As previously reported, Local 63 obtained bargaining rights for the Pantages Playhouse, a 1,445 seat venue, in February 2010. At the time, confirming the true identity of the employer presented hurdles to the Local negotiating a first collective agreement. After exhaustive research, the Local was able to identify the Performing Arts Consortium as the true employer. Upon doing so, the Local then gave notice to bargain, applied for conciliation and thereafter filed an unfair labour practice complaint when the Consortium refused to participate in good faith bargaining. In December 2016, the Local's efforts resulted in the Consortium finally agreeing to set dates to bargain a first collective agreement.

Local 118 Vancouver – Stage

Local 118 filed an application for certification to represent stage hands working for Spectra Venue Management (formerly Global Spectrum) at the Abbotsford Centre Arena in November 2016. The application names both Spectra and the City of Abbotsford as employers. The Local also filed a companion related employer application. The parties are in the process of filing submissions with hearing dates to be set in early 2017.

Local 295 Regina / Moosejaw – Mixed

With the assistance of the International, the Local settled contract language relating to Evraz Place which is a 102-acre site in the heart of Regina, Saskatchewan. It is home to a number of entertainment, agricultural, sport, recreation and cultural events. It has over 500,000 square feet of event space including the Brandt Cen-

tre, a 6,000 seat concert and sports facility and the Queensbury Convention Centre and the Credit Union Eventplex, a 95,000 square foot multi-use facility. The contract language also secures the Local with jurisdiction over the newly constructed 40,000 seat Mosaic Stadium which will be the new home of the Canadian Football League's Saskatchewan Rough Riders for the 2017 football season.

Local 471 Ottawa / Kingston / Belleville – Mixed

Local 471 recently completed interest arbitration for the renewal of its collective agreement with the City of Ottawa that expired seven years ago. The arbitrator's award rejected the City's attempts to gut the collective agreement and, instead, awarded wage increases of 14% retroactive to the expiry of the previous collective agreement. In addition, the Local received a 1% increase to retirement contributions and full-time production coordinators received one-time lump sum payments of up to \$1,500.

The Local remains in an ongoing dispute with the City of Ottawa arising from the City's continued refusal to recognize the Local's jurisdiction over the recently constructed Berdeen Pavilion Amphitheatre which forms part of the Lansdowne Park Complex. The Local has filed a series of grievances under its City Wide collective agreement which are in the midst of litigation.

Local 669 Western Canada - Camera

Beginning in 2015, with the support of the International, Local 669 undertook an organizing campaign aimed at low-budget production in British Columbia. Since then, an extensive communication plan aimed at both Local 669 members

and low-budget employers has recently resulted in fifty-two British Columbia productions signing on to the Low Budget Agreement. As a result, the Local has seen membership growth.

Local 680 Halifax / Dartmouth / Saint John / Moncton / Fredericton - Mixed

The Imperial Theatre, an 852-seat venue, was identified as an organizing target for IATSE Local 680. After a series of organizing meetings with affected employees, the Local filed an application for certification in September 2016. The Employer raised a number of challenges to this application including a challenge to the membership cards used by the Local. In January 2017, the New Brunswick Labour Relations Board issued a decision dismissing the Local's application on an overly technical scrutinization of the Local's membership evidence. The Local has maintained the support of affected employees throughout this process and has since re-filed its application.

Local 822 Toronto - Theatre Wardrobe, Make-Up Artists & Hair Stylists

Local 822 recently settled a renewal agreement with Live Nation at the Molson Amphitheatre following the International's resolution of its bargaining with Live Nation as well. The Local was able to secure wage increases comparable to the International Agreement, namely wage increases of 2.5% in each of the first three years of the agreement and 3.0% in the fourth year.

Local 891 British Columbia / Yukon – Motion Picture Technicians

In keeping with the record levels of production in British Columbia, Local 891 has seen its membership grow substantially. Once all membership applications

are processed, it is expected that the Local's membership will exceed 7,000 members which is up from 5,655 in January 2016. In order to handle this significant increase, the Local is undergoing a comprehensive review of its governance structure and Local Union Constitution and Bylaws. International Representative Julia Neville is assisting the Local in its review.

Local B-173 Toronto / Hamilton – Theatre Employees – Special Departments

International Representatives Peter DaPrato and Jim Brett assisted the Local to negotiate two agreements in recent months with Canadian Cinema Distribution Inc. (CCDI) and the Sony Centre. CCDI bargaining resulted in wage increases of 3% over two years and the avoidance of any lay-offs. The Sony Centre bargaining resulted in wage increases of up to 5.75% over three years, the introduction of a higher paying position called the Event Attendant, unlimited unpaid leave for victims of domestic violence and improvements to scheduling.

Local B-906 Charlottetown - Theatre Employees – Special Departments

International Representative Peter DaPrato assisted the Local in bargaining a three-year renewal agreement for the Local's 49 members working at the Charlottetown Confederation Centre for the Arts Front of House, Box Office, Concessions, Accounting and the Art Gallery. The Centre has four performance spaces; the Homburg Theatre, which seats 1,104, the Mack Theatre, which seats 200, two studio spaces and the Art Gallery. Highlights of the renewal agreement include wage increases of 5.5% over three years and the introduction of an annual \$3,500 training allowance.

Activism

The Canadian Office and Canadian Locals have placed an emphasis on activism. Highlights of this activism include:

- Local 891 and Local 669, along with all other participating BC unions, guilds and productions, raised an incredible total of \$156,830 for this year's Reel Thanksgiving Challenge, in aid of the Greater Vancouver Food Bank;
- Local 58's Young Workers' Committee held fundraising BBQs, for the Every Plate Full challenge, and another for the Actors' Fund of Canada;
- Local 56 young worker Arielle Mercier was featured in an article in Montreal's largest newspaper *Le Devoir* that spotlighted young trade unionists and the work that they do;
- IATSE representatives from across Canada participated in the Canadian Labour Congress RiseUp! conference on diversity, with Natasha Tony (Local 891) and Chandra Li Paul (Local 411) facilitating conference sessions;
- Local 891 Women's Committee held a donation drive for winter clothing and cash donations which resulted in the donation of over 2,500 items to the Downtown Eastside Women's Centre, which provides support to over 500 women, children and seniors every day;
- Members of Locals 58, 411, 514, 667, 822 and the International took to the streets for the Coldest Night of the Year, a night-time winter fundraising march which raised over \$4,000 in aid of the hungry and homeless;
- A visual art show featured the talented artists from Local 828 who are past

or present employees of The Shaw Festival, and a percentage of the proceeds went to further the community arts hub initiatives of the church;

- Local 212 members worked with the Calgary Interfaith Church and delivered food items and supplies, such as diapers, to families in need from the Fort MacMurray Fire;
- Local 212 Young Workers built and participated in the Alberta Federation of Labour Pride Parade float;
- Local 357 members who sit on the Kitchener Waterloo and the Stratford Labour Councils spent over fifty hours picketing in solidarity with striking Wilfrid Laurier University facilities workers of CUPE 926;
- Local 680 has a number of members that also serve on the executives of the local and provincial labour federations as well as a number of members that consistently volunteer for all labour events including the recent rallies held in support of striking teachers;
- Locals, International Representatives and officers across Canada participated in the Women's March on Washington global edition

IATSE Canadian National Health Plan

The Plan now has twenty-three Locals participating covering over 26,000 members and their dependents and total annual premiums exceeding \$25.5 million. Discussions remain ongoing for the inclusion of even more Locals into the plan.

The Plan continues to see some real synergies including reductions in health plan costs to treat mental health issues. The Plan's third semi-annual report re-

leased in January 2017 focused on providing education relating to mental health issues.

The labour community, along with other stakeholders in the private health insurance (carriers, consumer advocacy groups) will be keeping a close eye on the federal government's review of policies that may result in the taxing of all private health and dental care premiums, and enhancing the health care tax credit.

Canadian Entertainment Industry Retirement Plan (CEIRP)

CEIRP continues to grow at an unprecedented rate and continues to offer additional services to our members. The Plan now has assets in excess of \$390 million and 19,294 participating members

CEIRP is adding more ways to bring information about the plan and investment knowledge to the members. Short informational videos are being sent out to members via email quarterly, as well as quarterly webinars covering various topics. Although all communications for plan members have always been available in both English and French, CEIRP is currently in the process of having all plan documents available in both languages as well.

In October 2016, CEIRP announced the introduction of a Registered Retirement Income Fund (RRIF) to the Plan. Members who wish to retire or are required to move their money out of Registered Retirement Savings Plans (RRSP) at age seventy-one can still invest in the same investment vehicles and receive the same low Investment Management Fees available all along under the group plan.

The CEIRP Retirement Committee saw some changes with the resignations

of International Representative Barny Haines and Neil Dennison of Local 357. President Loeb appointed Justin Anthenis of Local 58 from Toronto and Celeste Pinder from Local 295 in Regina to the Committee.

Canadian Convention

The Canadian Convention was held in Montreal from September 16-18, 2016. With 120 delegates attending, it was the largest attended Canadian Convention ever. Some of the highlights of the Convention include:

- Districts 11 and 12 amended their respective Constitutions to allow for electronic credentials for delegates;
- Districts 11 and 12 made changes to their respective Defence Funds to broaden the items for which a Local can seek financial assistance – including a change to make the funds available to assist locals to send representatives to the IATSE Officer Institute;
- Canadian lobbyist Isabel Metcalfe presented a Lobbying 101 course to all delegates, which covered the do's and don'ts of lobbying at all levels – municipally, provincially, or federally;
- Daycare services were provided for the first time to assist delegates with young families to attend the Convention;
- Once again, IATSE Canada's suppliers and service providers were invited to set up info booths at the Convention and six took the opportunity to do so;
- The cost of the Convention was subsidized through service provider and law firm donations totalling \$5,500.

President Loeb applauded the efforts of the Canadian Department, noting that the Department's continued focus on or-

ganizing, local outreach and especially activism is particularly commendable.

IATSE LEGAL AFFAIRS DEPARTMENT

General Counsel Samantha Dulaney, West Coast Counsel Jacob J. White, and Canadian Counsel Ernie A. Schirru reported on recent developments in legal matters and affairs.

Canadian Counsel Schirru provided the General Executive Board with a further update on the status of an ongoing litigation involving the International and IATSE Local 58 in a claim arising from a concert at Exhibition Place in Toronto, Ontario in December 2013 where Local 58 members were working as the stage crew. The International and Local 58 have given plaintiff's counsel notice of an intention to bring a motion striking both the International and Local 58 from the claim. If the plaintiff does not consent to the request by February 3, 2016, the IATSE will be filing a formal motion with the Ontario Superior Court seeking to strike the International and Local 58 from the claim.

Counsel Schirru advised that the Ontario Ministry of Labour is currently engaged in a full scale review of the Labour Relations Act and Employment Standards Act in Ontario. Counsel explained that he assisted the IATSE Canadian Office in filing a detailed brief of submissions responding to the Ministry's interim report, focusing on matters of central importance to the IATSE, like amendments to the definition of employee so that it includes freelance workers, and extends benefits like statutory holiday pay and vacation pay to freelance workers, amendments to the related and joint-employer provi-

sions in the legislation so as to strengthen the IATSE's ability to protect and enforce pre-existing bargaining rights, and amendments to the certification process such that card based certification is available to all employees seeking to become organized, regardless of what industry they work in.

Counsel Schirru then reviewed the Supreme Court of Canada's (SCC) decision issued in relation to a dispute between the British Columbia Provincial Government and British Columbia Teachers Federation in November 2016. The teachers were asking the SCC to reconsider the B.C. Court of Appeal's decision that found the Province did not violate the teachers' constitutional rights when it introduced legislation in 2002 that limited the teachers' ability to collectively bargain certain workplace issues like class size and composition. In overturning the Court of Appeal decision orally, the SCC concluded that the Provincial Government's legislation did, in fact, violate the teachers' constitutional rights and struck it down. Counsel Schirru explained that this decision is important not only to the B.C. teachers but to the labour movement as a whole across Canada because it reaffirms that a Union's right to collectively bargain workplace issues is protected by the Canadian Constitution and therefore cannot be trampled by provincial government legislation that attempts to limit that right.

West Coast Counsel White then provided an update on the National Labor Relations Board (NLRB). The NLRB is an agency within the executive branch of the federal government that is empowered, ostensibly, to enforce the National Labor

Relations Act. The Board itself is comprised of five members, nominated by the President and approved by the Senate.

Traditionally, the President's party has appointed three of the five seats on the Board, with the other two coming from the party that is out of power. Currently, the Board has only three members and a 2-1 Democratic majority. The President is expected to fill the remaining two seats in short order, which will give the Board a 3-2 Republican majority. The two Democratic appointees on the Board are Mark Pearce and Lauren McFerren. Pearce's term expires in August 2018, and McFerren's term expires in December 2019. The Republican appointee is Phillip Miscimarra, and his term expires in December of this year. The President recently made Miscimarra the Chair of the Board, but that is largely a ceremonial position.

In addition to the Board Members, the President appoints an NLRB General Counsel. The General Counsel is responsible for directing investigations and prosecutions of unfair labor practices. The current General Counsel, Richard Griffin, was appointed by President Obama, and his term does not expire until November.

The new President's Board is expected to issue employer-friendly decisions, and overturn many of the Labor-friendly decisions issued by the Board over the past eight years. For example, the Board issued two decisions during the Obama presidency that expanded Union opportunities to establish a bargaining relationship with two joint-employers (e.g., a facility owner and a labor contractor supplying a periodic workforce). Both cases—Brown-Ing-Ferris Industries (BFI), 362 NLRB No. 186 (2015) and Miller & Anderson,

Inc., 364 NLRB No. 39 (2016)—have been targets of attack by the Chamber of Commerce and federal lawmakers. Additionally, the Obama Board in FedEx Home Delivery, 361 NLRB No. 55 (2014) clarified the current way of determining whether individuals are independent contractors, which had the effect of expanding the number of workers that could be organized into a Union. The standards established in these cases could be threatened under the new administration. Finally, in Piedmont Gardens, 364 NLRB No. 95 (2016), the NLRB held that an employer may not permanently retain scabs if the motivation for hiring the scabs was to retaliate against strikers for exercising their right to strike.

General Counsel Dulaney concluded the report by advising attendees that in October 2016, the Office of Labor Management Standards of the United States Department of Labor issued guidance explaining how the Labor-Management Reporting and Disclosure Act (LMRDA) applies to unions that wish to implement remote electronic voting systems. The compliance tip can be found on the DOL website. Counsel cautioned that the requirements appear to be quite onerous and that local unions should proceed carefully before using electronic voting systems in their elections. She also reminded Locals that their constitutions and bylaws must permit electronic voting.

Finally, Counsel Dulaney repeated President Loeb's request that local unions advise the International of any litigation in which they are involved, as set forth in Article Nineteen, Section 11 of the International Constitution.

On behalf of the Board, President Loeb thanked the Legal Department for its report.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, International Representative Krista Hurdon, Political/Legislative Director J. Walter Cahill and Assistant Political/Legislative Director Erika Dinkel-Smith reported to the General Executive Board on IATSE political and legislative affairs in the United States and Canada.

United States

The 2016 Presidential Election

Director Cahill started the report by providing a debriefing of the 2016 Presidential election. Many factors were identified as leading to Donald Trump's victory, but all indications suggest that the Comey statement two weeks prior to the election confirming the Federal Bureau of Investigation was re-opening its investigation into Secretary Clinton's use of a private email server to conduct confidential state business was the most significant.

A review of voter statistics coming out of the 2016 election confirms only 46% of the 251 million eligible voters cast a ballot. Although Donald Trump was able to secure a majority of the electoral college votes (303) to win the Presidency, Secretary Clinton received 48.3% of the popular vote versus Donald Trump's 46.2%. Analytics suggest that third party candidates Jill Stein and Gary Johnson played a significant role Trump's electoral success.

Director Cahill provided a forecast of the political landscape for the IATSE and organized labour in general during a Trump Presidency. All indications strongly suggest that President Trump and Vice-President Pence will implement and/or support anti-union legislation and policies, like “right to work” legislation, and appoint individuals to the Supreme Court and National Labour Relations Board that will erode the gains organized labour have made over the last eight years.

The November 2016 elections did provide some bright spots. pro-labour candidate Roy Cooper was elected Governor of North Carolina. The following pro-labor candidates that IATSE supported were also elected in both the House and Senate:

U.S. Senate: Tammy Duckworth, IL, Kamala Harris, CA, Chris Van Hollen, MD, Catherine Cortez Masto, NV, and Maggie Hassen, NH.

U.S. House: Tom O’Halloran, AZ, Charlie Crist, FL, Carol Shea Porter, NH, Annie Kuster, NH, and Brad Schneider, IL.

Director Cahill and Assistant Director Dinkel-Smith attended the swearing in of a number of these elected officials on January 3, 2017. Attendance at these events provided an opportunity to emphasize the IATSE’s support for the newly elected officials.

IATSE’s Political/Legislative Department intends to continue reaching out to Congress as well as the Democratic Governors Association and the Democratic Attorneys General Association in 2017 to build on relationships brokered in 2016. The IATSE helped get the F.C.C. to table its proposal regarding set top boxes.

Assistant Director Dinkel-Smith

commenced her portion of the report by providing an overview of the Department’s activities leading up to the 2016 election. Activities included:

- helping Locals develop a threefold process through Voter Registration, Volunteer Mobilization and Get Out the Vote actions as well as emphasis on the importance of supporting the PAC in the electoral process through the message of “Invest, Act, Commit”;
- working closely with the IA Communications Department throughout the election to disseminate information and amplify political activism;
- registering over 5% of IATSE’s unregistered members;
- employing 22 IATSE members to work on election activities through the AFL-CIO release staff program;
- traveling to the three battle ground states (PA, NV and FL) to help IATSE Locals 8, 631, 720, and 834 with their respective GOTV efforts;

Assistant Director Dinkel-Smith then provided a more in-depth review of the analytics flowing out of the 2016 election. Highlights of the analytics include confirmation of a 65.6% win rate for candidates that received support from the IATSE-PAC and Free Speech PAC.

