

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 663
FIRST QUARTER, 2019



Bulletin



AUSTIN, TEXAS

HOME OF THE MID-WINTER
GENERAL EXECUTIVE BOARD MEETING

INSIDE: ▶ 2019 WOMEN'S MARCH ▶ AUSTIN GEB MINUTES

Stand Up, Fight Back!

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

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

Help Support Candidates Who Stand With Us!

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

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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

Choose one: ☐ **Or authorize a monthly contribution of \$ _____** ☐ **Mastercard** ☐ **Discover**
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This Authorization is voluntarily made based on my specific understanding that:

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

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

THE OFFICIAL IATSE BULLETIN

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STILL GOING STRONG

President Loeb with Brother John Vickers, who joined Local 205 in 1961, and was presented his Gold Card at the 2010 General Executive Board meeting in Austin, TX, was Sergeant-At-Arms at the 2019 General Executive Board meeting. He's 83 and number 1 on the Local's call sheet ("I only take the fun ones," he says).



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IATSE Training Trust Fund: www.iatsetrainingtrust.org

Organize for Strength

Organizing is the antidote to many of the challenges faced by any union. Inclusivity, representing all those who do the work, and leveraging the corresponding power is how we set and maintain standards. It is this fundamental concept that lays the foundation for the security of our members and their families.



 @matthewloeb

In our often freelance environment it is crucial that we persevere to build as much power as possible. Gone are the days when exclusivity works as a method to drive the employers to the union. We have learned that the more density unions have through broad representation of the workforce the more successful we are at the bargaining table. We now live in an age of rampant competition from employers that pay wages and conditions below our hard fought standards. They abuse industry workers who deserve the benefits and protections offered by a union contract and, thereby, erode the standards and value of our work. As we absorb all the qualified technicians and artisans into IATSE membership we diminish the employers' opportunities to pit worker against worker. When we find qualified, experienced people working in our crafts without the benefit of representation we must embrace them. Their fight is literally our fight. The benefits we reap from this progressive approach are immeasurable. In the absence of a strong strategy to represent the overall workforce we leave ourselves vulnerable to attacks on the well-being of the membership.

While it may not seem intuitive that increasing the

membership actually thwarts competition, it's true. By joining the union and allowing us to centralize bargaining power we work together to maintain our standards. We leave the employer no choice but to deal with us fairly. We are in a position of power created by unity and solidarity as opposed to being whipsawed against each other to the benefit of the employers.

It is important to remember that we are not simply taking inexperienced people off the street and expanding the labor pool for a finite number of jobs. When we organize, we are identifying workers already in the industry who have jobs. It's our duty to convince them that supporting the union is best for them and all industry workers.

We must have a steadfast strategy that corners the labor market and organizing is core to that concept. We must maintain what we've worked so hard for and understand that all workers deserve a fair shake. The idea of unity for all people working in IATSE crafts, whether or not they have the benefit of a union yet, is crucial to our growth, survival and prosperity. Let's keep organizing as we have for the last 125 years and continue to strengthen this great union.



Stay Connected

Exclusive Wireless Savings, Just for Union Members. Save on the monthly service charge of qualified wireless plans, take advantage of additional savings on select accessories, and get the activation fee waived on select devices for new lines of service.



Learn more at unionplus.org



UPDATING LOCAL UNION INFORMATION

Please keep your contact information current by logging into the IATSE Database and making the necessary changes or filling out the Officers' Address Card received with your Local's Year-End Supplies and mailing it to the IATSE General Office.

GOLD CARDS / 50-YEAR SCROLLS

A member already classified as Retired by the International who had been a member for 25 years or more and who reached the age of 75 would be eligible to receive a permanent membership card known as a Gold Card.

The requirements of a 50-Year Scroll has no impact on per capita payments and the recipient may still be an Active member. Check your Local's roster for those who are eligible and submit the name(s) to the Office of the General Secretary-Treasurer.