Turning to the 2018 mid-term elections, Assistant Director Dinkel-Smith identified opportunities for IATSE and organized labour to assist in the election of labour friendly candidates in the Senate, the House and in various state legislature and gubernatorial elections. Assistant Director Dinkel-Smith confirmed the Political Department is already starting to prepare initiatives in connection with these mid-term elections.



Political/Legislative Director J. Walter Cahill spoke on the “Hear Our Voice” cards. “Hear Our Voice” is part of the 10 Actions in 100 Days campaign that generates protests, actions and meetings directly engaging members of Congress.

Canada

International Representative Krista Hurdon provided a summary of Canadian political and legislative initiatives.

Canadian Federal Political Initiatives

As previously reported at the San Francisco General Executive Board meetings, a number of IATSE Local representatives participated in a National Lobby Day in Ottawa in April of 2016 sponsored by the Canadian Labour Congress (CLC). The focus of lobbying efforts included, among others, concerns over the use of asbestos in workplaces. In December 2016, the federal government announced a ban that will finally put an end to the import, export and use of asbestos, and make workplaces and public spaces safer for all Canadians.

Other lobbying effort successes in 2016 included the previously reported amendments to the Canada Pension Plan, Employment Insurance Benefit and Temporary Foreign Worker program. Organized labour’s attack on the former

Conservative government's so-called "Fair Elections Act" also got traction in 2016. In November 2016, the Liberal government tabled legislation to do away with a law that severely limited the right to vote for a number of Canadian citizens. 2016 also saw success for the CLCs' lobbying effort to seek justice for missing and murdered Indigenous women in Canada. In August 2016, the federal government announced that it would commence a formal federal government inquiry into this social injustice.

In 2017, IATSE plans to participate in organized labour's efforts to lobby for further electoral reforms and a national pharmacare program. Responding to the rhetoric flowing out of Canadian "celebrity" businessman Kevin O'Leary's bid for the leadership of the federal Conservatives is also likely to be a key priority for the CLC. Preparations for IATSE's participation in the CLC sponsored National Lobby Day are also already underway as well.

The IATSE Canadian Office has continued its efforts to communicate with the Ministry of Canadian Heritage in connection with its review of Canadian cultural policy. This review, and in particular its focus on digital technology, has the potential to directly affect the industry in which a significant number of IATSE members work. As a stake holder, the IATSE participated in a Ministry sponsored survey which was followed up by Vice President Lewis, International Representative Julia Neville and IATSE lobbyist Isabelle Metcalfe coordinating and then participating in meetings with high-ranking Ministry officials in August 2016. Coordination is also taking place between with IATSE Local representatives and members of the

Ministry's standing committee on Canadian Heritage in their respective home ridings across the country for the purposes of communicating IATSE's priorities and lay the ground work for formal submissions. The priorities identified during those meetings included issues relating to copy-right and "clean hands" policies in connection with government funding and grants for the film industry. As a follow-up to those meetings, IATSE filed formal written submissions with the standing committee.

In January 2017, Canadian Minister of Heritage Melanie Joly and Alberta's Minister of Culture and Tourism Ricardo Miranda visited the Fargo and Wyonna Earp sets in Alberta, meeting and discussing the Canadian screen industry with IATSE Local 212 members and officers as well as Vice Presidents Lewis and Petti. These set visits generated a considerable amount of social media attention on both Facebook and Instagram.

Canadian Provincial Political Initiatives

Support continues for Locals provincial politics initiatives across the country. Of particular note is the continued work in consultation with the Ontario Federation of Labour (OFL) and its "Make it Fair" campaign. This OFL campaign is focussed on ensuring positive reforms flow out of the Ontario Ministry of Labour's ongoing and detailed labour and employment law review being conducted by Ministry appointed special advisors. Vice President Lewis sits on the Steering Committee and Communicators Committee while Canadian Legal Counsel Ernie Schirru sits on the Legislative and Research Committee. Vice President Lewis and Canadian Counsel Schirru, in consultation with all

Ontario Locals, worked together to file submissions in response to the interim report issued by the special advisors in October 2016. A final report is expected to be issued sometime in the spring of 2017.

President Loeb thanked those reporting for their efforts. In doing so, he confirmed that the political and legislative affairs being pursued by IATSE will continue to be a key priority in both Canada and the United States.

IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Daniel Di Tolla, William Gearns and International Trustee Patricia White presented to the Board a report on the IATSE National Benefit Funds.

The past pattern of year over year growth in contribution, participants and assets continued in 2016. On a cash basis the Funds have realized an increase of 5.3% when comparing the twelve months of 2016 with the same period in 2015. Motion picture production employment accounts for approximately 55% of the contribution receipts. The balance is comprised of all other industries such as trade show, road shows, box office, sports broadcasting, amusement parks, etc.

Net assets of the Funds have reached approximately \$1.45 billion as of December 31, 2016. Compared to total net assets of \$726 million as of December 31, 2010. This represents a growth of 101.45%. Comparing year-end 2015 through twelve months of 2016, the fair market value of assets has increased by 10.05%.

As of January 1, 2017 the IATSE National Health & Welfare Fund provides health coverage to 42,546 lives in one of

its seven different Plan options. This represents an increase of 41.57% since 2013. The Fund had an investment return of 5.7% during 2016. This was a very good return for a conservatively invested fund.

The IATSE Annuity Fund, with assets held in individual accounts, has over 75,000 active accounts with retirement account balances.

The IATSE National Pension Fund provides retirement benefits to 2,500 pensioners and approximately 20,000 active working members and inactive vested participants will be able to receive valuable monthly lifetime income from the Fund at retirement from Plans B and C. The Fund had an investment return of 7.7% during 2016. This also represents a very good return.

The Fund Office renovations now provide facilities to house 122 employees. At present the Fund Office has 99 positions with 95 filled as of this report.

President Loeb thanked General Secretary-Treasurer Wood, Vice Presidents Miller, Gearns, and Di Tolla, and Trustee White for their report, and remarked on the excellent return experienced by the funds.

IATSE-PAC REPORT

General Secretary-Treasurer James B. Wood and Political and Legislative Director J. Walter Cahill reported to the General Executive Board on the status of the IATSE-PAC.

General Secretary-Treasurer Wood reported that 2016 was an active year for the IATSE-PAC with noted increases in both revenues and disbursements attributable to the presidential election. PAC contributors came from members of over 180 local unions.

Director Cahill emphasized the vital importance of contributing to the PAC. In doing so, Director Cahill highlighted certain funding statistics that illustrated the impact of political contributions had on the recent elections.

International President Matthew D. Loeb encouraged all Locals to once again reach out to their membership to discuss the benefits of contributing to the IATSE-PAC. In doing so, President Loeb emphasized the importance of financially supporting candidates advancing the interests of organized labor.

IATSE WOMEN'S COMMITTEE

IA Women's Committee (IAWC) Chair Cathy Repola and Committee Members; International Vice President Colleen Glynn, International Trustee Patricia A. White, Department Director, Broadcast Sandra England, International Representatives Joanne Sanders and Krista Hurdon, Special Representative Stasia Savage, and Local USA829 National Business Agent Cecilia A. Friederichs updated the Board on the Committee's numerous undertakings since the GEB meeting in San Francisco.

Currently, more than 300 women are members of the IAWC Facebook group.

The Committee welcomes all IATSE members to join. Networking socials were held in Districts 2, 6, 11 and 12—each of which held their annual conventions after the Board met in July. The gatherings were well attended and warmly received.

As a kick-off to the 68th Quadrennial Convention in Hollywood, Florida, the IAWC will host an event on Sunday, July 16, 2017 from 4:00 pm-7:00 pm. This program is open to everyone (women and men and their family members). The Committee requests that everyone save the date and make plans to attend.

The IAWC's Education Subcommittee reported that it has issued two volumes of the Committee's newsletter "Connection," which, among other topics, publishes member profiles as well as articles on labor history. The Committee requests Locals provide it with content for the newsletter at connection@iatse.net. Volume 2 was translated into French and the Committee is exploring publishing the newsletter in Spanish as well. The IAWC expressed appreciation to Representative Hurdon and Canadian Operations Manager Nate Richmond who provided invaluable assistance regarding the French



IAWC Chair Cathy Repola (center) reports on the activities of the Women's Committee from the last GEB meeting, along with Committee members Joanne Sanders, Cecilia Friederichs, Colleen Glynn and Pat White.

translation. At present, Connection has 3,500 subscribers.

During the 2016 election cycle, the Community Outreach and Activism subcommittee engaged in extensive activities including voter registration, phone banking and canvassing. Appreciation was extended to Rose Etta Venetucci for her work in this regard.

The Committee specially acknowledged the participation of its members in the Women's Marches held in both the United States and Canada on January 21st, most notably President Loeb and Vice President Glynn who marched in Boston. It also noted and thanked the many members who knitted hats to send to those who attended the marches.

The Committee reported that as a result of the generous monetary donation it made to the Rosie the Riveter Trust, the IAWC is honored on that organization's wall of donors. They noted that the winter meeting would support the Metro Centers for Community Advocacy which provides counseling and shelter for women, their children, and girls who are victims of domestic violence, sex trafficking.

President Loeb observed that the Committee is becoming more and more a success story in the making. He recalled that the genesis of the IAWC started as informal dinners and has grown into a movement. He remarked that women's issues and causes need the support and attention of everyone, stating that women bring power to the Alliance. He thanked the Board for resourcing the semi-annual dinners and the IAWC Convention event.

President Loeb expressed sincere appreciation to the Committee, noting that those reporting were well-respected and

have raised the prominence of women in the IATSE, for which he and all members are proud and grateful.

REPORT OF THE IATSE YOUNG WORKERS COMMITTEE

Communications Department Director Emily Tao, Assistant Department Director Stagecraft D. Joseph Hartnett, Assistant Department Director Motion Picture and Television Production Vanessa Holtgrewe, International Representatives Christopher "Radar" Bateman and Jason Vergnano reported to the Board on the activities of the IATSE Young Workers Committee since the July 2016 General Executive Board Meeting. The Committee is currently made up of Tao, Hartnett, Vergnano, and Senior Communications Coordinator Molly Katchpole.

UNI Youth Global Conference & UNI Youth Global Organising Forum

Department Director Tao reported that she attended the UNI Youth Global Conference & UNI Youth Global Organising Forum from October 17 – 21, 2016, at the Southern Sun Cape Sun Hotel in Cape Town, South Africa. Among the UNI-affiliated unions present, there were 167 participants representing 47 unions and 33 countries. The attendees were a mix of working union members, staff, and workers under 35 years old.

The first-ever UNI Youth Global Conference was held on October 18, and covered sexual harassment in the workplace, equal pay campaigns, a campaign about Gender Violence in Media, and UNI Youth's mentorship program. Globally, young worker groups are focusing on organizing and activism within their local communities. Many young members came

from countries dealing with political instability and strong anti-union sentiment.

The UNI Youth Global Organising Forum was held October 19-21, and introduced regional organizing case studies and allowed for practicing organizing lessons taught during the Forum. Delegates were broken into groups by language to discuss and role-play organizing actions.

Department Director Tao was grateful to have attended this inaugural Conference in the historically significant city of Cape Town. One of the chants the African labor union delegates used was "Amandla! Awethu!" This means "Power!" and was a rallying cry for activists fighting apartheid in South Africa, now used for the workers' struggles. Learning the different wins, tactics, and struggles allows for sharing best practices among young workers. It is encouraging to see how young workers around the world are stepping up, and the IATSE young worker achievements are a solid part of that movement.

Canadian Labour Congress' Inaugural Young Worker Summit

International Representative Jason Vergnano reported that he attended the Canadian Labour Congress's inaugural Young Workers' Summit at the Shaw Centre in Ottawa, in October 2016. He was pleased to have been accompanied by Dominika Nasilowski and Brendan McKenzie of Local 891, Lindsay Gilmer of Local 411 and Charles Dorion of Local 514. These Locals have shown tremendous leadership by investing in sending Young Workers to this event.

This was a wide-ranging event with a diverse group of trades sending young worker representatives from all over the country. Young Union activists were af-

forded the opportunity to build bridges with our natural allies from all walks of life across the Labour Movement. The size and scope of the Summit proved to be a very rewarding experience, with an impressive array of workshops across a variety of topics.

Prime Minister (PM) Justin Trudeau met with the delegation in an open Q&A session, once again demonstrating the Federal Government's commitment to rebuilding the relationship with the middle-class and organized labour. The delegation was not afraid to ask tough questions of the PM and it was refreshing to see a Canadian PM willing to engage in such a candid and unscripted manner.

PM Trudeau has made many overtures to the young workers of Canada including the formation of the Prime Minister's Youth Council. This Council will consist of 30 young people between the ages of 16-24 years old. Council members will serve two-year terms with all travel and related expenses covered by the Prime Minister's Office. The council will advise the Prime Minister on the issues that concern young workers such as education, employment and climate change.

Recap of 2016 Young Workers Conference Goals

International Representative Vergnano reported on the 2016 IATSE Young Workers Conference, which was held on May 19–21, 2016, in Atlanta, Georgia, with 104 total attendees representing 58 Locals from the United States and Canada. As reported at the previous Board meeting, the 2016 Young Workers Conference encouraged young workers to get active in four ways: within their local union, politically, in their community, or in their workplace.

Each of these types of activism were broken down and discussed with the attendees so they could choose a type of activism that they felt most comfortable doing. Attendees completed a goal sheet for themselves at the Conference. The committee mailed the goal sheets back to the attendees one month after the conference and a reminder of what they set as their goals after the excitement of the conference has died down.

Representative Vergnano reported that, since the end of the Conference, the Committee and the representatives who were assigned to the conference have been designated 16-18 attendees whom they have reached out to directly throughout the next year. The attendees were subdivided by craft and geographic jurisdiction to keep the representatives in contact with members in the districts they typically assist and to help foster the relationships with the members who attended as more than just an email.

Attendees received contact from their designated IATSE Young Workers Committee-person approximately every 6-8 weeks. Outreach was made leading up to current events that allowed for ideal times to get involved, such as Labor Day, the 2016 Elections, and the holiday season.

Conference Activism Report Back

Assistant Department Director Hartnett reported on the results on the activism report backs from the 2016 Young Workers Conference attendees. The report backs have been positive and impressive.

In 2014, the Committee reached a 56% rate of activism report backs from young workers. While this cycle or report backs is only halfway done, the Committee is currently at about the same rate of

activism, ranging from about 40% in one group to 70% in another. Canadian attendees of the 2016 class have reported back at the rate of 60%, up from the 42% that reported back from the 2014 class.

The qualitative measures of activism overall have been incredibly impressive. While the definition of activism when this endeavor first began included anything – attending a member meeting, for example – the responses from this batch of young workers has been incredible. The following are activity trends from the reports:

- **Community Activism** – Many young workers chose to get involved with projects that would involve their community. Local 695's young workers organized a beach cleanup that was reported on in the IATSE Bulletin. Locals 484 and 205 put together the first annual Film Family Labor Day event held on the lawn of the Capitol in Austin, Texas, in collaboration with other film and entertainment industry organizations. Local 479's young workers held their 2nd annual kickball tournament on September 11 and raised \$28,000 for The Georgian Fallen Firefighters Foundation.
- **Political Activism** – Many young workers reported that they participated in phone banking, get out the vote activities, creating voter guides for pro-labor candidates, and registering Union members through the AFL-CIO LAN.
- **Local Union support** – Many young workers chose to focus on improving their Local, and outreach to new and yet-to-be members. This ranges from the Local 481 young workers who developed a home ownership training

seminar for freelancers, to two young workers from Local 56 being elected to office. Local 728 young worker Ryan Thomas presented to the executive board a proposal to host meetings for future members that would demystify the process of becoming a member. As of this report, he is working with the Local to develop the curriculum for that meeting.

- **Cycle of Support** – There has been a higher rate of young workers among local unions communicating directly with each other, which was encouraged at the Conference. This trend has been apparent in the Young Workers Facebook group too, where someone will occasionally post about an obstacle they are facing, and other young workers will comment with positive solutions and support.
- **Continuation of Activities** – The number of young workers that continue to stay involved after their first event is increasing. The Committee has noted that after the first-round of report backs, responses decrease, but activity has continued as noticed on social media. The responses received from the attendees indicate a trend towards coalition building within the Local in tandem with community enrichment. One example of this is Local 720's Young Workers Toy Drive. When they started two years ago they raised \$200; this year, the drive raised over \$30,000.

Conclusion

Director Tao concluded the report. The IATSE International Young Workers Committee connects and advises IATSE young workers across the U.S. and Canada. The Committee works to set up the infra-

structure to help young workers continue or start to get active. A recurring comment from young workers was not knowing where to start when coming up with a project, so Senior Communications Coordinator Molly Katchpole created a work plan template and guidelines as a resource. This kind of help and flexibility works well for the situation of local unions, where each Local, craft, and region target different issues to get involved with.

One of the hallmarks of our successful Young Workers is the level of support coming from their peers, their fellow members and their leaders. The Locals that are providing their Young Workers with the space and resources to succeed are showing tremendous leadership by making the space for the committees to grow and take ownership of their goals and successes. In turn, because the Locals are stronger, the Alliance is stronger.

The Young Workers Committee thanked the IATSE leadership and membership for supporting not just the Committee's activities, but the young workers of this Union.

President Loeb thanked the Committee for their report, remarking on the importance of staying connected on issues affecting workers globally, the importance of the Young Workers Conference, and stated that he was encouraged to hear about engagement in specific areas of activism.

KING 5

Re: Local 600 Reaches Agreement at KING 5 in Seattle after two-year campaign.

Broadcast Department Director, Sandra England and ICG Local 600 Executive Director Rebecca Rhine reported to the

Board on the successful negotiations with KING 5 for photojournalists and news photographers.

On November 5, 2016, Local 600 won a settlement at KING TV in Seattle that provided minimum staffing for photographers, culminating a two-year campaign against Tegna Corporation, a corporate cousin of USA Today. The employer had demanded a "non-jurisdictional contract" that would allow the company to assign other people to perform the work of union members.

In defense of its jurisdiction, Local 600 formed a coalition with IBEW and SAG-AFTRA to resist this proposal. Coalition building and political action were the keys to this victory for the IATSE.

Sisters England and Rhine expressed their sincere appreciation to Brother Dave Twedell whose resoluteness and indefatigable work ethic led to this exceptional result.

President Loeb remarked that coalition building and political activism were the keys to this victory for the IATSE.

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

Vice Presidents Michael F. Miller, Jr., Thom Davis, and John Ford, along with other MPIPHP Directors Patric J. Abaravich, Scott Bernard, Ed Brown, Tommy Cole, Colleen Donahue, and Rebecca Rhine reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

The combined value of plan assets as of November 30, 2016, is approximately \$8.4 billion. The Pension Plan held \$3.3 billion in assets, followed by the IAP

with \$4 billion. The Active and Retiree Health Plans held \$944 million and \$86 million, respectively. As of November 30th, the MPIPP investment returns for 2016 were up by approximately 5.7%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8% and plan advisors and actuaries have indicated that it will be necessary to evaluate and potentially adjust the assumed rate of return based on market conditions, interest rates and a longer-term outlook for plans such as the MPIPHP. The plans and actuaries will be addressing this issue throughout 2017 and likely into bargaining.

The combined hours into the MPIPHP in 2015, which contained fifty-three payroll weeks, were 89 million. Vice President Miller noted that as of November 30th, contributed hours were over 87 million hours and it is anticipated that when the year end 2016 hours are reported the MPIPHP will exceed 92 million hours of employment. Year-to-date totals through November are consistent with continued growth and the industry is currently very busy. Employer hourly contributions of \$791 million through November are up by approximately 10% from the same period last year and have already surpassed the contributions for all of 2015 by approximately \$20 million. This is due to both the increased hours and the hourly pension contribution increase of \$0.18 per hour that was negotiated into the last agreement.

Residual receipts into the MPIPHP in 2015 totaled \$450 million. For the period through December 2016, the MPI

received \$434 million, which lags 2015 residual receipts by \$16 million.

The Active Health Plan has over 46,000 participants and 99,000 covered lives, with an average annualized cost of \$11,580 per participant. The retiree plan consists of 21,000 covered lives with an annualized cost of \$9,264 per participant. The Plans are currently trending below the 2016 projected health care costs in both plans. There are currently 15,750 retirees and 1,750 beneficiaries receiving pension benefits.

The MPIPHP reported that the reserve levels were at 22.1 months in the Active Plan and 9 months in the Retiree Plan through November 30, 2016. The projected reserve levels based on current projections indicate that we will be at 16 months in the active plan and 8 months

in the retiree plan as of December 31, 2017. The reserve levels in both plans at year end will exceed the amounts necessary to trigger the 13th and 14th checks as well as the 10% pension increase negotiated in the last round of bargaining.

In addition to the financials highlights of the MPIPHP, Vice President Miller and the Trustees reported on several plan changes that have occurred recently. It was reported that Sutter Health is no longer a contracted provider to the MPIPHP as of January 1, 2016. This has caused a significant hardship to the MPIPHP participants in Northern California as Sutter Health is one of the largest health care organizations in Northern California. MPIPHP was forced to make this change because of unacceptable demands made by Sutter that would have

MEET & GREET FOR MAKE-UP AND HAIR LOCAL

Make-up Artists and Hair Stylists Local 798 held a meet & greet on Sunday, January 29, 2017 at the Le Meridien Hotel in conjunction with the Mid-Winter General Executive Board meeting. This was an opportunity to meet Local 798 members in the New Orleans area. Among the attendees were Business Representative Dan Dashman, Field Representative Greg Kasper, President Rose Chatterton, Vice President Angela Johnson, and Business Representative Rosemarie Levy.



run counter to some important MPIHP provisions and protections such as altering the appeals process, shortening statute of limitation periods, and requiring arbitration, amongst other things. Additionally, plan improvements include Telemedicine, the inclusion of urgent care facilities in the network, a member assistance program and an ambulance benefit change to provide additional ambulance benefits in-network for emergencies have all been implemented recently.

President Loeb commended the Trustees for their diligent work at the MPIPHP on behalf of the IA members and their families. President Loeb expressed his appreciation to MPIPHP CEO David Asplund for bringing stability to the plan and increasing morale. The Plan has really benefited from his leadership.

NATIONAL LOW BUDGET AGREEMENT

International Vice President Michael F. Miller, Jr. and Assistant Motion Picture Directors Daniel Mahoney and Vanessa Holtgrewe reported to the General Executive Board on the outcome of the negotiations for the 2017-2019 Low Budget Theatrical Agreement.

After discussions with the affected Locals across North America, it was determined that the smartest course of action would be a negotiation with few proposals that were limited to economics and benefits. This protected the strong terms and working conditions of this Agreement, such as stringent subcontracting limitations, ten hour daily turnaround, and thirty-two and forty-eight hour weekend turnaround, triple time after fifteen hours worked, mileage paid at the IRS rate, and Martin Luther King, Jr. Day as a holiday.

As such, after discussions with the Employers, the contract has been renewed for another three years with industry standard wage increases and benefit increases consistent with the Basic Agreement and Area Standards Agreement. The Budget Tiers 1, 2, and 3 were raised to account for the increased costs of wages and benefits. The Ultra Low Budget Film cap will not change but Tier 1 is increased to \$6 million, Tier 2 covers \$6 million to \$10 million, and Tier 3 spans \$10 million to \$14.2 million. These budget caps will remain frozen for the term of the contract.

The Agreement went into effect on January 1, 2017, along with 3% yearly wage increases, and \$5 per day National Benefit Fund contribution increases in each year of the Agreement.

President Loeb thanked Vice President Miller, and Assistant Directors Mahoney and Holtgrewe for their hard work in negotiating the new contract.

A motion was made to ratify the contract, the motion was seconded, and carried.

NON-LEAGUE NEGOTIATIONS

International Vice Presidents Anthony DePaulo and Daniel Di Tolla, International Trustee Patricia A. White, Assistant Director of Stagecraft D. Joseph Hartnett and General Counsel Samantha Dulaney reported to the Board about the recently completed Non-League Pink Contract negotiations.

Vice President DePaulo explained that the Non-League Pink consists of two agreements, the "L" Touring Agreement and the Bus and Truck agreement. These contracts covering Big League, Networks, Phoenix-Ent, Troika, and Work Light productions expired on June 30, 2016. Vice

Presidents DePaulo and Di Tolla, Trustee White, Assistant Director Hartnett, Special Representatives Brian Munroe and Don Martin and General Counsel Dulaney were assigned to renegotiate. Over the series of meetings in August 2016 successor agreements were agreed on.

The "L" Touring Agreement has tracked the Broadway League/Disney Pink contract and that principle remains intact. The new agreement includes all of the improvements made in the League/Disney contract including; wage, per diem, and health contribution increases on all three tiers of the contract, Full, Modified, and SET; reduction in uncompensated work hours after official opening, improvements in housing language, and increases in travel expenses. The Bus and Truck agreement also achieved wage, per diem, and health contribution increases and introduced annuity contributions. The reduction in uncompensated work hours represents a significant improvement at the lower tiers.

A review of the last three touring seasons has confirmed that the tier distribution has remained largely consistent. In 2014 there were 1 Full, 2 Modified, 3 SET, 4 "M", and 9 "S" tours. In 2015 there were 3 Full, 3 SET, 4 "M", and 8 "S" tours. 2016 had 3 Modified, 4 SET, 6 "M", and 5 "S".

President Loeb observed that 2016 marked the second coordinated bargaining sessions amongst these five producers (the first occurred in 2013). He noted with satisfaction that the Department is auditing shows to ensure that these agreements are being followed. He remarked that these agreements provide steady work with wages and benefits for hundreds of members. On behalf of the International, President Loeb expressed appreciation for

the work of the Department on these contracts.

LOCAL 8 ORGANIZING

Vice President Michael Barnes shared with the Board the strategy utilized by Local 8 in organizing workers in the Local's jurisdiction. The Local's analysis is comprehensive and includes offensive and defensive postures. Local 8 took advantage of the courses offered by the Education Department to hone its organizing skills. It tracks and communicates with unrepresented stage workers to take advantage when opportunities for organizing present themselves. Vice President Barnes explained that Local 8 maintains a culture of organizing, continuously exploring/track-ing targets.

President Loeb complimented the Local on organizing workers with jobs because in doing so the Local protects the working standards of members and those already under collective bargaining agreement. He noted the Local's approach is sophisticated and will protect and shore up its jurisdiction. He encouraged Local 8 and other Locals to stick with organizing because workers are doing IATSE work and deserve to be under IATSE agreements.

SOLOTECH

International Vice President & Director of Canadian Affairs John Lewis and International Representative Jason Vergnano reported to the General Executive Board on Local 56's ongoing litigation with Solotech in Quebec.

Representative Vergnano explained that Local 56 was successful in certifying employees working in the transport division of Solotech in September 2016. After the group was certified, Solotech took

steps to assign the transport responsibilities to a third party. In an effort to protect the integrity of its organizing efforts, Local 56 then filed three additional applications seeking to represent Solotech's shop workers, touring personnel and local events crews and also filed a series of unfair labour practice complaints as well. All of these applications and complaints are in the process of being litigated at the Quebec Labour Board. With the assistance of the International, including International Representative Krista Hurdon, Director of Communications Emily Tao and Senior Communications Coordinator Molly Katchpole, the Local also commenced a letter writing campaign targeting Solotech's registered owners, directors and clients launched a "supportourdrivers" website.

President Loeb commended Vice President Lewis, Representative Vergnano and the Local on their efforts to try and secure bargaining rights for the employees of Solotech. President Loeb went on to confirm that the Local will have the full support of the International in its ongoing litigation against Solotech and that IATSE will not stop until Solotech is held accountable for its unfair labour practices.

SOUTHERN CALIFORNIA A/V EFFORTS

International Vice President William E. Gearns, Jr., International Trustee Carlos Cota, and International Representative Dan'l Cook reported to the General Executive Board on recent efforts to increase the IATSE's presence in the Audio Visual (AV) industry in Southern California.

Trustee Cota reported that, since the last General Executive Board meeting, the IATSE has spent a considerable amount of

time researching and gathering information. Armed with research and an understanding on the volume of work covered by the top Audio Visual companies, the IATSE began a dialog with the companies about the work during the national negotiations, seeking to increase opportunities in Southern California. The companies stressed the importance of establishing a deep pool of AV Technicians in the area. The IA reinforced the active efforts to create such a pool by our Locals in conjunction with the IATSE Training Trust Fund and, specifically, the AV Essentials training courses. The companies were encouraged by this, and it is important that as many technicians as possible complete the program. Trustee Cota also stressed the importance of our efforts to crosstrain IATSE members who are interested in AV work in the Convention and Tradeshow industry. To that end, AV Essentials trainings have been held in Anaheim, Los Angeles, and San Diego, with a course planned for Palm Springs early this summer.

During the negotiations, the IATSE reminded the companies of how IA Locals have worked together to staff larger shows in Southern California. For example, the BlizzCon show, which took place in Anaheim again this year, was a huge success. Because of the massive crew size (almost 800 positions filled this year), Local 504 reached out to neighboring Locals 33, 122, 614, and 707 for assistance in covering the work. The employers were very interested in further discussions on tapping into a multijurisdictional agreement to cover their needs. They will be continuing that conversation in future negotiations.

Trustee Cota then discussed the recent success with staffing an event called the Airbnb Open Los Angeles in July of 2016.

After many meetings, the IATSE was able to get Airbnb signed on to a SoCal Regional Agreement to cover all local positions. All totaled, the agreement secured 350 to 400 positions over the two-week run of the event. The event was covered primarily by Local 33, with the assistance of Locals 504 and 614.

The Airbnb Open took place on city streets and parking lots in downtown Los Angeles, and in five historic theatres - The Orpheum Theatre, The Palace Theatre, The Globe Theatre, The LA Theatre, and The Ace Hotel and Theatre. The city seeks to re-build these venues, in an effort to revive the Broadway District in downtown Los Angeles. On top of the jobs filled for the event, Local 33 took advantage of the opportunity to interact with the theatre managers who are working with the city to help re-build the theatres.

Trustee Cota concluded his portion of the report by thanking Local 33 Business Agent Bill Ford for his assistance, and International Vice President Michael F. Miller, Jr. for his guidance.

Vice President Gearnis then discussed recent meetings the IATSE has had with Premium AV, and reported that many employers have expressed their admiration for the work performed by members of various IATSE Locals in the industry.

President Loeb expressed his confidence that more workers will soon recognize the benefits of working under an IATSE contract, and thanked Vice President Gearnis, Trustee Cota, and Representative Cook for their report.

WEST COAST OFFICE BUILDING

General Secretary-Treasurer, James B. Wood and International Vice President

and Director of Motion Picture and Television Production, Michael F. Miller, Jr. reported to the Board on the status of the West Coast Office (WCO) building. Over time the number of staff in the WCO has gradually increased. This has led to less than ideal working conditions and has required the staff to expand into the third floor of the building as our long-term tenant vacated their lease.

As the Board has been advised during previous meetings, the expansion of staff combined with anticipated maintenance work that is required to be done on the building has led to the engagement of an architect to provide suggested options for both interior and exterior redesign. The anticipated costs of such a redesign are substantial and therefore a search for a new property has been conducted concurrently in order that different options can be studied.

General Secretary-Treasurer Wood and Vice President Miller advised the Board that a potential building has been found in Burbank that would be a better option than upgrading the present WCO building provided that the new building could be purchased within certain price parameters. President Loeb has also visited the new potential building and concurs with this opinion.

General Secretary-Treasurer Wood reviewed with the Board the financial status of the International and indicated that assets were more than sufficient to pay cash for the building and thus avoid any financing costs. Eventually the present WCO building would be sold and the International would realize a substantial profit over the original purchase price.

A motion was made to approve the

commencement of negotiations to purchase a new building for the WCO with the understanding that the purchase price would not exceed \$10 million dollars. The motion was approved unanimously.

WEST COAST OFFICE REPORT

International Vice Presidents Michael F. Miller, Jr. and Thom Davis, and International Representative Peter Marley reported on the activities of the IATSE West Coast Office in 2016.

Vice President Miller reported that the IATSE turned out 500 volunteers in Los Angeles, more than any other Union, to take part in the Los Angeles County Federation of Labor's election program. He thanked International Representative Ron Garcia for his hard work during the 2016 election season.

California State Assembly Bill 72 was recently signed into law. The new law bans surprise billing practices in the health care industry by requiring providers to notify patients when they are using providers that are outside of a patient's health insurance network. The IATSE worked with the authors of the bill to become one of its sponsors. The new law will greatly benefit IATSE members, and all working people throughout the state.

The Coalition of IATSE Locals in California, which was put together by Vice President Davis, has been hard at work vetting candidates in what is expected to be a contentious race for California Governor in 2018, and for Xavier Becerra's open Congressional seat.

The West Coast Office is working at the state level to build support for a state prevailing wage program for entertainment industry workers working on state

owned property.

The IA was able to utilize the political connections it has fostered in the state to help organize workers at the 2016 Airbnb Open. Vice President Miller noted that, as a result of their travels, entertainment industry workers are some of the largest users of Airbnb.

The West Coast Office services over two dozen local unions that are outside of the film and television industry. Recently, International Representatives Marley and Garcia offered bargaining, organizing, and other assistance to Local B-192. The Office has also provided assistance to other B Locals, including B-66, B-32, and B-18, as well as various stage and mixed Locals.

Vice President Miller praised the work of the hard-working staff in the West Coast Office. In 2016, the staff participated in charity fundraising, marches, rallies, and other events. The West Coast Office has become known for its ability to put “boots on the ground” in support of important causes.

Finally, Vice President Miller reported on a labor peace agreement that has been reached on the construction of the new football stadium in Los Angeles.

President Loeb thanked Vice Presidents Miller and Davis, and International Representative Marley for their report, and remarked on the wide variety of activities engaged in by the West Coast Office.

LOCAL NO. 2, CHICAGO, ILLINOIS

Re: Activities

International Vice President Craig Carlson and International Trustee Thomas Cleary appeared before the Board to report on Local 2's continuing fight with JAM USA to organize the Riviera, Vic and Park West Venues.

JAM USA

Vice President Carlson reported that since the Board's meeting in San Francisco, Local 2 had filed authorization cards and had won an NLRB election to represent stagehands at the Riviera, Vic and Park West music venues. The NLRB also found merit in an unfair labor practice charge against JAM's firing of fifty stagehands who signed representation cards. JAM settled that charge by issuing all affected workers back pay and re-hiring them; JAM was also to begin bargaining with Local 2.

JAM refused to set bargaining dates and instead, it appealed the election results to the NLRB Regional Director. The appeal was dismissed. JAM appealed the dismissal to NLRB Headquarters in Washington, D.C. and it began to hire people ahead of some with seniority and who had signed authorization cards. JAM engaged in other obstructionist behavior by placing bicycle racks in front of their venues to prevent Local 2's ongoing bannering effort. Local 2 prepared more ULP charges and coordinated their filing with a rally in front of JAM's office.