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

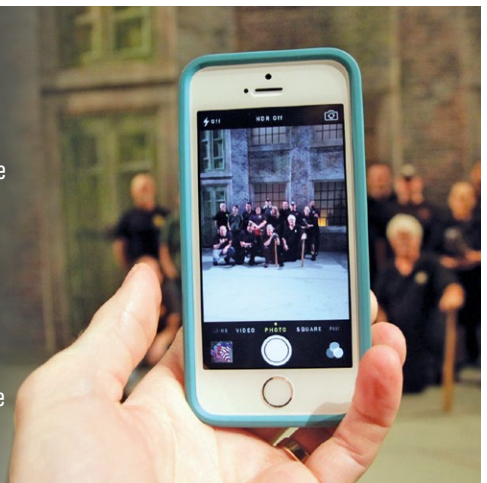
Please send your Bulletin submissions to bulletin@iatse.net.

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.



A Key Responsibility For Presidents and Treasurers

When it comes to listing the numerous obligations of leadership, the completion of paperwork in a timely manner no doubt does not appear at the top of many lists. However, for some officers of local unions in the United States, not completing some types of paperwork in a timely manner can lead to both civil and criminal consequences.



JAMES B. WOOD

I am referring to filings required by the Office of Labor-Management Standards (OLMS) within the U.S. Department of Labor, specifically the Form LM-2, LM-3 or LM-4.

The OLMS is the Federal agency that is responsible for administering and enforcing most provisions of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). Congress enacted the LMRDA for the stated purpose of ensuring that standards of democracy and fiscal responsibility were maintained by labor organizations representing individuals working in private industry. The LMRDA has several major provisions to it, but for this message I will focus on the requirements for reporting and disclosure of financial information.

The filing of the Form LM-2, LM-3 or LM-4 satisfies this provision. Essentially all three of these reports serve the same purpose; it is only the complexity and detail of information that must be provided that is different. Local unions with total annual receipts of \$250,000 or more must file the Form LM-2. Those with lower total annual receipts may file a Form LM-3 or a Form LM-4. All these Forms are due no later than ninety days of the end of the local union's fiscal year and must be signed by the President and the Treasurer.

The important thing to note here is that it is ninety days **not** three months. Many Locals make a mistake in this area and end up filing a day or two late which from the DOL perspective is the same as filing months late. Late is late from their perspective and may be a factor in selecting auditing targets. It is the suggestion of the International that our local unions file at least a week before the deadline because all the Form LM's must be submitted electronically and require electronic signatures and if there are any issues there will be time to resolve such problems

before the final deadline.

Another area of confusion by some of our local unions is in the area of fidelity bonding. With our local unions aggressively pursuing the Growth Equals Strength philosophy, many are seeing a rise in their annual revenues and have not made the appropriate adjustment to the level of their fidelity bond. Adequate bonding is required by LMRDA to protect unions from losses caused by acts of fraud or dishonesty by officers, employees, or other representatives. Bonds must not have deductibles and coverage should be at least 10% of the Union's liquid assets plus total annual receipts. For example, a union with \$50,000 in cash and total annual receipts of \$75,000 must have minimum coverage of \$12,500. Coverage is reported in questions 14, 20, and 12 on Forms LM-2, LM-3 or LM-4 respectively. Minimum required coverage is determined by the amounts of assets and receipts reported on the Form LM.

On many occasions, Locals have increased the size of their fidelity bond but simply forget to change the number from the previous year on the Form LM. This has the immediate effect of being flagged by the DOL as a local union being under bonded and may result in an audit. And if your Local is experiencing growth then it is a good idea to have a larger than necessary policy to ensure that the coverage will be sufficient throughout the year. The cost of having extra coverage is minimal.

The Trump Administration has signaled that it intends for the OLMS to vigorously enforce the timely filings of various reports as well as many other issues. Officers are advised to pay strict attention to their obligations. Additional information can be found in the "Local Union Secretary and Treasurer Handbook" and the OLMS Website at www.dol.gov/olms

IATSE at CITT Conferences

The IATSE continues to be very involved in CITT (Canadian Institute for Theatre Technology) education conferences. Vancouver hosted the CITT's BC Section conference, called TechNique, from January 10-13. Tech-Nique is a 4-day production intensive conference for secondary school students considering a life in the production end of live performance.

Students begin with a daily discussion of an element of safety in the performing arts, and then get hands-on experience. Over the course of three days, they learn console operations; both sound and lighting. On the final day, two bands are added to the mix, and the students get to show what they've learned. They mic up the band, set monitor and front of house levels, focus lighting fix-

tures, and do an actual show. This year, Local 168 President George Scott served as both a presenter and mentor.