An organization named “Arise Chicago” joined Local 2 in its efforts on behalf of the workers. “Arise Chicago” represents the entire Chicagoland Religious Community with a membership that includes more than 600 Reverends, Ministers, Rabbi's, Priests, Pastors and other religious leaders. Vice President Carlson showed to the Board, a video of Local 2's Halloween Day Rally with Arise Chicago. The rally brought Local 2 helpful publicity and it was covered by the press.

The NLRB has since dismissed JAM's appeal of the NLRB Regional Director's decision. The Regional NLRB has found

merit in Local 2's charge against JAM for giving work to replacement workers and has set a trial date of February 6, 2017. The Regional NLRB has also found merit in Local 2's charge against JAM for barricading the sidewalk to interfere with their protests and set a trial date of March 8, 2017.

Vice President Carlson reported that a “Wage Theft” charge was filed in Federal Court against JAM USA by Local 2's bargaining unit members. A trial date has yet to be set. Last year “Arise Chicago” successfully lobbied Cook County and the City of Chicago for stronger “Wage Theft” Laws so now Illinois Circuit Court Judges have an option to revoke every city and county license, including liquor licenses, from those convicted of “Wage Theft”.

Aragon Ballroom

The Aragon Ballroom opened in 1926, has a capacity of 3,224 and is currently leased by Live Nation to present concerts. The JAM crew that Local 2 is organizing also works most concerts at the Aragon Ballroom. Upon proof of Local 2's majority status at the Aragon Ballroom, Live Nation voluntarily recognized the Aragon Crew. Local 2 and Live Nation reached a five-year deal covering the Local's traditional work at the Aragon Ballroom, including wage increases, premium payments, health and retirement benefits holidays, meal, grievance and arbitration, recording / broadcast fee, Union Security-Dues Check-Off and Successor language.

This effort brought Local 2 a music venue that for forty years operated non-union and the Local gained twelve new members. This agreement was unanimously ratified.

Shakespeare Theatre

Local 2's organizational effort of Shakespeare Theatre finally paid off as its collective bargaining agreement began January 1, 2017. This effort brought a theatre on Navy Pier that had operated non-union since 1998 and twelve new members.

Local 2 was honored to have President Loeb swear in eighty new members at their General Membership Meeting on October 5, 2016. Twenty-four of them came from organizational efforts and others from seasoned referrals.

Vice President Carlson thanked President Loeb for swearing in their new members and for his passionate message of what IA membership is all about, "President Loeb, you provided everyone there a lifetime memory and for that and much, much more I sincerely thank you!"

President Loeb remarked that all the credit in these endeavors goes to Local 2, the members and the workers who put their jobs at risk to secure representation. He observed that the Local has won at every stage of its litigation with JAM, which success he expects will continue. He noted that Local 2 has taken in a number of members and thus has control of the market and the labor force. He further noted his appreciation to Vice President Carlson and Local 2 for what they are doing for the membership by protecting their hard-fought standards of living. President Loeb stated that Local 2 will have the full support of the International.

LOCAL 122, SAN DIEGO, CA **Re: La Jolla Playhouse**

Reporting to the General Executive Board was International Trustee Carlos Cota, International Representative Peter Marley, Local 122 Assistant Business Rep-

resentative Richard Disbrow, and Local 122 Secretary-Treasurer Rachel Eaves.

International Trustee Cota was proud to report that, after over a year of bargaining, Local 122 reached a first time agreement with the La Jolla Playhouse. Negotiations opened on November 12, 2015, with an initial proposal and the setting of ground rules for negotiations. The Local started off with a fairly large bargaining committee in an effort to be as inclusive as possible as it sought to negotiate an agreement covering all crafts and departments at the Playhouse. There are three separate theatres and two additional performance spaces, along with a full scene shop and metal shop, paint shop, prop shop, and costume shop all located on the campus of the University of California, San Diego.

Trustee Cota noted that he has negotiated many first time agreements over the years, but this was definitely one of the most complicated due to a number of outside factors, which took some time to address but were resolved favorably.

The Local's newly negotiated agreement is wall-to-wall in scope, covering all departments and crafts, with the exception of employees represented by another union. Every person on the technical staff is now represented and under IATSE agreement. There are nearly ninety total workers covered under the new IATSE contract.

Trustee Cota discussed some of the features of the new collective bargaining agreement, including:

- Hiring and Employment language;
- Established clear Hours and Working conditions with four hour minimum calls and half our increments that didn't exist previously;

- Night time premiums for hours worked between Midnight and 7:00 am;
- Holiday Pay with two additional Holidays bargained in;
- Rest periods and 7th day premiums;
- Show call provision;
- Costume fees;
- Between 11% and 46% increases in hourly wages; a newly established "Head of Department" rate of \$25.50 per hour across all departments; significant wage increases in the second and third year of the contract;
- The establishment of a Labor Management Cooperation Committee which will meet quarterly to give bargaining unit members a voice in their workplace.

Special attention was placed on workplace safety as the result of serious accidents in the past. The Local insured the placement of bargaining unit members on the La Jolla Playhouse Safety Committee so that they can work to develop safe work practices. In addition, new educational opportunities will be offered through the Local and the IATSE Training Trust. The first scheduled class at the Playhouse will be the IATSE OSHA 10 course, scheduled to be held on February 13-14, 2017.

Trustee Cota stated that he was extremely happy with the finished agreement and the relationship the Local is building with management. The agreement is a game changer in the San Diego market and will lead to increased opportunities for each of the IATSE Locals in the area.

Trustee Cota thanked Representative Peter Marley, Local 122 Business Agent Paul McDonnell, Secretary-Treasurer Ra-

chel Eves, Assistant Business Agent Richard Disbrow, Vice President Greg Sowizdrzal, Local 706 Assistant Business Representative Randy Sayer, Local 122 Attorney Bob Giolito, and Lead organizers Michael Lowe, Kyle Ahlquist, Jenny Fajerman.

Assistant Business Agent Disbrow thanked President Loeb for assigning Representative Marley to help with the bargaining, and thanked the Local's office staff for putting in extra hours and answering many questions from the bargaining unit.

Secretary-Treasurer Eaves talked about how important the La Jolla Playhouse has been to her life. Previously, low wages at the Playhouse coupled with the high cost of living forced her to work at other venues. She recounted the many hours she spent talking to fellow workers about how important and valuable they were and how, together, they could stand up to management.

President Loeb congratulated everyone involved in this effort, remarking on the importance of organizing the Playhouse and providing wage equity to the workers at the theatre. Organizing the Playhouse has resulted in a huge increase in members for Local 122. This growth only makes them stronger as a Local. President Loeb thanked the workers in the bargaining unit for stepping up and fighting for what is right.

LOCAL 210, EDMONTON, AB **Re: Oilers Entertainment Group**

International Vice President and Director of Canadian Affairs John Lewis, International Representative James Brett and Local 210 Business Agent Peter Gerrie reported to the General Executive Board on Local 210's efforts to secure a first col-

lective agreement with Rogers Place Arena in Edmonton, Alberta.

Representative Brett explained that Rogers Place Arena is a multi-use arena and new home of the Edmonton Oilers NHL hockey franchise. It has seating for over 18,000 for hockey and over 20,000 for concerts. In addition, there is a 1,000 seat community ice rink as well as 24,000 square foot of programmable space and a programmable plaza area for various other types of events.

After building relationships throughout the construction of the arena, Local 210 was able to capitalize on those relationships to settle a first collective agreement with the ownership group of the Rogers Place Arena. However, prior to the signing of the collective agreement, a disagreement arose between the parties relating to the payroll calculation process. As a result, the contract remained unsigned. The Local then filed an application for certification with the Alberta Labour Relations Board. The filing of that application facilitated the signing of the collective agreement. The Local has since filed a grievance relating to the payroll calculation issue which is in the process of being litigated.

President Loeb commended Local 210 on its efforts to secure a first collective agreement and advocacy on behalf of its members through the grievance arbitration process.

LOCAL 411, MISSISSAUGA, ON **Re: Canadian Media Producers Association (CMPA)**

International Vice President and Director of Canadian Affairs John Lewis and Local 411 Business Agent Chandra-Li Paul reported to the General Executive Board on Local 411's recent success in negotiat-

ing a two-year renewal agreement for craft service and honeywagon operators.

Vice President Lewis explained that Local 411's membership consists of production coordinators, first and second assistant coordinators, craft service personnel and honeywagon operators. The production coordinators work under promulgated agreements while the craft service and honeywagon operators work under a term agreement with the Canadian Media Producers Association which is adhered to by Canadian and United States producers shooting in Ontario.

Highlights of the renewal agreement include a 2% wage increases in each year as well as improved language relating to daily and weekend turnaround and meal penalties. The renewal agreement was overwhelmingly ratified by the membership.

President Loeb congratulated Local 411 on its success in settling a renewal agreement for craft service and honeywagon operators.

LOCAL 482, CHAMPAIGN-URBANA, IL

Re: Champaign-Urbana Park District

International Vice President Craig Carlson appeared before the Board to report on Local 482's contract negotiations with Champaign Park District.

On May 2, 2016, Local 482 requested President Loeb's help with negotiations for a new contract with Champaign Park District's Virginia Theatre. Local 482 also has a Collective Bargaining Agreement (CBA) which covers work at ADM Arena in Decatur, another for the University of Illinois covering their entire campus, including The State Farm Center Arena and Krannert Center for the Performing Arts and a CBA covering The David S.

Palmer Arena in Danville, Illinois.

When it opened in 1921, the Virginia Theatre presented live performances of vaudeville acts, dance, silent movies and acting troupes. RKO bought the Virginia Theatre in the 1930's and sold it to the George Kerasotes Corporation in the 1960's where it was used largely as a movie house until Champaign's Park District bought and renovated it in January 2000. The theatre was added to the National Register of Historic Places in 2003.

Today, The Virginia Theatre presents community events, orchestras, concerts, ballet, musicals and community theatre. One weekend a month, movie reel classics are run from an old carbon arc projector onto a 56-foot wide screen. A local radio station also sponsors movie nights there, aptly named "Reel Deals", where they show new release feature films for \$3 a seat.

Every April, since 1999, the theatre hosts "Ebertfest" which is a film festival founded by Pulitzer Prize winning and world-renowned movie critic Roger Ebert. Following Ebert's death in 2013, organizers raised \$125,000 and built a life-size bronze statue of him.

After several long bargaining sessions in Champaign, the parties reached an agreement that includes annual wage increases, full-time salaried positions, and a preservation of craft jurisdiction. Local 482 unanimously ratified the agreement.

Vice President Carlson thanked President Loeb for his leadership, guidance and support in getting this agreement on behalf of Local 482. President Loeb remarked that with the assistance of Vice President Carlson, Local 482 set goals and achieved all of them. He congratulated the Local on a great contract.



Local 667 Treasurer Ari Magder, General Secretary-Treasurer James Wood and Local 667 Business Agent David Rumley.

LOCAL 634, NORTHERN ONTARIO

Re: Organizing Activities

International Vice President and Director of Canadian Affairs John Lewis, International Representative Peter DaPrato and Assistant to the International President Sean McGuire presented an update to the General Executive Board on the efforts of the Canadian Office and IATSE Local 634 (Sudbury) to organize the motion picture industry in Northern Ontario.

Representative DaPrato explained that 2016 was an outstanding year for Northern Ontario, seeing six IATSE projects total \$57.6 million in production and a membership of twenty-four grow to over two-hundred. It appears that 2017 is shaping up to be another busy year, with a Netflix production already confirmed and another two in negotiations. As a result, Local 634 is well on its way to becoming financially self-sufficient. It is also in the process of investigating the prospect of establishing a health plan, health spending account and life insurance plan for members.

Representative DaPrato also explained that IATSE Locals 411, 634, 667 and 873, in conjunction with the Directors Guild of Canada, ACTRA, William F. White, Clairmont Camera and Cooper

Equipment hosted a two-day Northern Ontario Training Symposium in Sudbury, Ontario during Sudbury's local film festival, CINEFEST in September of 2016. The event provided an opportunity for the Northern Ontario Heritage Fund Corporation (NOHFC), politicians, media, producers and the general public to meet and talk with film technicians working the twenty-four booths representing all departments required to make a motion picture. It also provided an opportunity for attendees to view some of the training IATSE has provided to its Northern Ontario members.

President Loeb applauded the continued efforts of the Canadian Office and Local 634 in Northern Ontario to both grow the Local's membership and secure quality work opportunities for those members.

LOCAL 667, EASTERN CANADA

IATSE Local 667 Business Agent David Rumley and Local 667 Treasurer Ari Magder presented General Secretary-Treasurer James B. Wood with a Local 667 lapel pin recognizing his twenty-five years of membership in the Local.

President Loeb, the General Executive Board and local attendees in the gallery

joined in congratulating General Secretary-Treasurer Wood with a standing ovation on his membership milestone.

LOCAL NO. 868, WASHINGTON, D.C.

Re: Strathmore CBA

Political/Legislative Director J. Walter Cahill, along with Local 868 Business Agent Anita Wilkinson, Secretary Anne Vantine and member and 2nd Assistant Treasurer at Strathmore Jeffrey Higgins updated the Board on the Local's protracted, first-contract negotiations with Strathmore. They were pleased to report that after eighteen months, the parties reached a collective bargaining agreement covering ticket sellers. The contract resulted in jurisdictional gains, job protection, and first time healthcare, annuity, vacation and sick-leave for workers.

The Local extended heartfelt appreciation to Maryland State Senator Roger Manno, Montgomery County Council Member Tom Hucker, Local 868 counsel Keith Boleck, Strathmore Treasurer Chad Sands, Strathmore 1st Assistant Treasurer Christian Simmelink, Locals 22 and 772, ATPAM, DC Metro Labor Council, Northern VA Labor Federation and Communications Director Emily Tao and Director Cahill.

The presenters especially thanked President Loeb and the IATSE Defense Fund Committee for their stalwart support, nothing that they would not have been successful without them. Sisters Vantine and Wilkinson also expressed appreciation for the Officers Institute which gave them the knowledge and skills to organize Strathmore.

While acknowledging that it took eighteen months from beginning to first

contract, President Loeb noted that this is a great success story, none of which would have been possible without the Local's solidarity and the leadership of Sisters Vantine and Wilkinson. He observed that he was particularly impressed with the bargaining unit, including Brother Higgins. He expressed his great satisfaction that the Local is actively organizing. President Loeb observed that Strathmore is one example of assistance provided by the Defense Fund. He congratulated the Local on a job very well done.

LOCAL 873, TORONTO, ON

Re: Training Facility

IATSE Local 873 President Wayne Goodchild and Business Agent Monty Montgomerie reported to the General Executive Board on the recent grand opening of the Local 873 offices and training centre in Toronto.

They presented a video detailing the nature and extent of the Local 873's new facility which includes administrative offices and an extensive training facility that now provides a full range of training programs for members. Since the grand opening, the Local has seen a dramatic increase in the number member training hours. The Local's website was also enhanced to support online registration and payment options for members. This has made it easier for members to identify and register for training opportunities. In an effort to qualify for government training grants, the Local applied for and received provincial training delivery agent status. The Local also incorporated a separate training trust and corporation to facilitate, among other things, the receipt of government training grants and employer training contributions.

President Loeb congratulated Local 873 on the opening of its new offices and training facility. President Loeb advised the Local he looks forward to visiting the new facility in the near future.

RETIREMENT OF INTERNATIONAL REPRESENTATIVE BARNY HAINES

International Representative Barny Haines addressed the General Executive Board on his recent retirement after twenty years as an International Representative. Representative Haines gave specific thanks to President Loeb, General Secretary-Treasurer Wood, Vice President and Director of Canadian Affairs John Lewis and all International staff and representatives for their support throughout his career with the International.

President Loeb congratulated Representative Haines on his successful career with IATSE, thanked him for his unwavering service and commitment to the IATSE membership and wished him a long and healthy retirement.

At the conclusion of Representative Haines' remarks, the General Executive Board, International staff and IATSE members in attendance in the gallery gave Haines a standing ovation.

RETIREMENT OF INTERNATIONAL VICE PRESIDENT ANTHONY DEPAULO

In heartfelt remarks, Vice President Anthony DePaulo announced his retirement from the Board. He recalled that he began his career in 1975 in the property department at the Metropolitan Opera. Five years later, he was initiated into Local One and the IATSE. He was first elected to office in the Local in 1988 and became



Vice President DePaulo announced that he is stepping down from the General Executive Board.

Business Manager in 1996. He noted that in 1975, he could not have imagined that he would be attending his tenth International Convention (in 2017), would have served the International as a representative and Co-Director of Stagecraft Department and would one day sit on the Board of the IATSE as a Vice President, a position he has held for fifteen years.

He expressed his profound appreciation to past and present International Officers with whom he served; International President Matthew D. Loeb, General Secretary-Treasurer James B. Wood, International President Emeritus Thomas C. Short, Retired International Vice Presidents Michael Sullivan and Brian Lawlor, Vice President Daniel Di Tolla, International Trustee Patricia A. White, Assistant Department Directors Daniel Mahoney and Joseph Hartnett; past and present members and officers of Local One, including Louis Edson, Edward “Eddie” McConway, Ronald “Ronnie” Vitelli, Richard “Dick” Nimmo, Raleigh Banks, Robert “Bobby” McDonald; International General Counsels Harold P. and Steven B. Spivak, Dale S. Short and Samantha Du-laney. He thanked everyone for their support and said that while he will be around

and available for the next year or so, the time has come for him to retire from the Board.