From January 11-13, Toronto played host to CITT Connect. In addition to participating in the Job Fair, Local 58 also sponsored the Opening Night Social, which was very well-attended by students, industry professionals, academics, and members from Southern Ontario

Locals, as well as International Representatives Jim Brett and Jeremy Salter. This Ontario Section conference also featured a Women + Entertainment Panel. Thank you to the three Local 58 panelists - Barbara Baron, Rhonda Holmes, and Colleen Pilger.

The Quebec conference, Expo-Scène, has always had great involvement from Local 56, with Locals 514 and 667 mem-



International Representatives Jim Brett (left) and Jason Vergnano (right) got some local support at CITT's 2018 national conference, Rendezvous, in St. Catharines, ON, when Local 461 President Tony Blaschuk (centre left) and Financial Secretary Joe Bonar (centre right) pitched in on booth duty!

bers pitching in to give a hand at the booth. That province's 2019 conference is scheduled for April 17-18, in Montréal. And for the first time ever, CITT's national conference, Rendez-vous, will be held WAY up north in Whitehorse, in the Yukon Territories. Including pre- and post-conference workshops, Rendez-vous is slated from August 12 through 18 so look out for the IATSE booth!



CITT Connect Women's Panel.



The IATSE was out in force at the last CITT EXPO-SCÈNE in Montreal, with tonnes of members stepping up to work the booth. (L to R) Francois Martin (514), Christian Lemay (667 Quebec Business Representative), Guy Journeault (523 President), Robert Masson (523 Treasurer), Jason Vergnano (International Representative), Rhonda Holmes (58), Michael Arnold (56 Business Agent), and Arielle Mercier (56 Recording Secretary).

CHANGES TO CANADIAN OFFICE / DEPARTMENT

Both the Canadian Office and the Canadian Department are undergoing change right now. The department has been stepping up its organizing efforts; recognizing that waiting to be contacted by potential members looking for representation is not enough. There are thousands of workers in theatres, and in the film industry, all across the country who deserve representation and need our help. Toward that end, the Department has hired Jeremy Salter as an International Representative and his primary focus will be on reaching out and working with Locals to help organize these workers. Jeremy has an extensive organizing background and has jumped in with both feet. If you have info about workers who might be interested in IATSE representation or would like some more info, you can reach Jeremy at jsalter@iatse.net.

In addition to staff, the Canadian Office itself will be undergoing some changes. As the department has gradually increased, so have space requirements. As a consequence, the Canadian Office building tenants have been given notice and, as of June, the department will be taking over the space completely. Growth Equals Strength!



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, February 4, 2019 in the Capitol Ballrooms A-D of the Sheraton Austin Hotel at the Capitol, Austin, Texas.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES, First Vice President

THOM DAVIS, Second Vice President

DAMIAN PETTI, Third Vice President

MICHAEL F. MILLER, JR.,

Fourth Vice President and

Director of Motion Picture and

Television Production

DANIEL DI TOLLA,

Fifth Vice President and

Director of Stagecraft

JOHN R. FORD, Sixth Vice President

JOHN M. LEWIS,

Seventh Vice President and

Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

PHIL LOCICERO, Ninth Vice President

C. FAYE HARPER,

Tenth Vice President

COLLEEN A. GLYNN,

Eleventh Vice President

JAMES J. CLAFFEY, JR.,

Twelfth Vice President

JOANNE M. SANDERS,

Thirteenth Vice President and Director

of Tradeshow and Display

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; Director of Communications Matthew Cain; Director of Broadcast Sandra England; Political Director Erika Dinkel-Smith, Assistant Political Director Corey Sims; 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, Peter DaPrato, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, John Gorey, Benjamin Hague, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Mark Kiracofe, Brian Lawlor, Daniel Little, Peter Marley, Rachel McLendon, Julia Neville, Fran O'Hern, Jeremy Salter, Stasia Savage, Joseph Short, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Staff members Leslie DePree, MaryAnn Kelly, Jonas Loeb, Asha Nandlal, Jimmy Rainey, Nate Richmond, Alejandra Tomais, and Wesley Vega.