After a sustained ovation and hearty applause from everyone in attendance, President Loeb observed that Vice President DePaulo is a proud member of the IATSE and is “union to the core,” always thinking of the members first and foremost. He noted that Vice President DePaulo’s relationships in the Broadway and larger legitimate theatre community with members, other unions and guilds, theatre owners and employees, producers, etc., are unparalleled and the International is indebted to his commitment for propelling us to our present position in live theatre. He noted further Vice President DePaulo’s service as Chair of the Canadian Caucus. President Loeb stated that Vice President DePaulo’s leadership, credibility, and thoughtfulness have kept the International ahead of or on par with all players in the legitimate theatre industry. In closing, President Loeb said, “Tony, you’ve done a great job for the Alliance and we owe you a debt of gratitude.”

At the conclusion of President Loeb’s remarks, the attendees again honored Vice President DePaulo—now retired—with another sustained ovation.

ELECTION OF INTERNATIONAL VICE PRESIDENT JAMES J. CLAFFEY, JR.

James J. Claffey, Jr., President of Local No. One was elected unanimously to the open seat on the General Executive Board, which resulted from Vice President DePaulo stepping down from the Board. Brother Claffey has been an elected officer in Local One for 21 years, first serving as Chairman of the Board of Trustees, then Business Agent and currently as Local One President for the past 13 years. He began his career as a stagehand at City Center/ The 55th Street Dance Theater. Brother Claffey has represented the members of Local One with honor and professionalism. He has also readily assisted other IATSE local unions, particularly those with representation on Broadway and other live entertainment venues in New York where Local One has jurisdiction. Brother Claffey is married to Stephanie Simon and is the father of three children Bailey, Michael, and Madeline. His father, James J. Claffey Sr. and five brothers are also members of Local One.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 10:15 a.m. on Friday, February 3, 2017.



President Loeb, newly-elected Vice President James J. Claffey, Jr. and General Secretary-Treasurer Wood.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
LE MERIDIEN NEW ORLEANS • NEW ORLEANS, LA • JANUARY 31, 2017

Since the last meeting of the Defense Fund Committee in San Francisco, CA on July 19, 2016 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 13, Minneapolis-St. Cloud-Little Falls-Brainerd - St. John's University-College of St. Benedict-St. Paul, MN, Varsity Theater Organizing / Vikings Stadium – Legal	\$1,540.00	Local No. 788, Rochester, NY, Rochester Rhinos Soccer – Legal	3,422.50
Local No. 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA, Rhino NW, and PSAV Organizing – Legal	38,419.00	Local No. 868, Washington, DC, Strathmore – Legal	33,990.58
Local No. 28, Portland-Salem, OR, Convention Center AV Petition – Legal	2,409.10	Local No. B-20, Portland, OR, Portland Expo Ticket Sellers – Legal	1,014.60
Local No. 56, Montreal, QC, Solotech Organizing – Legal	13,321.74	SUB TOTAL : \$196,985.56	
Local No. 58, Toronto, ON, PSAV – Legal	2,904.14	INTERNATIONAL	
Local No. 63, Winnipeg, MB, Collective Agreement/Prairie Theatre-Amalgamation of Certificates – Legal	22,263.83	IATSE – Crew One/Live Nation Crew One Campaign – Legal	23,386.01
Local No. 129, Hamilton-Brantford, ON, Theatre Aquarius – Legal	2,623.59	IATSE – Basic Agreement – Legal	7,218.75
Local No. 153, El Paso, TX-Las Cruces, NM, SMG – Legal	630.00	IATSE – AQTIS – Jurisdictional Dispute – Legal	16,072.65
Local No. 154, Ashland, OR, Oregon Shakespeare Festival – Legal	989.70	IATSE – Golf Channel, Nu Image, Inc., Zaffina, PAC 12, Misc. – Legal	17,118.72
Local No. 158, Fresno-Modesto-Stockton, SMG – Legal	16,617.26	IATSE – Oregon Shakespeare Festival – Legal	6,512.40
Local No. 168, Vancouver Island, BC, Tidemark Theatre – Legal	2,822.63	IATSE – TRO – Legal	25,659.56
Local No. 205, Austin, TX, Zach Organizing – Legal	390.00	SUB TOTAL : \$95,968.09	
Local No. 262, Montreal, QC, Cineplex Entertainment /Colossus Laval/Ste-Foy – Legal	24,671.08	LOBBYING AND CONSULTING	
Local No. 336, Phoenix-Prescott, AZ, KRO Revisions – Legal	12,972.97	Thorsen French Advocacy	31,227.43
Local No. 500, South Florida, Kravis Center – Legal	721.50	SUB TOTAL : \$31,227.43	
Local No. 523, Quebec, QC, Center Videotron/Collective Agreement – Legal	14,044.34	EDUCATION	
Local No. 757, Detroit, MI, Michigan Opera – Legal	1,217.00	LEAP Reimbursements to Locals/Officers	16,893.71
		Misc. Training/InfoComm/Instructors	202,665.31
		Young Workers Conference	2,585.20
		SUB TOTAL : \$222,144.22	
		GRAND TOTAL : \$546,325.30	
		Respectfully Submitted, s/Matthew D. Loeb s/Anthony DePaulo s/Daniel Di Tolla s/Colleen A. Glynn s/John M. Lewis	

Remember, Rededicate and Resolve

In North America the fight to protect workers goes back to the 1790s. Early laws were written to protect merchant sailors. Then as railroad robber barons began accumulating wealth, unions pushed congress to pass the “coupler bill” to eliminate a deadly system for coupling train cars. The modern industrial era, coming out of WWII, caused the creation of OSHA in 1973. At that time an estimated 16,000 workers were killed each year.

These attempts have resulted in safer workplaces, but across North America, 900 workers die annually in Canada, 4,800 in the U.S., and a worker dies every 15 seconds worldwide. We cannot let up on the fight to create workplaces that don’t kill, injure, or make workers ill.

Health and safety has been and will continue to be a fight between working people and greedy bosses who put business and profit ahead of all else. April 28 has become the International Workers’ Memorial Day (U.S.A.)/ National Day of Mourning (Canada), for workers to honor the memory of those who have been killed at work, and to rededicate the fight to prevent the killing of anyone else.

On Friday, April 28 the IATSE International Moment of Silence, commemorating International Workers’ Memorial Day/ National Day of Mourning, will be observed. Workers and Locals are asked to pause at work, their local union offices, or wherever they are and stop for a moment of silence. Other remembrances can be black arm bands, wearing a purple ribbon with a knot

tied in it, reading the names of those workers who have died this year or in the past, or flying your flag at half-mast.

**INTERNATIONAL DAY
OF MOURNING /
NATIONAL DAY OF
MOURNING
APRIL 28TH**

**NORTH AMERICAN
OCCUPATIONAL
SAFETY AND
HEALTH WEEK
MAY 7-13, 2017**

By taking these actions, you honor the workers who died while trying to make a living doing some task that didn’t need to kill them. We remember them and their families, and rededicate ourselves to the fight to keep anything like that from ever happening again.

NAOSH WEEK

The week after International Workers’ Memorial Day/ National Day of Mourning is North American Occupational Safety and Health Week (NAOSH), May 7-13, 2017. This is

a week dedicated to raising safety and health awareness in workplaces throughout Canada, the United States, and Mexico. There are many events that can be planned for this week - simple things, like posting safety reminders on employee bulletin boards or articles in Local newsletters. Other things might be working with employers to have more safety meetings or Locals organizing safety trainings for this week. NAOSH week is a great time to have a class.

Another aspect of NAOSH week is to promote safety in the community. Holding a safety awareness class for high school or college students can help to protect them as they enter the job world, and allow the union to have a positive interaction in their community.

Resources for any of these events can be found at the IA Training Trust Fund website, OSHA’s webpage, or by doing a web search for NAOSH week. Also, if you want some ideas, contact Kent Jorgensen at kjorgensen@iatse.net. If you schedule an event, let us know and send us some pictures at communications@iatse.net.

NEW CERTIFICATION FOR ENTERTAINMENT WORKERS

ETCP has recently released a new Certification for people working with the entertainment-related electrical distribution systems that we use on a daily basis, the ETCP Portable Power Distribution Technician (PDT). The PDT is especially useful for members working in the trade show, audio/visual, and motion picture/television segment of the entertainment industry where distribution systems are used in locations where the permanent system is not sufficient or does not exist. This certification will help the employers to determine who is qualified to do the work and does not hold any additional liability for the members who hold the certifications. It makes sense that if we hold a majority of the certifications, then we will get more of the work.

Unlike the ETCP Entertainment Electrician (EE), the ETCP Portable Power Distribution Technician (PDT) is designed for the mid-level technician and not the crew chief. The other main difference between the EE and the PDT is in the range of topics that are covered on the content outline. Topics on the PDT certification are limited to the distribution system from the power source through the branch circuit. The EE certification covers all of the topics in the PDT plus other areas such as lighting control and rigging. If you want more details on the differences between the two certifications, you can find the Scope of Work Document on the ETCP website at www.etcp.esta.org. The exam is currently available and a practice exam will be available in March.

Currently only 48% of the people who been awarded the PDT certification are IATSE members. This means that a majority of the people who claim this level of knowledge are not members of the only organization that represents professional technicians in the entertainment industry. This simply has to change as we, the members of the IATSE, are the ones who set the standard for safety and skills in the entertainment industry.

For more information, including how to prepare and sign up for the certification, please visit the ETCP website at: www.etcpt.org. The IATSE Training Trust has additional resources, including how to setup a study group and test taking strategies, on their website at www.iatsetrainingtrust.org.

Learn it at **lynda.com**

Enroll through your Local Union for IATSE discounted subscriptions and learn software, creative, and business skills.

CreativeFuture Workshop at the Mid-Winter GEB Meeting

Many IATSE members are familiar with CreativeFuture, an industry advocacy organization that works to combat digital theft of the productions we help to make. We have become CreativeFuture members and perhaps even contacted elected officials about the importance of copyright protection. But as activists, we are always called to look for the next steps.

HOW CAN LOCAL LEADERS AID THE FIGHT AGAINST PIRACY? HOW CAN WE INVOLVE OUR MEMBERS? AND HOW CAN WE TEACH OUR CHILDREN AND THOSE IN OUR COMMUNITIES TO BE GOOD DIGITAL CITIZENS?

At the 2017 mid-winter General Executive Board Meeting Education Session, The IATSE Education and Training Department teamed up with CreativeFuture to present a three-part workshop. IATSE leaders first received a refresher lesson about the effects of digital theft on the arts and entertainment industry. Then they were supplied with techniques and tools enabling them to teach their members how to present this information at schools in their communities in order to effectively engage young people in a dialogue about digital piracy.

The lesson was facilitated by CreativeFuture's Allison Smartt and addressed the issues of copyright and fair use, breaking down the misconception that digital piracy doesn't really do much harm. In fact, online digital piracy takes billions of dollars out of the creative economy, leading to fewer projects, fewer jobs for creatives, and re-

duced benefits. By educating the public, and reaching out to young people, we can help to create a generation of media consumers armed with knowledge and the desire to be responsible consumers.

Remembering the advice of Dr. Mark Johnson, of Train-the-Trainer fame, a new session was developed so that local leaders could teach their members to present a fun and interesting lesson on this topic in their local schools. Although Dr. Johnson did not attend the session, he collaborated with CreativeFuture on course development to take his principles of good instruction and apply them to the CreativeFuture message. IATSE leaders learned how to connect with the learner and teach abstract ideas concretely using props, videos, visual aids, and interactive learning.

Key to this technique are our personal stories as IATSE workers - the creatives – who work behind the scenes to create all kinds of entertainment content. Our creative members can use their voices to raise awareness about the cultural, ethical, and economic implications of creative ownership, to foster respect for artists and the creative process and to inspire young people to become ethical digital citizens.

Of course, helping children of various ages learn some of these difficult concepts is a big challenge. The final part of the session was devoted to working through a sample presentation for 3rd graders, learning to tailor it to make it your own, and then getting out into your community to present it. All participants walked away with informa-

WHERE TO WATCH

AMAZON
NETFLIX
HULU
APPLE

PIRATED CONTENT

PIRATEBAY
MEGAUPLOAD

tion about copyright and fair use, the facts about digital piracy, teaching techniques, sample curriculum, classroom materials, and videos loaded onto flash drives.

All of the materials to show IATSE members how to bring this presentation to students from kindergarten to college-age is included. The materials may also be downloaded from the IATSE website at www.iatse.net or the CreativeFuture website at www.creativefuture.org. A webinar, reviewing the GEB session is also being planned, and those interested in participating may contact Jennifer Halpern in the IATSE General Office at jhalpern@iatse.net.



THE NEW IATSE/CREATIVEFUTURE STUDENT EDUCATION MODULE LETS LOCAL ACTIVISTS TEACH GOOD DIGITAL CITIZENSHIP WITH THE FOLLOWING GOALS:

- To provide another outlet for member activism.
- To improve the communication and speaking skills of activist IA members.
- To raise awareness in our union regarding the threat of piracy.
- To equip members to promote skills and crafts to the next generation of workers in our industry.
- To educate the next generation of IATSE workers about the myriad jobs behind the scenes in order to create value in their minds about the content they watch.

LOCAL UNIONS PARTICIPATE IN IATSE TRAINING TRUST

The following local unions have bargained for employer contributions into the Training Trust. Congratulations and we look forward to seeing this list grow in future issues of the Official Bulletin.

2	15	42	67	122	205	329	470	707	924
3	16	46	69	125	210	339	488	720	927
4	17	48	76	127	212	347	500	751	USA829
5	22	50	78	129	229	357	504	764	
6	25	51	84	143	232	363	558	772	
8	27	53	85	151	251	399	600	798	
9	28	55	87	158	285	412	614	822	
10	30	58	99	168	300	415	631	828	
11	31	60	100	161	306	417	647	834	
12	33	62	105	190	320	423	665	835	
13	39	63	115	195	321	442	675	838	
14	41	66	118	200	322	461	690	887	

ATTENTION ALL IATSE LOCALS!

If you are bargaining the Training Trust Fund into your local agreements, please contact us first so you have the correct language for your agreements. There is specific TTF language for agreements where contributions are being negotiated.

Once agreements are executed, please send 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.

The agreement and contact information should be sent via email, if possible, to: drackie@iatsetrainingtrust.org.

Contact us at:

IATSE Training Trust Fund
10045 Riverside Drive
Toluca Lake, CA 91602
818-980-3499 phone
818-980-3496 fax
info@iatsetrainingtrust.org



NEW 2017 PROGRAM! LOCAL OFFICERS:

Is your Local conducting training? Do you want an easy, hassle-free way to track member participation in safety and skills training?

The IATSE Training Trust Fund can keep track of your Local's group trainings and certifications held by your members. We have staff that can sort and keep track of trainings taken in our database. You will then be able to run reports and search the database for all trainings taken and certifications held in your Local.

See the TTF website for more information

www.iatsetrainingtrust.org/tracking

Questions?: Email us at info@iatsetrainingtrust.org

2017 TTF Course Calendar

OSHA 10/GES	February 13 & 14	San Diego
OSHA/GES	March 7 & 8	Minneapolis
*TTT: Teaching Techniques	March 19 & 20	Chicago
*TTT: Teaching Techniques	April 8 & 9	San Francisco
OSHA 10/GES	May 20 & 21	New York
*TTT: Master Class (NEW CLASS)	May 20 & 21	Kansas City
TTT: Teaching Techniques	June 11 & 12	Toronto

View the complete TTF Calendars:

TTF Courses: www.iatsetrainingtrust.org/ttf-calendar/

TTF Supported Courses: www.iatsetrainingtrust.org/supported-calendar/

Questions? Email us at info@iatsetrainingtrust.org

*TTT= Train the Trainer

Visit the TTF website at www.iatsetrainingtrust.org to learn about the many other programs, courses and resources available.



THE TTF SAFETY CURRICULUM FOR USE BY LOCALS IS HERE!!!

IATSE TTF SAFETY FIRST! curriculum modules developed by UCLA are ready and available for use by all Locals conducting training. These customized safety modules with detailed instructor's notes are designed to be taught by any and all trainers. The modules address best safety practices and are lecture/small group activity based. These modules do not deliver hands on training.

Local Officers and/or Training Directors/Coordinators are encouraged to apply for review copies of the modules:

#1 - Basic Safety (4 hrs.)

#2 - Biological Hazards (1 hr.)

#3 - Hazard Communication (5 hrs.)

#4 - Chemical Protection (3 hrs.)

#5 - Electrical Safety (2 hrs.)

#6 - Fall Protection & Prevention (2 hrs.)

#7 - Elevated Work Platforms and Aerial Lifts (1.5 hrs.)

#8 Scaffold Safety (1 hr.)

#9 Ergonomics (2 hrs.)

#10 Noise Exposure (2 hrs.)

#11 Confined Spaces/Small Spaces (1 hr.)

#12 Firearm Safety (3 hrs.)

#13 Hand and Power Tools (1 hr.)

#14 Compressed Gas (1 hr.)

#15 Rigging Safety (3 hrs.)

#16 Welding and Cutting (1 hr.)

Resource Tools Guide (RT)

Case Study Guide (CS)

More information on the curriculum modules, descriptions of each module and how to apply for them, can be found on the TTF website at www.iatsetrainingtrust.org/curriculum

Visit the TTF website at www.iatsetrainingtrust.org to learn about the many other programs, courses and resources available.

EDUCATION AND TRAINING

I.A.T.S.E. OFFICER INSTITUTE APPLICATION 2017

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"/> Denver, CO (US Locals) May 8 - 12, 2017		<input type="checkbox"/> Orlando, FL (Both US and CANADIAN Locals) October 16 - 20, 2017		
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

I.A.T.S.E. Organizing and Secretary-Treasurers 2.0 Training 2017

LOS ANGELES, CA (NOV. 29 – DEC. 1, 2017)

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, OR LINTHICUM HEIGHTS, MD.

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, OR LINTHICUM HEIGHTS, MD

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 GRADUATE AND 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. CLASS CHOICE (CHOOSE ONLY ONE)			
<input type="checkbox"/> ORGANIZING 2.0 (MUST BE AN IATSE O.I. GRADUATE)		<input type="checkbox"/> SECRETARY-TREASURERS 2.0 (MUST BE A LOCAL UNION SECRETARY-TREASURER AND/OR 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

EDUCATION AND TRAINING

OFFICER INSTITUTE – BALTIMORE, MD FEBRUARY 13-17, 2017

Nicholas G. Broyer, 200	Frank Jainlett, B 29	Kay L. Marsh, 200	Meirav Rotstein, 504
Anthony Galanti, 200	Paul M. Kent, 22	David P. McIntyre, 22	Amanda A. Sager, 154
Michael E. Gips, 728	Theresa A. Khouri, 479	Michael D. Mixer, 19	Mario A. Serruto, 19
Emily R. Gosnell, 600	Rachel Robb Kondrath, 800	Dennis Moore Jr., 8	Jay D. Spottswood, 28
Thomas L. Herrmann, 2	Margaret J. LaBombard, 764	Iain O'Higgins, 728	Paul W. Thomas, 487
Darryl Sparky Herzon, 728	Daniel A. Little, 8	Lex Rawlins, 600	John Wendling, 38
Jeffrey Higgins, 868	Fred A. Maples, 8	Christopher J. Ritter, 38	John W. Yowler, 8
R. Bruce Holtman Jr., 19			



APPLICATION FOR OFFICER INSTITUTE 1.0 2017 SUBSIDY FOR LOCAL WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) _____

Applying To (Circle 1): Denver, CO Orlando, FL

LOCAL UNION INFORMATION

Local Union _____

Mailing Address of Local Union _____

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

Contact's phone and email: _____

Local Contact Signature _____

CERTIFICATION

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

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

Applicant's Signature _____

FOR OFFICE USE ONLY:

Rec'd by _____ Approved Y N

Notified _____

Notes: _____

THIS FORM MUST BE ACCOMPANIED BY THE APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN THE 2017 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN Denver, CO (May 8 – 12), or Orlando, FL (Oct. 16 – 20). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).



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LINTHICUM HEIGHTS, MD FEBRUARY 22-24, 2017**

Doug Acton, 480
Michael D. Beckman, 6
John L. Brasseux, 22
Suzanne MB Chambliss, 478
Christopher L. Crowther, 492
Nils M. Cunningham, 107
Colleen A. Glynn, 11
Pascal M. Guillemard, 728
Thomas L. Herrmann, 2

James Holden, 27
Constance Holley, B-29
Lynn S. Jackson, 772
Paul M. Kent, 22
John Lamar, 793
Roger L. Lattin, 728
Richard Montgomery, B-29
Craig A. Mowery, 919
Whit Norris, 479

Francis A. O'Hern, 762
Naomi Patrick, 784
Rich Rahner, 100
Lauren J. Rogers, 22
Alan M. Rowe, 728
Paul F. Sisilli Jr., 311
Martha Smith, 764



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Everybody deserves to feel safe and secure at work. When IATSE workers know the basics of workplace health and safety we can help to prevent accidents, injuries and illnesses on the job. All working people should feel confident that they will be able to go home safely at the end of the day to the people they love, and all workers are encouraged to educate themselves regarding basic on-the-job best practices.

The IATSE Training Trust Fund is excited to be offering free, online, safety training for all workers covered by the 2015-2018 Area Standards Agreement. The free training consists of the General Safety Training ("A") and Environmental Safety ("A2") classes developed by Contract Services. The Training Trust Fund is working with local unions and employers signatory to the 2015-2018 Area Standards Agreement to make sure all eligible workers are able to access and take these classes.

ELIGIBILITY

These online courses are available to individuals performing work under the 2015-2018 IATSE Area Standards Agreement. You will receive flyers and applications for this program through the Training Trust Fund, your local and international union and your employer(s). All applications need to be returned to the Training Trust Fund.

ENROLLMENT

Information about the training can be found on our website and flyers are being sent out through Locals and employers signatory to the 2015-2018 Area Standard Agreement. Individuals eligible for the General Safety Training "A" and Environmental Safety "A2" classes available through the IATSE TTF are able to find enrollment information and applications on our website at: www.iatsetrainingtrust.org/asa.

COURSE DESCRIPTIONS:

A: GENERAL SAFETY TRAINING/INJURY AND ILLNESS PREVENTION PROGRAM (IIPP)

This course explains safety orientation, employee/employer rights and responsibilities, hazard communications, use of personal protection equipment, proper lifting techniques, emergency action procedures, and general production safety procedures. **The course takes an average of one hour to complete.** You do not have to complete the class all at once.

A2: ENVIRONMENTAL SAFETY

This course covers a wide range of subjects, including studio lot & location safety, heat illness, severe weather, disaster/emergency response, environmental awareness, transportation of dangerous goods, electrical safety, and workplace cleanliness. **The course takes an average of 3 hours to complete.** You do not have to complete the class all at once.

When you take these classes, you are protecting yourself, the person working next to you, your co-workers and your family.

Visit the TTF website for more information – www.iatsetrainingtrust.org/asa



IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

Got Training?

The TTF can keep track of your local's training records for you.

- ✓ Does your local offer group safety and skills training courses to your members?
- ✓ Would you like someone else to do all the work of keeping track of your local's safety & skills training records?
- ✓ Would you like an easy way to run reports to see who and how many people from your local have taken a specific course?
- ✓ Do you want your local's courses to be counted in the larger universe of IATSE training courses?

If you answered yes to any of these questions, try the IATSE TTF Training Tracker.

Let us do the work of tracking course records for you.

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or call Melinda at 818-655-0737

IATSE Entertainment & Exhibition Industries Training Trust Fund
10045 Riverside Drive, Toluca Lake, California 91602

T: (818) 655-0737 | F: (818) 980-3496 | E: tracking@iatsetrainingtrust.org | www.iatsetrainingtrust.org

CREW SHOTS

Local 204 members crew and Ballet Arkansas staff work the 2016 production of "The Nutcracker" at the newly renovated and re-opened Robinson Auditorium in Little Rock.



This photo is the Local 33 crew from the recent production of "Hairspray Live".

Pictured here is the Local 2 crew from the Obama Farewell Speech Event in Chicago.





In September of 2016, pre-tour production needs and premiere of, "The Curious Incident of the Dog in the Night-Time" National Tour took place at Rochester Broadway Theater Leagues' Auditorium Theatre. Running crew pictured are Stagecraft Local 25, Wardrobe Local 858, Production Tour Crew and 'Sandy'.



Below is a photo of the road and Local 6 crew for the NHL Winter Classic 2017 held at Busch Stadium in St. Louis in January.



Pictured here is the cast and Locals 514 and 667 crew members.

Montréal August 24, 2015

Photo: Jan Thejs

ARRIVAL

IATSE Local 39 Gives Back

In response to the unprecedented flooding that occurred in the greater Baton Rouge and outlying areas of southern Louisiana in August 2016, the New Orleans Opera Association, the Louisiana Philharmonic Orchestra, Arts Center Enterprises and volunteers from IATSE Local 39, joined forces to present a performance benefitting educational institutions, arts organizations, and social service support in the affected communities.

The event was titled, “The Arts Care – An evening to benefit flood victims in Louisiana” and was held on September 8, 2016 at the Mahalia Jackson Theatre for the Performing Arts in New Orleans.

All performers and organizations donated their time, participation, goods and services free of charge. One hundred percent of the evening’s proceeds will benefit public schools, arts organizations and MusiCares for cases of extreme and unique need for individual artists. Funds will be administrated by the Arts Council of Greater Baton Rouge’s Creative Relief Fund.

“We at the New Orleans Opera know from experience how flooding can cripple an entire community,” said Robert Lyall, Artistic Director of the

New Orleans Opera. “When New Orleans was recovering from (Hurricane) Katrina, we were aided by so many wonderful people and organizations that we wanted to return the kindness. When facing substantial physical need, it is easy to overlook the impact of arts and artists when forced to consider available resources and to establish priorities for support. But it has been shown time and again how vital a role the arts can play in helping to rejuvenate and restore a community in times of great need.”

Local 39 Business Agent Alan Arthur reflects, “Over a decade ago, I clearly remember returning to my flooded home completely destroyed by Katrina. The vast majority of our members in Locals

39 and 478, as well as our sister Locals along the Gulf Coast suffered tremendous losses. The support and assistance we received from the International and IA Locals across the country were critical to our eventual recovery which is still ongoing. Back in August 2005, Baton Rouge welcomed thousands of evacuees fleeing the flood waters of the failed levee systems. This event is but a small way of demonstrating our gratitude for the aid we received in our time of need. I am extremely proud of our members who volunteered their time and services to such a worthy cause.”

The evening’s entertainment included popular selections from Broadway, Opera and orchestral masterworks.

From left to right: Johnathan Uhlman, Cindy Sarao, Daniel Kobiernicki, Nathan Arthur, New Orleans Opera Artistic-General Director Robert Lyall, Randy Audibert, Local 39 Business Agent Alan Arthur, Rene Crusto, Local 39 President Keith Christopher, and Neil Ingles.

LOCAL 107 PARTICIPATES IN MARTIN LUTHER KING DAY OF SERVICE JANUARY 16TH 2017

Activism is more than a political term for Local 107 members. It's a way of life. They are involved daily in organizing drives, political activities, charities, and educating young workers about the IA. In one of their most recent events, members turned out to support the Alameda Labor Council and City of Oakland, CA Day of Service, commemorating the birthday of Martin Luther King Jr. The event included a cleanup and beautification effort where members worked alongside their families, other Unions, and Oakland residents.



From left to right, Local 107 Business Manager Omar Sabeh and sons Alexander and Anthony; Local 107 President Kurt Dreyer with son Sage; Councillor Noel Gallo, Oakland City Council; Oakland City Employee and residents.

LOCAL 720 – EDUCATED AND ENGAGED

Local 720 Members worked tirelessly during the General Election season to ensure that its members were registered to vote and educated on the issues. Members volunteered for phone banks that were held at the Local's office, providing several weeks of outreach. Because of

their efforts, in conjunction with the Nevada State AFL-CIO and working families throughout the state, they were successful in returning both the state Senate and House to Democratic majorities. To capitalize on this effort, the members of the local support a fulltime lobbyist who

literally resides in Carson City, NV during the legislative session. This provides the members with direct access to their elected officials and a mechanism to hold those officials accountable. It also enhances the Local's leverage and visibility with the State AFL-CIO.



Membership Growth Increases Diversity

Union membership density in the United States and Canada has been on the decline for several years, yet IATSE membership is growing. In 1993, the 100-year anniversary the Alliance, membership was 74,344. Today we represent over 132,000 working people in the entertainment industry. As our membership has grown, so has the diversity of the Alliance. As our membership develops to reflect a diverse society, one of the main ways we can represent our members is to assure equality in the workplace through our contracts with employers.

Why is this important?

As members of the IATSE, we know that Unions empower workers and their families as employees and citizens. One of the main ways that the IATSE can assure empowerment in the workplace is the transparency that is provided in collective bargaining agreements. These contracts increase fairness and prevent discrimination in the workplace. This is one way Unions help in the fight for equality in the workplace.

Employers typically promote a culture of secrecy around what others are paid. This pay secrecy makes it easier to be arbitrary on wages and ignore discrimination in the work place. With a Union contract everyone can see the rates that have been collectively negotiated.

Under the National Labor Relations Act, all workers have the right to engage in “concerted activity for mutual aid and protection.” This means coworkers can get together and talk about things that matter in the work place, including wages. Often times people are uncomfortable talking about wages in the work place, regrettably this perpetuates pay secrecy. Most working people don’t know

they are allowed to talk about wages, so few know their rights.

Unions typically raise workers’ wages by 11% on average, but collective bargaining has an even greater effect on wages of people of color by increasing earnings by more than 17% on average. When workers stand up together to negotiate a contract, they have the ability to request information from the employer that is relevant to the negotiations. This includes pay rates for all employees who would be covered by the contract.

A prime example of this was a recently organized group of workers negotiating their first contract. They noticed, when comparing the wages of all the workers in the bargaining unit, a person with a non-European American sounding name made \$2.00 per hour less than other workers. This was despite the fact that the job classification and the years of service were the same as other coworkers. This became an important issue for the unit to assure that all of the employees would have pay equity. Things have changed for that employee, through the process of coming together with one voice the workers created fairness

through transparency. All employees in that job classification are now paid the same.

Another way a collectively bargained contract can protect workers and provide equity is in non-discrimination clauses. Many contracts state that the employer cannot discriminate based on age, race, religion or gender. It is important for local unions to also add sexual orientation and sexual identity to these clauses. Even though the US Supreme Court established a constitutional right to same-sex marriage in *Obergefell v. Hodges*, in thirty-one states an employee can be fired solely for being gay. If an employee is transgender they only have protections in the workplace in three states in the U.S. That is not the case if the union has negotiated this clause in their contract for their protection. That is why adding these classifications is so important for our members.

So as the IATSE continues to grow, we must remember that in addition to providing fair wages and benefits for workers, a collectively bargained contract is the most effective way to reduce inequity in the workplace.

LOCAL ORGANIZING ACTIVITY

VOLUNTARY RECOGNITION

LOCAL	EMPLOYER	UNIT
LOCAL 322	WILD WEST LIGHTING	STAGEHANDS
LOCAL 764	CAGNEY MUSICAL	WARDROBE

LOCAL	EMPLOYER	UNIT
LOCAL 417	TO THE MOON RIGGING	RIGGERS
LOCAL 322	WILD WEST LIGHTING	STAGEHANDS
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Learn more at unionplus.org/att



A Community of Interest

HOW THE INDIANA BROADCAST TECHNICIANS CAME TOGETHER TO SECURE THEIR COMMON GOALS

How come you're the lowest paid market in the NBA?" With that simple question in February of 2015, IATSE Representative John Culleeny started a 22-month journey that ended up with local broadcast technicians in Indianapolis and Central Indiana gaining their first ever contract, giving them wage increases, benefit contributions, and strong workplace and hiring rules.

While money may have been one motivation for the Indiana broadcast freelancers moving forward, it wasn't the only one. According to EVS Operator Kristen Smith, "We felt like our concerns were never heard or acknowledged by our employer. Safety concerns, workload, job security, crewing methods... you name it. Any complaint we had fell on deaf ears or got shuffled from person to person and never addressed."

The Indiana broadcast technicians began working towards their goals by speaking to representatives of the 3 major unions that represent broadcast workers across the country, the IATSE, the IBEW, and NABET. The IATSE decided to let our members do the talking for us. "We brought three members of our

broadcast Locals - Jesse Madison of Minneapolis Local 745, Will Tinsley of Local 414 and Eric Faulkner of Phoenix Local 748. We let them explain why they chose IATSE," said Representative Culleeny. It was a strategy that worked. "One of the greatest reasons that we chose IATSE was that they understood the playing field and had worked in other markets in establishing contracts that benefitted their respective market," said camera operator Jason Radke. Or, as camera operator Eddie Sharpe put it, "IA was speaking our same language right out of the gate. They seemed most concerned with figuring out what we wanted and working towards that goal on a local level."

Once the decision to go IATSE was made, things moved rather quickly.

Within a matter of a few short months cards were collected, a recognition petition filed. On June 1, 2015, the votes were counted in the recognition election and the Indiana broadcast technicians chose the IATSE as their bargaining representatives by an overwhelming margin. International President Loeb assigned Representatives Fran O'Hern and Steve Belsky to assist the unit in their negotiations with their employer. A bargaining committee was assembled, proposals developed, fleshed out and evaluated, and a draft contract put together. Plans were made to meet with the employer, Pacers Sports and Entertainment (PSE). And then things began to slow down.

"The hardest part of the process was dealing with employers who don't have



EVS Operator
Kristen Smith



Mike Stevens,
Technical Director

a clear working knowledge of your job. It's hard to talk about work related things (work load, responsibilities, compensation, work conditions, safety, breaks, etc.,) when the party you are dealing with doesn't understand what you do," was how Eddie Sharpe described it. Despite the difficulties, the bargaining team pressed on. Although it was difficult at times, the unit held together. "Experiencing what unity of purpose can do for everyone participating, and sharing the sense of accomplishment along the way was one of the unexpected things to come out of this process," said camera operator David Whitfield.

Eventually Fox Sports Indiana took over for PSE as employer of the unit. Having an experienced bargaining partner changed the nature of the process. "The most unexpected was how quickly things went once we got to the table with the right people," said Sharpe.

The contract was finalized over two days of negotiations on November 9th and 10th, and ratified by a vote of eligible technicians on December 12, 2016. "It is a good contract. Day rates will be

going up plus benefits will start accruing soon. In addition, we have secured holiday pay, better overtime compensation and working conditions," said audio mixer Mike Pope.

Having secured a contract is not the end of the road for the Indiana broadcast technicians. They are currently putting together the elements to form their own Local. Said Sharpe, "I can't wait to actually get going, having officers and running this unit." Nor is it their most

important accomplishment. There is a real feeling of accomplishment within the community. "Results and progress don't happen overnight, so band together and don't let anything intimidate you," was one of the lessons TD Mike Stevens learned. But for David Whitfield the final lesson, and possibly his most important takeaway, was, "If there is one regret, it is that we didn't do this many years ago."



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 **UNIONPLUS**

Three Cooking Shows and The Ingredients for a Strong Union

So why is it important for us to call in our non-union jobs to the Local? There are a million excuses to avoid sending in a call sheet to the Business Agent, but none of them help you or your fellow crew.

At the most recent General Executive Board meeting in New Orleans, report after report of successful organizing showcased that one of the most important ways for unions to remain strong is through growth. When companies can't find non-union crew who will work without benefits or union protections, it helps all working people.

Recently, through the initial outreach of one crew, we were finally able to crack one of the last non-union television strongholds, The Food Network channel. For years, as non-scripted shows have organized around them, productions on this network have been difficult to gain traction on.