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-Hamilton-

Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 17, Louisville-Frankfort-Danville, KY; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 53, Springfield-Pittsfield, MA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 100, New York, NY; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 205, Austin, TX; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 229, Ft. Collins, CO/Cheyenne-Laramie, WY; 251, Madison-Columbia-Sauk County, WI; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 353, Pt. Jervis-Sullivan County, NY; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 461, St. Catharines-Welland-Niagara Falls, ON; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi-Mobile, AL; 479, State of Georgia; 480, State of New Mexico; 481,

New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 489, Greater Pittsburgh, PA Area; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 635, Winston-Salem-Lexington-Thomasville, NC; 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; 745, Minneapolis, MN; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 780, Chicago, IL; 796, State of Texas; 798, New York, NY; 800, Los Angeles, CA; 839, Hollywood, CA; 856, Province of Manitoba; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; and B27, Cleveland, OH;

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 205, 484, 600, 700, 796, 800 and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Austin. On behalf of the Host Locals, International Representative and President of Local 484 Steve Belsky thanked the General Executive

Board for the opportunity to host this meeting.

The Host Locals invited Texas AFL-CIO President Rick Levy as a guest speaker to welcome the Official Family at a breakfast Monday morning. He stated that historically Austin has been "a blueberry in a sea of tomato soup!" in its political situation, which has changed rapidly and dramatically. Due to their progressive organizing before the mid-term elections, they were able to flip twelve seats in their State House and two seats in their State Senate. He hopes to have a Democrat carry Texas in the 2020 cycle.

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:

Jeremy Salter, International Representative

Jeremy Salter was the Executive Director at Union Savings where he had direct oversight of the day-to-day operations of the organization. In his role with Union Savings, Jeremy increased the membership size by over 250,000 and increased the revenue by over 85%. Prior to his work at Union Savings, Jeremy served as a Provincial Organizer at the Canadian Federation of Students, he worked as a Campaign Organizer on a local mayoral campaign and was Executive Director at the York Federation Students.

Jeremy is working within the Canadian Affairs Department and is based in Toronto, Ontario.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Summer Meeting – August 6-10, 2018 – New York, NY

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Summer meeting of the Board held in New York, New York, the week of August 6-10, 2018.

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 Board on various matters.

Local Union 2019 Supplies

The process of sending the 2019 supplies and membership cards to local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2018 and had purchased the full number of per capita stamps for 2018.

As of the commencement of this General Executive Board meeting, all but 23 of our 367 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2109 supplies and membership cards.

Local unions that have not received their 2019 supplies should contact the General Office to determine which issues need to be resolved.

Audited Financial Statements

In only a few months, the International will once again complete another fiscal year. The auditors will perform their April 30, 2019 year-end review and

in keeping with past practice, the results will be published in the 3rd Quarter issue of the Official Bulletin.

The International continues to allocate substantial financial resources to organizing, training/education and servicing 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 2018 was 10,067 which was approximately three hundred short of our historic record from 2017 but still the second largest number ever processed. The total membership of the Alliance now stands at 144,316 which compares to 111,656 in January 2009, an almost 30% increase in ten years. The local unions have clearly adopted the Growth = Strength theme of the last Convention.

2019 Budget Approval

As part of the General Secretary-Treasurer's Report, the General Executive Board was asked to approve salary increases for all employees for calendar year 2019 by the same percentage as salary increases approved by the delegates at the 2017 International Convention. This is in keeping with historic practices.

The Board was also asked to approve a further 3.0% of 2019 salaries to be allocated for new hires, bonuses and merit increases.

In other Finance Department News,

1. Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. During 2018, royalty payments totaling just over \$130,000 were received.

2. Approximately three years ago the International made it possible for ACT members to pay their dues by credit card in addition to checks. The amount of usage of credit cards has steadily increased and now stands at 83% of dues payments.

3. The International continues to charge for consultation responses for INS Visas. The present charge is \$250 for regular service and \$450 for a "rush" request, which must be processed within forty-eight hours. During 2018 just over \$1.2 million in fees were collected.

4. Once or twice a year the International does an email blast to all members who do not presently receive the Official Bulletin in electronic format. A blast was sent after the Third Quarter issue and within the email is the electronic version of the Official Bulletin in order that members can immediately see the advantageous of receiving it in that format. This past campaign netted an increase in electronic subscriptions of 5,368 and brings the total of members now receiving it in that format to almost 23,000.

5. Finally, in yet another demonstration of the growth of the Alliance, the International received for the first time two checks that were in excess of \$1.0 million for per capita payments. First, Local 479 broke the record for largest check received when prior to Christmas they submitted a check for just over \$1.0 million dollars for per capita stamps then early in the New Year in the spirit of friendly competition, Local 891 shattered that record by submitting a check in the amount

of just over \$1.8 million.

President Loeb commended General Secretary-Treasurer Wood and his entire staff for their hard work and professionalism. The General Executive Board unanimously accepted the report.

REPORT OF THE BOARD OF TRUSTEES

International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2018 through September 30, 2018 to the General Executive Board. Trustee White reported that the Trustees met in the General Office in New York City from November 13-15, 2018 and reviewed the books, records, financial accounts and required governmental filings of the International and found them to be in order. President Loeb thanked the Trustees for their work.

APPEARANCE: LOCAL NO. 58, TORONTO, ON Re: Exhibition Place

IATSE Local 58 President Justin Antheunis and Local 58 Business Agent Nelson Robinson provided the General Executive Board with an update on the Local's bargaining for a renewal agreement with the Board of Governors of Exhibition Place (ExPlace) and the conclusion of an over four month lock-out.

Antheunis explained that Exhibition Place is a 192 acre site located in downtown Toronto which is home to the En-ercare Centre, the largest convention hall in Canada with over 1 million square feet of space, the Beanfield Centre, a 100,000 square foot meeting and convention hall, Hotel X, the Toronto Event Centre, the Liberty Grand event space, BMO

Local 58 Business Agent Nelson Robinson and President Justin Antheunis reported on the Local's bargaining for a renewal agreement with the Board of Governors of Exhibition Place and the conclusion of the lock-out.



Field, a 30,000 seat stadium, Coca Cola Coliseum, a 10,000 seat arena, as well as the only Medieval Times castle under an IATSE contract. It also hosts the Canadian National Exhibition every year over the entire site. Exhibition Place is consistently one of Local 58's largest employers contributing more than \$5 million in wages per year.

Local 58 has been representing workers at ExPlace since the 1930's. Over the years, the Local has generally enjoyed a fairly decent relationship with ExPlace. In the past decade, as political views at City Hall have shifted to the right, the Local's relationship with ExPlace has become strained. The Local's collective agreement with ExPlace expired in December 2017. The parties began bargaining for a renewal agreement in early 2018. At the outset, it became clear that ExPlace was seeking significant changes to the terms and conditions in the collective agreement including the elimination of major portions of the Local's craft jurisdiction. The Local vigorously resisted ExPlace's attempts to contract out the Local's work to non-union

workers. A Ministry of Labour conciliator was appointed to assist the parties in bargaining but to no avail. In July 2018, the parties were in a legal position to either commence a lawful strike or lock-out. On July 20, 2018 ExPlace locked out Local 58.

With support of President Loeb, the Canadian Department, the Tradeshow Department and the Communications Department of the International which provided the Local with assistance in its messaging with the media, the general public and city politicians. IATSE Locals from all over North America as well as a number of other trade unions in Toronto rallied behind Local 58 to support the Local 58 members walking the picket line as well. Antheunis made special note of the Local's gratitude for President Loeb's attendance at one of the three rallies held at City Hall in support of the Local.

As the lock-out lingered, the Local began a messaging strategy aimed at getting ExPlace back to the bargaining table. With the help of the Tradeshow Department and International Vice President Sanders, International Vice President

Claffey and Local One, Local 58 began to leaflet Hotel X on ExPlace grounds and its sister hotels in New York City. In addition, led by General Secretary-Treasurer James B. Wood, Vice President Colleen Glynn and Education and Training Department Director Patricia A. White, all of the attendees at the Officer's Institute held in Toronto joined Local 58 members in picketing at the Toronto Mayor's election campaign office.

In November 2018, after two fifteen hour days followed by a marathon twenty-three hour bargaining session, the Local reached a tentative renewal agreement with ExPlace. In doing so, the Local was able to resist the elimination of significant portions of its craft jurisdiction while also securing wage increases retroactive to January 2018. On November 15, 2018, after a lengthy debate, the renewal agreement was ratified with almost 90% in favour.

In this dispute, ExPlace locked out Local 58 for over four months with the goal of eliminating the Local's craft jurisdiction and presence on ExPlace grounds. ExPlace failed to reach this goal.