This all changed when crew members called their Locals about a new food challenge series shooting in Los Angeles called Iron Chef Gauntlet. After examination by the International and Locals, it

was determined that the crew was unified and ready for whatever was necessary. A call was placed to production and negotiations began shortly after. Without the need for a strike, Iron Chef Gauntlet was signed to a Videotape Agreement with enhanced daily and weekend turnaround, higher meal penalties, triple time, an extra holiday, bereavement leave and strong no subcontracting language, all from date of hire. It was a strong contract, and the crew was pleased. Word spread, and Locals began receiving calls about another upcoming Food Network Show, Comeback Kitchen. The pattern was repeated, and once again, the resolve of this crew allowed the International to negotiate an excellent contract. By now, the company that produced these two shows, Triage Entertainment, knew better than to try and produce another show non-union. They called us about the

long-running series, Food Network Star, which was about to start production. The company asked for concessions. The International said no, and eventually they signed the same enriched contract as the other two productions.

Without the need for a strike, all three shows are now union, with more than 150 workers receiving all the benefits of a union agreement. One crew's resolve created ripples that shook up the status quo. The IA now has a foot in the door of a new corner of the industry.

Our actions can help strengthen our union and our future as union members, or our inactions can weaken our standing. By calling in your jobs, sending in your call sheets, and being aware that growth equals strength, you will contribute to the continued health and security of our unionized entertainment industry. You could say it's a recipe for success.

CUTTING THROUGH THE HAZE

Smoke and fog are often used to create atmosphere for a shot. What isn't seen in the final product is the crew behind the camera. What are the rules when working on a set employing smoke or fog effects?

First there are certain chemicals that should not be used, such as mineral oils and other chemicals as outlined on the CSATF Safety Bulletin #10 (Guidelines Regarding the Use of Artificially Created Smokes, Fogs and Lighting Effects). This Bulletin should ideally be included with the day's call sheet when smoke effects are being used, but you can always request a copy from Production. For example, the Bulletin explains that, in certain situations, tobacco smoke is allowed on an enclosed set if it's a prop in a scene, such as an actor whose character smokes.

Prior to the use of foggers or smokers on set, Production must give notification to the crew about what type of chemical will be used and in what fashion. When possible, the call sheet should reflect this as well. Production must

also make known to the crew who is the designated person to speak with if a respirator is desired. Producers need to make available upon request the appropriate type of respirators when using smoke or fog inside or outside. If this type of personal protection is not readily available, speak with the steward on set, your Local's Business Agent or call either the Studio's safety hotline or the IATSE hotline at 844-IA AWARE (844-422-9273) to help quickly resolve the issue.

On an interior set, the location or stage should be occasionally ventilated or exhausted, and all crew given a break to step away and get a breath of fresh air at appropriate intervals. When possible, if you have a non-essential role during a set-up, walk away from the hazy environment.

If you find the stage or location is becoming thick with smoke or fog and you are physically uncomfortable, do not wait to get the union involved. Everyone deserves a healthy environment in which to work.

MOTION PICTURE AND TELEVISION AGREEMENTS SNAPSHOT

Currently, the Motion Picture and Television Department's Major's Agreements are either nearing the final year of their cycle or are relatively new. Specifically, the 2015 Basic Agreement and the Area Standards Agreement expire July 31st, 2018; the 2015 Videotape Agreement expires September 30th, 2018; the 2016 AICP Commercial Agreement expires September 30th, 2019; and the 2017 Low Budget Theatrical Agreement (LBA) expires December 31st, 2019.

Preparations have already begun for the Basic and ASA negotiations. The status of the health and pension plans are being evaluated, the Locals are formulating proposals, and the International is examining what the other Guilds (specifically the DGA and SAG-AFTRA) have or will have negotiated prior to our session with the AMPTP. The 10% pension increase has gone into effect for those working under the Basic Agreement, and that will translate to a healthier financial safety cushion when our members retire.

In the past few years, both the AICP and the LBA have significantly sharpened prohibitions against subcontracting, thus preserving union work and fighting off the erosion of our jurisdiction. In the latest AICP agreement, the pre-production build, set construction, Special Effects and rigging are clearly delineated as work exclusively done by IA-represented crew. For low budget features, there is expressly no subcontracting of work performed from the time the media leaves the camera

and moves towards post-production. For both Agreements, the International was aware of potentially dangerous habits forming in regards to subcontracting and these issues were handled at the bargaining table.

Safety Guidelines were also added to both agreements; perhaps most significant is that an Employer shall provide alternative means of transportation or a hotel room if an employee reports that they are too tired to drive safely.

A number of our term contracts, such as the LBA, Pay Television, and non-scripted low budget Agreements with EndemolShine and Fremantle now have a minimum 9 or, in most cases, 10 hour daily turnaround, as well as weekend turnaround.

The AICP Agreement now includes Veteran's Day as a holiday, and the LBA honors Martin Luther King Day. This is in addition to the standard holidays in our Major's Agreements.

There are always improvements that can be made to our Agreements, and the International is committed to negotiating ever-stronger contracts, with robust financial gains and quality of life improvements. Each type of production faces its own challenges and the International will continue to shape contracts in response to thorough planning, research and input from the members and their Locals.

ACTIVISTS CORNER

IATSE LOCAL 478 MEMBERS BBQ AND FUNDRAISE \$28,480 FOR PEDIATRIC CANCER AWARENESS AND RESEARCH

In the spirit of the Activism Pillar of Success, two groups from IATSE Local 478 who gave time and resources to raise money for, and bring awareness to, pediatric cancer in their community. Local 478 recognizes IATSE International President Matthew Loeb for continuing to encourage activism throughout the entire IATSE and for your leadership and guidance, utilizing these Pillars of Success.

1. HOGS FOR THE CAUSE BARBECUE COMPETITION FUNDRAISER LEADS TO \$2 MILLION DONATION TO CHILDREN'S HOSPITAL OF NEW ORLEANS

IATSE Local 478 members participated in Hogs for the Cause, the annual New Orleans barbecue competition fundraiser. The team, JMAC Grips aka Reel Smoking BBQ Team, was led by member Dan Wyssmann, with members Jimi Ryan, Trapper McEvoy, Jim Wayer, Nick Nicolay, and Max Patrucco.

In November 2016, Hogs for the Cause announced they were donating \$2 million to the Children's Hospital of New Orleans to build on-campus housing for patients and their families. The building, "House that Hogs built," is expected to open in 2017.

2. ST. BALDRICK'S FOUNDATION FUNDRAISER TEAM RAISES \$28,480 FOR PEDIATRIC CANCER RESEARCH

IATSE Local 478 member Brook Yeaton led the Mobtown Props team in the St. Baldrick's Foundation fundraiser for pediatric cancer research, raising a combined \$28,480.27!

Local 478 recognizes members Andy Lovell, Michael Castro, Steven Noell, Alexa Kinigopoulos, David Nash, Kevin Lang, Brook Yeaton, as well as the Nims Centers Studios Manager Bruster Sampson and SAG-AFTRA members Zo McLellan and Rob Kerkovich for their time and efforts to bring awareness to such a worthy cause.

The St. Baldrick's Foundation is a

volunteer-powered charity committed to funding research for cures to childhood cancers. They sent the following letter regarding Brother Yeaton and the Mobtown Props teams' efforts:

The St. Baldrick's Foundation is proud to recognize the hard work of Mr. Brook Yeaton this year. Brook ranks among the top 1% of St. Baldrick's volunteers who braved the shave in 2016 to raise much needed funds for childhood cancer research. From a whopping 153 donations, Brook was able to raise an outstanding \$13,825.

To put this figure into a real-world context, Brook's achievement is equivalent to the support of two St. Baldrick's Summer Fellows -- young career inves-

tigators who are able to devote themselves entirely to cutting edge research during their summers away from PhD coursework. The next breakthrough in childhood cancer treatment may very well come from these researchers, and by extension, the hard work of Brook.

His team, Mobtown Props, also deserves a shout-out for their tremendous accomplishment. The eleven-person crew bulldozed their \$5,000 goal and raised a combined \$28,480.27! These dedicated men & women are nothing short of heroes for kids with cancer and we are so grateful to have them alongside us in the battle against childhood cancers.



Local 478 Members participate in Hogs for a Cause, an annual barbecue competition fundraiser. L-R: Max Patrucco, Nick Nicolay, Dallas Holloman, Jim Wayer, Charlie Walker, Dan Wyssmann, James Trapper McEvoy, Nathan Fung, Jimi Ryan, Richard Hoover, Sean Peyton, Nathan Hughes.

Local 478 member and prop master Brook Yeaton braves the shave in solidarity with children who often lose their hair during treatment. Brook led the Mobtown Props team in the St. Baldrick's fundraiser for childhood cancer research. Brook ranked among the top 1% of volunteers, raising \$13,825.



LOCAL 63 ELECTS FIRST FEMALE PRESIDENT IN 118-YEAR HISTORY

Congratulations to Allison Loat, who was sworn in on January 25 as the first female President of IATSE Local 63 in Winnipeg, Manitoba. From left to right, the Local 63 executive officers are: Arlo Bates (Member-at-Large), Chris Thomson (Vice-President), Allison Loat (President), Kevin Davis (Member-at-Large) and Stuart Aikman (Secretary/Business Agent). Absent is Ron Puttaert (Treasurer). Kudos to President Loat and to the members of Local 63. Progress!



ELMIRA LOCAL HONORS 50 YEAR MEMBER

On January 8th at the Hibernians Club in Elmira, NY Local 289 held a presentation to honor Brother John D. McGuire on attaining his 50-Year Scroll.

From left to right: Local 289 Vice President Scott McGuire, nephew of John, Honoree John D. McGuire, and former President Tom McGuire, John's brother. The current McGuire family has an aggregate total of 112 years membership in Local 289.

LOCAL 212 YWC 2016

2016 was the inaugural year for the Local 212 Young Workers Committee (YWC). The YWC participated in a number of events, such as the Calgary Pride Parade, and had three members speak at the Careers in Film and Television conversation during the Calgary International Film Fest. www.calgaryfilm.com/films/2016/careers-film-and-television

One event that was created and organized by the young workers themselves was the "Raise the Cap, Reduce the Gap" Letter Drive. For this event, the YWC planned and organized a BBQ where all members of the community were invited

to come to the Local 212 union hall and write letters to their provincial representatives (known as MLAs), to express their concerns over what was happening with Alberta's film incentives. The YWC collected information and created template

letters to help educate IATSE members and other people in the community about the state of the province's film incentives and was thrilled that turnout for the event also included Directors Guild of Canada members!



LOCAL UNION NEWS

IATSE LOCAL 868 NEW UNION CONTRACT BRINGS LIVING WAGE, HEALTH INSURANCE, AND RETIREMENT BENEFITS SO STRATHMORE TICKET OFFICE EMPLOYEES

On January 12, 2017, Strathmore, a world-class performing arts and cultural institution in Montgomery County, Maryland, reached an initial collective bargaining agreement with Local 868, the union representing treasurers and ticket sellers in the Washington D.C. area. The agreement sets forth the terms and conditions of employment for all bargaining unit employees who work in Strathmore's ticket office and will be effective from January 16, 2017 through January 15, 2020.

This union contract represents an investment in Strathmore's ticket office employees, who play a vital role in the operation and success of the institution. This investment includes bring-

ing their wage rates to the living wage in Montgomery County and extending and protecting health insurance and retirement benefits to employees in the ticket office.

This new agreement will serve as the foundation upon which Strathmore and IATSE Local 868 will build a mutually beneficial long-term relationship, further enhancing Strathmore's status as one of the preeminent performing arts institutions in the Washington, D.C. metropolitan region.

Local 868 represents ticketing professionals at major performing arts venues, including the Kennedy Center, National Theatre, Hippodrome Theater and Strathmore.



IATSE Local 868 and Strathmore reached an agreement to bring a living wage and improved health and retirement benefits to ticket office employees.

CHICAGO LOCAL HONORS LONG-TIME MEMBER

At Local 476's annual Holiday Party on December 4th, 2016, past President and Business Manager/Secretary-Treasurer J. Paul Oddo was presented with his 50-Year Scroll and Pin. The event was attended by more than 600 members and guests and Brother Oddo was greeted with a standing ovation.

Pictured here from left to right are Local 476 President Bradley Matthys, Local 110 Business Manager Steve Altman, Honoree J. Paul Oddo, Local 476 Business Manager/Secretary-Treasurer Mark Hogan and International Vice President and Local 2 Business Manager Craig Carlson.



Local 210 Members Receive Honours

At an awards Ceremony held in Edmonton, Alberta, proud Local 210 members, Otto Bittner (left) and Royle Harris (right), receive a Gold Retirement Card and 50-year Membership Scroll, respectively, from Local 210 President John Vaneldik and International Vice President Damian Petti. Congratulations!



NEW EXECUTIVE BOARD FOR LOCAL 38

President Michael Tobin served on the Executive Board for over 30 years with 28 of those years as President. He declined to run in Local 38's December Elections. Brother Paul Strachan was voted the new President. Bro. Strachan served the last 2 terms as 3rd Vice President, and several years prior, served 16 years as Secretary-Treasurer. Business Agent Calvin Hazelbaker served for 7 years before deciding to retire from union service. Joe Miller served the previous 12 years as Secretary-Treasurer, and was elected to succeed Bro. Hazelbaker as the new Business Agent. 1st Vice President John Ferry and 2nd Vice President Dennis Rottell were re-elected. Brother Peter Zwolinski was elected to serve as 3rd Vice President, and begins his first term in Union Leadership.



From left to right: 2nd Vice President Dennis Rottell, Business Agent E. Joseph Miller, Secretary-Treasurer John Wendling, President Paul Strachan, 1st Vice President John Ferry, and 3rd Vice President Peter Zwolinski.

LOCAL UNION NEWS

Local 21 President Mike Stas holding the Tony Award with the Local 21 Paper Mill Crew. Bravo!



Pictured here is the new Executive Board of Local 504: Executive Board member Richard Miller, Vice President Tyler Stamets, Treasurer Meirav Rotstein, Executive Board member Nathan Yeoman, Executive Board member Roxanne Rosas, Sergeant of Arms Adrian Romo, President Larry Charbonneau, Executive Board member Micheal Luth, Secretary Dave Earick and Business Agent Sam Bowers.

Pictured here is the Rigging Seminar hosted by Chicago Local 2 from October 11-14, 2016 at the Local's training facility. Local 85 also sent four riggers to this seminar. An ETCP Test was given immediately after the seminar. Far left is trainer and "Stage Rigging, Inc." President, Chris Schmidt. Far right is International Vice President and Business Agent of Local 2 Craig Carlson.



STAGEHAND UNION HONORS GOLD CARD MEMBER



At Local 17's union hall on December 12, 2016, Brother Frank Maxwell received his Gold Card from former Local 17 Business Agent Rick Madison, Business Agent Matthew Dicken and President Greg Campbell

On January 10, 2017 at Local 52's office, President Loeb read the oath of office to the Local 52 Executive Board, including Local 52's re-elected President John Ford and re-elected Vice President John Fundus.



HAWAII YOUNG WORKERS SUPPORT LOCAL CHARITY



The Local 665 Young Workers Committee (YWC) has taken up the challenge issued at the 2016 District 2 Convention in San Diego. The 665 YWC was inspired to find a charitable effort that would directly impact their home community. They chose to institute a charity drive benefiting Hawaii's Institute for Human Services (IHS). IHS assists homeless men, women and children with basic living necessities and strives to find them stable housing.

In less than thirty days, the Committee collected school supplies, toiletries, toys and monetary donations from Local 665 members and friends. Encouraged by the support they received, the Committee is planning another drive in August to help the children of homeless families prepare for school in the fall.

YWC members Tuia'ana Scanlan and Kaipu Seales prepare to deliver the supplies and a \$500 donation contributed by Local 665 members to the Institute for Human Services offices.

IN MEMORIAM

LOCAL 124 REMEMBERS MATTHEW LANGE

Brother Matthew Lange died on January 27, 2017. He was 37 years old.

Matt worked in the entertainment industry for seven years before becoming a stagehand for Local 124 on August 18, 2005. Matt worked at both the Rialto Square Theatre in Joliet, Illinois, and the Paramount Theatre in Aurora, Illinois. He worked mainly as a lighting technician and lighting programmer.

Not only was Matt a union stagehand, but he was also an associate professor of psychology at Lewis University in Romeoville, Illinois. He was a professional counselor registered by the State of Illinois and was the accelerated psychology program director. Matt received his Bachelor's degree from Aurora University in 2002, his Master's degree from Benedictine University in Lisle, Illinois in 2005, and his Doctorate from Northern Illinois University in Dekalb, Illinois in 2015.

Matt taught several undergraduate courses including personality and adult development.

Matt always had a warm comforting smile, pleasant words, and a willingness to help wherever it was needed. He leaves behind his son, his parents, and a sister.

He will be missed by all, including his Brothers and Sisters from Local 124, and members of Local 2 who work at the Paramount.



LOCAL 212 REMEMBERS MELVIN T. MERRELLS

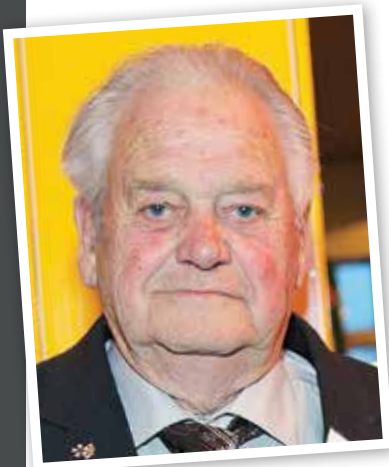
63-year Gold Card holder, Melvin Merrells, passed away on December 26, 2016, at the age of 85.