Antheunis concluded his remarks by extending a special thanks to all IATSE Locals across North America for their support throughout the lock-out, and in particular, Locals One, 2, 8, 11, 25, 56, 63, 118, 129, 168, 212, 411, 461, 471, 667, 669, 822, 828, 856, 873, 891, 924, and B173 as well as Districts 7, 9, 11 and 12. Local 58 also thanked the International for extending Defense Fund funding, to International Vice President John Lewis for his regular attendance on the picket line and during the marathon negotiation sessions and to General Secretary-Treasurer Wood

and International Vice President Damian Petti for their attendance at the Labour Day Parade in Toronto.

President Loeb congratulated the Local on its perseverance and unwavering resolve to maintain its craft jurisdiction and ultimately reach a renewal agreement. In doing so, President Loeb confirmed that the International will always support its Locals when faced with such adversity.

**APPEARANCE:
LOCAL NO. 631, ORLANDO, FL
Re: Disney World/
Services Trade Negotiations**

Retired International Vice President Brian Lawlor, Local 631 President Paul D. Cox, Business Agent Sean Wilson and Secretary-Treasurer Kimberly Holdridge, reported on the 30-month odyssey that led to the Local's most recent collective bargaining agreement with Walt Disney World.

The Walt Disney World Resort is in Orlando, Florida. The Service Trades Council Union ("STCU" or "Council") has a collective bargaining agreement and acts as the Master Collective Bargaining Unit

for five different unions and six different Locals. The IATSE, UFCW, TCU, Teamsters, UNITE HERE 737 and 362 together represent about 38,000 covered employees. The Council had a membership base of about 22,000 at the start of this cycle. The STCU agreement has been in force since 1971. The historical relationships of each affiliate of the Council have been complex, with the IA having about 2,000 workers out of the 38,000 covered employees. Thus, the contract vote leverage can be problematic. UNITE HERE and the Teamsters have 72% of the voting membership.

The IATSE International is the bargaining agent, and "principal" for the Council; Local 631 services the agreement. The IA bargaining unit consists of stagehands, costuming, and cosmetology. Of the 2,000 IA-represented employees at the start of this cycle, 64% were dues payers in Right-to-Work Florida.

In prior negotiations, the Local was successful in improving conditions but wages lagged. In addition, during previous cycles, each of the units negotiated their addendums separately. This "Gunner" mentality resulted in weaken-

ing the whole of the Council.

This time, Local 631 and the other unions based the wage proposal on the "Fight for \$15", moving all employees to a minimum of \$15 an hour by year three of employment and top of the wage scale by year five. When the Company rejected the proposal, and countered with a substantially lower increase, the Council walked away with the employees chanting strike as the company walked out of the room.

The Unions continued to stand together staging rallies and marches from October 2017 through August 2018. There actions were widely attended and received coverage on national print and broadcast media.

Buoyed by the increased member engagement, the Council started sitting in on all addendum negotiations in a show of solidarity. For the first time, the Council acted together, and all helped each unit beat back onerous proposals aimed at weakening the crafts. The Council found their solidarity.

The ratification vote was the largest "turnout the contract vote" effort ever, over 99% passage of the contract, which



Local 631 Business Agent Sean Wilson, Retired International Vice President Brian Lawlor, Local 631 President Paul D. Cox and Secretary-Treasurer Kimberly Holdridge reported on negotiations with Walt Disney World.

was reported in the United States National News.

The impact for the IA worker is historic. For the stagehands the rates will be competitive with area standards by the end of this contract. The Local has experienced increased membership.

The impact across the Council cannot be understated. Many members will no longer be living in poverty and will now make a living wage. Every full-time employee covered under the agreement will receive substantial increases over the contract term—some as much as 50%.

Jobs with Justice awarded the Council the “Art of Solidarity” award in recognition of the solidarity shown by the six different Locals together and this historic contract victory. The unintended benefits of this STCU-WDW agreement have multiplied in other areas of the job market. Rates in non-union workplaces have risen; additionally, Universal Studios Florida has already announced raises. Other workplaces have made similar “corrections” in wage rates across Central Florida.

The Council has also fundamentally changed, acting in a spirit of togetherness and solidarity. Communication has reopened amongst the member unions which are focused on next steps, to build up on the historic agreement.

Brother Cox expressed appreciation to the Local 631 Negotiation Committee—Local 631 Vice President Barry Tillis, Executive Board Member Serena James, Secretary-Treasurer Kimberly Holdridge, Business Agent Sean Wilson, and Assistant Business Agents Jamie Baylor and Dennis Hus. He noted that being a part of these negotiations was one of the proudest moments in his life and

he expressed gratitude to the members for entrusting him with such a great responsibility. He also thanked Local 504, which represents theme park workers at Disneyland in California, for standing with Local 631 and the STCU during this cycle. Local 631 also extended thanks to Retired International Vice President Lawlor and Assistant Director of Stagecraft Joe Harnett.

Finally, Local 631 expressed sincere appreciation to President Loeb for his leadership, support and accessibility.



**APPEARANCE:
LOCAL NO. 751,
NEW YORK, NY**
Re: AEG at Nassau Coliseum

Local 751 President Lawrence Paone presented a report to the General Executive Board concerning recent collective bargaining negotiations involving ticket sellers at the Nassau Coliseum located in Uniondale, New York.

Brother Paone noted that Local 751 historically had a collective bargaining agreement in place covering ticket sellers at the venue for over forty years. In 2015, the Local’s contract covering the Coliseum expired. The building closed

for major renovations, which were completed in April 2017. When it reopened, the venue was operated by AEG Facilities. Local 751 sought to achieve the same terms and conditions that were in its prior contract. However, AEG had hired ticket sellers at substandard wage rates with no fringe benefits, no customary premium pay, and no guidelines for discharge and discipline.

Local 751 began negotiating with AEG and the company pushed for a deal that included no guaranteed positions, only per diem hires. Local 751’s prior contract included guaranteed full-time positions. In January 2018, after additional negotiating sessions were unproductive, Local 751 requested assistance from the International. President Loeb assigned then-Co-Director of the Stagecraft Department, Tony DePaulo to assist. Additionally, Local 751 notified Local One President and International Vice President James J. Claffey, Jr., of the state of its contract negotiations.

Ultimately, on September 24, 2018 together with President Loeb, who joined the Local at the bargaining table, Local 751 came to an agreement with AEG for a three-year contract covering the Nassau Coliseum. The contract will include one full-time box office lead and starting wage rates that are competitive in Local 751’s jurisdiction. The Coliseum box office personnel will also receive significant pension, annuity, and health benefits. Paid holidays are required plus necessary contract language regarding just discipline, non-discrimination, and grievance-arbitration will protect the workers at the Coliseum box office. At Local 751’s membership meeting on September 27,

2018 the contract was unanimously ratified.

On behalf of Local 751, Brother Paone thanked International Vice President Claffey, retired Vice President DePaulo, Local 751 attorney Elizabeth Orfan, and Leah Okin of Local 764, for their assistance. Most importantly, on behalf of Local 751 and the box office staff at Nassau Coliseum, he expressed his appreciation for President Loeb's continued support, expertise, encouragement, and leadership.

President Loeb remarked that the Local should be particularly proud of this agreement. He extended his appreciation to Local 751 and Brother Paone for his hard work, focus, and dedication. The Alliance will continue to offer collective bargaining assistance to Locals when employers seek to undercut their standards.

APPEARANCE: LOCAL NO. 839, HOLLYWOOD, CA

Re: Negotiations with AMPTP

Local 839 Business Agent Jason MacLeod, and International Vice President Michael F. Miller, Jr., reported to the General Executive Board on negotiations for a successor to the Local's Master Agreement with the AMPTP and The Secret Lab Agreement with Disney. Local 839, The Animation Guild, represents artists, technicians and writers working on animated productions for studios producing content in Los Angeles County.

Master Agreement

The Local's Master Agreement is a three-year term agreement that is in place with the members of the Alliance of Motion Picture and Television Producers. The Agreement expired on July 31, 2018.

Preparation for negotiations began in early 2017. The Local developed an overall strategy to boost member awareness that included taking advantage of the resources offered by the International. Negotiating committee members attended training courses offered by the IATSE Officer Institutes 1.0 and 2.0. The classes were attended by many of the Local's members, fourteen of whom decided to join the bargaining committee. The Local also developed a social media and print media campaign to support the negotiations.

In late 2017, the Local wrote to President Loeb to request assistance from the International. President Loeb assigned Vice President Miller to assist the Local in the negotiations. Through surveys, membership meetings, and other means, the Local obtained feedback from the membership to help craft bargaining proposals.

Armed with this knowledge and training, the negotiation committee targeted adjusting budget tiers for animation to achieve parity. Through a combination of fact-based analysis, an engaged membership, and strategy, the Local was able to improve budget tiers.