He is survived by his loving wife of 57 years, Jackie, and their three children, Rod, Michele, and Nevin (Lynn). He is also survived by five grandchildren, two great grandchildren, and numerous nieces and nephews.

Melvin was a pioneer of Calgary's stage and Motion Picture Industries and he leaves behind an impressive legacy for the Southern Alberta Production Community. His participation in Calgary's entertainment community was legendary.

Mel started his career as an apprentice Stagehand at the Palace and Grand Theatres in Calgary in the 1950's. He worked the early Ice Shows in the Stampede Corral. Mel served Local 212 as Vice President, Business Agent, and President during various terms of office from 1955 - 1990. He was the only person ever to have worked 50 consecutive years of Grandstand Shows for the Calgary Stampede - a record that will probably never be broken.

His motion picture career spanned seven decades and he was on the Electrics Crew of the Marilyn Monroe/Robert Mitchum movie "River of No Return" which was shot in Alberta in 1953. Mel and his business had a hand in over 240 projects over that time. He started MTM Equipment Rentals in Calgary in 1975, a business that continues to serve Alberta's motion picture industry.



IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Manuel Becker November 8, 2016	1	Russell Hubbard, Jr April 2, 2016	11	John Allen Eggers November 24, 2016	51	Huguette Knight October 14, 2016	471
Dewey Bratton October 14, 2016	1	Michael J. Lenane June 9, 2016	11	Francis Brady, Jr. December 31, 2016	52	Iona Bobak May 4, 2016	476
Kenneth Butcher October 10, 2016	1	Mark M. McLaughlin September 18, 2016	11	Jacqueline Canto October 5, 2016	52	Francisco Albaladejo November 14, 2016	479
Edward T. Conklin October 9, 2016	1	Mimi Watstein December 22, 2015	11	Howard Goldstein November 13, 2016	52	Jeffrey Ginn November 21, 2016	479
Vito F. Denardo December 23, 2016	1	John T. Doss December 11, 2016	12	Richard C. Kerekes October 5, 2016	52	James Heltibridge November 7, 2016	479
Peter J. Fazio October 17, 2016	1	Sterling Callander August 30, 2016	13	Melvin D. Noped December 16, 2016	52	Carl Johnson October 13, 2016	479
Michael Ferrara October 9, 2016	1	Joe R. Seeley July 1, 2016	13	John Pomponio November 30, 2016	52	Robert F. Mobbs, Jr. October 5, 2016	480
John J. Homer November 3, 2016	1	Marc W. Place October 16, 2016	15	David Alan Still October 30, 2016	58	Kevin St. John July 1, 2016	480
John D. McDonough October 18, 2016	1	Damon M. Miller August 19, 2016	17	Lawrence Brancaccio October 25, 2016	59	James P. Dames November 21, 2016	489
Donald Rietwyk November 9, 2016	1	Chet Galdo June 13, 2016	21	Ferdinand Cumberbatch January 2, 2017	59	Manuel Becker November 8, 2016	500
John R. Shea December 13, 2016	1	Claude S. Knott, Jr. December 14, 2016	22	David R. Eastham October 10, 2016	64	Dina Knapp October 9, 2016	500
John T. Walters, Jr. February 28, 2016	1	Clarence E. McDaniel December 7, 2016	22	Warren Katz October 13, 2016	74	Gil Soule October 24, 2016	500
Augustin Medina November 30, 2016	2	Patricia Forbes December 10, 2016	31	Bill R Beaird, Jr. November 19, 2016	80	Armez N. Belair September 20, 2016	514
Ron L. Snick December 21, 2016	2	William L. Fulton October 23, 2016	33	William W. Buckingham October 3, 2016	80	Therese Laprise September 9, 2016	514
Donald Kann, Jr. November 2, 2016	3	Peter Garcia November 16, 2016	33	Leonardo Chavez December 3, 2016	80	William Christopher Eller November 8, 2016	574
Leon V. Whipple October 30, 2016	3	Paul K. Hone October 4, 2016	33	Leonard Fishburn November 19, 2016	80	Clyde A. Harrison Jr December 12, 2016	589
Joseph Hutchinson December 4, 2016	4	Harold Johnson Jr October 29, 2016	33	Wayne Alexander Haas November 20, 2016	80	George Orton August 9, 2016	592
Otto Sabatino October 13, 2016	4	Ernest L. Madrigal November 13, 2016	33	Lynn Johnson September 24, 2016	80	John D. Whipple Sr July 14, 2016	592
Joseph Turner November 24, 2016	4	Kevin C. Murphy October 6, 2016	33	David Sireika November 2, 2016	80	Wade L. Bingham November 1, 2016	600
Vincent E. Moore November 26, 2016	5	Don R. Phillips October 23, 2016	33	Charles A. Estes March 5, 2016	99	Alan L. Gornick Jr September 25, 2014	600
John J. Hagan December 27, 2016	8	Joseph A. Armetta October 22, 2016	44	Norman Woods October 21, 2016	105	Tony Magaletta, III November 21, 2016	600
Wilbur Jackson December 4, 2016	8	Michael G. Dunn September 9, 2016	44	Norman A. Rickard October 1, 2016	115	David Shore June 26, 2016	600
Stanley Levinthal January 1, 2016	8	Jeanette M. Gunn December 28, 2016	44	Jon R. Salyer December 20, 2016	122	Howard Foist March 30, 2016	614
Emanuel Lewis June 11, 2010	8	Michael E. Hachey November 17, 2016	44	Ernest H. Griffin October 31, 2016	191	Dennis Motter July 19, 2016	614
Michael McDevitt July 5, 2014	8	Michael Kennedy November 7, 2016	44	Melvin T. Merrells December 26, 2016	212	Matthew Coelho October 17, 2015	665
Martin Norman March 12, 2004	8	Neil A. Labbe November 14, 2016	44	Terry L. Kline January 18, 2016	251	William J. Kam December 22, 2016	665
Thomas Riley October 2, 2014	8	Mary J.A. Mathews-Walls December 16, 2016	44	Teresa R. Burns November 14, 2016	285	Alan R. Kiriu June 2, 2016	665
Albert Rovinsky March 7, 2013	8	Thomas E. Smyth September 13, 2016	44	Ralph S. Barnette November 7, 2016	322	Eric J. Minton June 27, 2016	665
Michael J. Connors August 22, 2015	11	Michael L. Wood December 25, 2016	44	Walter Sugden August 18, 2016	357	Rene Olmiccia March 25, 2016	665
Garry Conrad May 18, 2016	11	Robert M. Lunn June 1, 2016	46	Al Tufford June 30, 2016	357	Alvin Pittler October 5, 2016	665

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Jeff Tamashiro October 28, 2016	665	Mildred Beener November 1, 2016	764	Susan Ott August 11, 2016	873	Ben Morse December 6, 2016	18032
Kevin K. Young December 5, 2015	665	Mattie J. Hackler November 18, 2016	780	Shane Rozon December 15, 2016	873	Laura K. Dalton August 31, 2016	B18
Rick McVicar November 21, 2016	667	Kari Napier April 18, 2016	784	Igor Szczurko October 18, 2016	873	Armando Serrano December 1, 2016	B18
Jordan Droho November 2, 2016	669	Kristyn L. Mahle October 4, 2016	786	Derek Michael Taylor October 11, 2016	873	Mel G. Meyer November 1, 2016	B2
Einar P. Sigurdson December 18, 2016	669	Martha Bernay December 15, 2016	800	Frank Teunissen August 31, 2016	873	Lynn Matthews December 26, 2016	B20
Sidney Lubow November 8, 2016	700	Jimmy J. Hinkle November 24, 2016	800	Lucas Moore October 31, 2016	884	Samuel Burton December 24, 2016	B751
Patricia M. Pike November 9, 2016	700	Walter A. Wallen December 16, 2016	819	Sylvia Betts November 27, 2016	891	Jef Billings October 13, 2016	USA829
Humberto Castaneda October 30, 2016	720	Curtis Vorda September 23, 2016	824	Barry Brolly August 11, 2016	891	Krysten Childs December 15, 2016	USA829
William P. Cooley November 3, 2016	728	John McGraw November 19, 2016	835	Robert Bryshun June 16, 2016	891	Willa Kim December 27, 2016	USA829
Foster K. Denker December 2, 2016	728	Rose Harris December 17, 2016	838	Luke Davies April 30, 2016	891	Gerard Leahy, Jr. November 21, 2016	USA829
Ernest R. Enriquez October 11, 2016	728	George Soviak December 3, 2016	857	Leila Fritz May 27, 2016	891	David Pena December 9, 2016	USA829
Ricky R. Harris October 31, 2016	728	Michael Comeau July 5, 2016	873	David Hinks November 13, 2016	891	John H. Storey November 21, 2016	USA829
Cameron Jackson December 3, 2016	728	Frank Fletcher November 4, 2016	873	Linda K. Jones August 19, 2016	891	Paul Sylbert November 29, 2016	USA829
Jerome L. Posner October 23, 2016	728	Vincent R. Gordon June 23, 2016	873	Steve Menunzio May 6, 2016	891		
George N. Rumanes December 9, 2016	728	John Ignani, Jr. August 25, 2016	873	Ed Schulz November 18, 2016	891		
Ronald A. Day December 24, 2016	729	Al Jagminas May 9, 2016	873	Gary W. Schwartz July 29, 2015	891		
Mario J. Monervini December 5, 2016	750	James P. W. Moore May 3, 2016	873	Charles Cinnamon November 3, 2016	18032		
Tina-Marie Cawi June 15, 2016	762	Martin O'Boyle July 4, 2016	873	Sherman W. Gross December 16, 2016	18032		

THANK YOU

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

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

Contributor
District No. 2
Local 59
Entertainment partners
Frat Party Film Productions
Media Services

In Memory Of
Fund Contribution
Fund Contribution
Fund Contribution
Fund Contribution
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 Craftpersons)

AE Arena Employees

AFE Arena Facility Employees

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

AMTS Admissions, Mutual Ticket Sellers

APC Affiliated Property Craftpersons

ATPAM Association of Theatrical Press Agents and Managers

BPTS Ball Park Ticket Sellers

CDG Costume Designers Guild

CHE Casino Hotel Employees

EE Exhibition Employees

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

ICG International Cinematographers Guild (inclusive of Publicists)

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

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

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

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

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

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

MPSELT Motion Picture Studio Electrical Lighting Technicians

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

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

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

MT Mail Telephone Order Clerks

O Operators

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

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

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

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

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

T Theatre Employees

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

TSA Ticket Sales Agents

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

TWU Theatrical Wardrobe Union

USA United Scenic Artists (inclusive of Theatrical Sound Designers)

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MANITOBA

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

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NEW BRUNSWICK

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

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ICG 671 PROVINCE OF NEWFOUNDLAND AND-LABRADOR-David Rumley, P.O. Box 13075, Topsail Stn. Main, Conception Bay South, NL A1W 2K1 (416-368-0072). Bus. Rep.: David Rumley.

M 709 PROVINCE OF NEWFOUNDLAND AND LABRADOR - Debbie Vatcher, secretary@iatse709.com; P.O. Box 29134, St. John's, NL A1A 5B5. (709-754-1746) (Fax: 709-754-1774).

T B898 ST. JOHN'S, NL-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

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

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M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-Christine Smith, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905 341-3210) Bus. Agt.: Stacey Bonar.

S 467 THUNDER BAY, ON-Keith Marsh, keith@tbaytel.net; 380 Van Norman St., Thunder Bay, ON, P7A 4C3 (807-473-7672). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

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

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

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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 Bemon.

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

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-678-0013) Bus. Agt.: Frederick Flores.

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M 707 PALM SPRINGS/PALM DESERT/HEMET/ BANNING/ELSINORE/29 PALMS-Shay Funk, P.O. Box 2240, Palm Desert, 92261 (760-848-7967) Bus. Agt.: Shay Funk, businessagent@iatse707.com.

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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.

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TWU 905 SAN DIEGO-Judith A. Watson, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Michael Regna, mregna022@yahoo.com.

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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.

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S 927 ATLANTA-Mary Grove, 449 1/2 Moreland Avenue, Suite 215, Atlanta, 30307. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

HAWAII

M 665 STATE OF HAWAII-Kay Carter, carter@iatse665.org; 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Irish Barber.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jay" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@outlook.com, (509-999-5073) (Fax: 208-623-6496).

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Chuck Blackner, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: James Phelps.

EE 838 SOUTHERN IDAHO/SALT LAKE CITY, UT-Nancy Trowse, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Nancy Trowse.

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

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

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

S 138 SPRINGFIELD/JACKSONVILLE-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 172, Bloomington, 61701-0172. 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@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

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

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Andrew Hall, andyh61801@yahoo.com; P.O. Box 3272, Urbana, 61803-3272. (217-841-2498) Bus. Agt.: Chad Schwenk, cschwenk27@gmail.com.

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TWU 769 CHICAGO-Kathryn Rubel, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-732-6326) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twulocal769@gmail.com.

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

INDIANA

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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, davetrgtt@yahoo.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/CRAWFORDSVILLE-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/ LOGANSPOUT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE-Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0714) Bus. Agt.: Stephen Blair.

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.

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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, sectreasl690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolici, antolici@msn.com.

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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-Tim McCulloch, st190@iatse.kscoxmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, ba190@iatse.kscoxmail.com.

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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.

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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 Hobbiton 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).

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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 Ledgewood Drive, Westbrook, 04092 (207-514-1338).

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S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-832-4950) 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 Brasseux.

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

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-233-3205) 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).

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MASSACHUSETTS

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

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

M 096 WORCESTER-Stephen Hoffer, P.O. Box 582, Worcester, 01613. (508-929-0378) (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.

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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 Arlauskas.

AFE 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&T 199 DETROIT-William J. Fagan, 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. (810-691-0437). 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.

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MID-ATLANTIC AREA

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

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M 616 MERIDIAN-Benny Egger, 8137 Rosewood Lane, Meridian, 39305. (601-286-5092). Bus. Agt.: Jerry Tucker.

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

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MISSOURI

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M 363 RENO/LAKE TAHOE-Barbara Kneebone, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-686-2431) (Fax: 775-686-2401) 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.: John Gorey.

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

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M 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.

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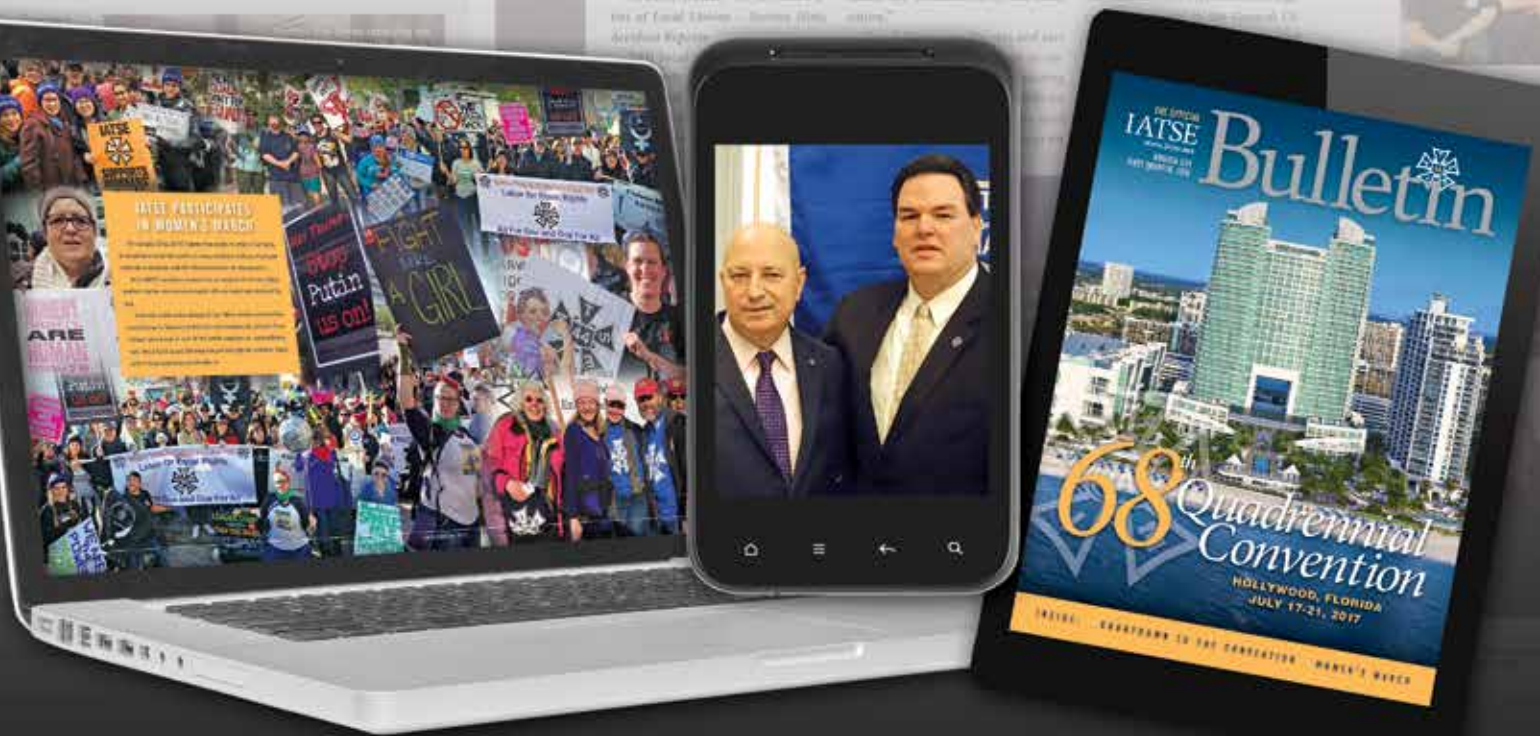
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