The new three-year contract was ratified by over 80% of voting members. Highlights of the deal include:

- maintenance of health and pension benefits and annual increases to wage minimums;
- improved descriptive language; Color Stylists achieved a title change to "Color Designers" which more accurately describes their contributions to modern animated productions;
- production start notices which will

assist with enforcement of the contract, particularly for New Media productions; and

- a new parental leave job protection provision that is more favorable than state and federal law.

Specifically, for New Media, the budget tiers defining a "High Budget Animated Production" were adjusted. This creation of special budget tiers appropriate for animation is a first for an entertainment union.

The Secret Lab Agreement

The Secret Lab (TSL) Agreement is an IATSE Agreement in place with Walt Disney Pictures and Television. The Agreement primarily covers individuals working at Walt Disney Feature Animation.

Informed by the successful approach to bargaining during the Local 839 Master Agreement, the Local took a similar tack in preparation for negotiation of the TSL Agreement. Members working under this Agreement had similar concerns related to pension and health benefits, overall wage increases, and New Media, along with some employer-specific issues. Proposals were developed to address concerns about appropriate wage minimums for workflow leads and increased benefit hour contributions for employees working on an on-call basis.

Negotiations were completed in January. Highlights of the tentative agreement include wage minimum increases, renewed support for pension and health benefits, an increase to scale for individuals in workflow lead roles, and increased hourly benefit contributions for on-call employees.

Business Agent MacLeod thanked the

administrative staff of the IATSE West Coast Office, all the International Representatives, and especially Vice President Miller for his unwavering support throughout the process. He also thanked President Loeb for assigning resources from the West Coast Office to assist the Local with these negotiations.

Business Agent MacLeod concluded by dedicating his presentation to Michael Four, Local 839's counsel throughout the Master Agreement negotiations. Sadly, this past Thanksgiving Michael Four passed away unexpectedly while on vacation with his family. Michael had spent his 37-year career as a labor lawyer fighting for working people and had recently been named best union-side labor lawyer in Southern California for 2018. He was a compassionate and committed ally, and a fierce opponent.

Vice President Miller remarked on the important gains made in this contract. He lauded Business Agent MacLeod for his preparatory work prior to bargaining for the Master Agreement. This was a textbook example of member engagement, training, and grassroots efforts in support of a contract drive.

President Loeb thanked Business Agent MacLeod for his appearance and commended him on his preparations for bargaining. Those preparations laid the groundwork for successful negotiations. Finally, President Loeb expressed his appreciation for the Local's utilization of the training and education opportunities the International is providing to local unions and local union leaders.

APPEARANCE: LOCAL NO. 871, HOLLYWOOD, CA

Re: Pay Equity Campaign

Local 871 Business Representative Leslie Simon, President Crystal Hopkins, Assistant Business Agent Heather Williams, and Board of Directors member Doug Boney reported to the General Executive Board on the Pay Equity Campaign.

Simon provided the historical background for the on-going pay equity issue impacting the crafts represented by Local 871, and described her participation on California's Pay Equity Task Force.

Simon outlined California's Fair Pay Act, which requires equal pay for employees who perform "substantially similar

work," when viewed as a composite of skill, effort, and responsibility. In 2017, California passed additional legislation that prohibited employers from asking applicants about their salary history. These measures were aimed at addressing inequitable pay issues.

Local 871 commissioned a Pay Equity Study, which was conducted in 2017, and completed in January of 2018. The purpose of the study was to confirm the concerns of the members that they are being paid less than their male counterparts for substantially similar work, and for use at the 2018 Basic Agreement negotiations. Job classifications were analyzed using the criteria established in the Fair Pay Act. The study utilized a variety of other film industry classifications for purposes of making comparisons, including Assistant Directors, Location Managers, Unit Production Managers, and Art Directors.

Simon then outlined the various conclusions of the study. The study found that there has been a long-history of gender segregation, as well as a current culture of harassment in the industry. Nearly half of respondents had either wit-

Making an appearance on Pay Equity Campaign, Local 871 Board of Directors member Doug Boney, Business Representative Leslie Simon, President Crystal Hopkins, and Assistant Business Agent Heather Williams.



nessed or experienced sexual harassment while working in film production. A comparison of the rates among the classifications found that female-dominated crafts are being paid significantly less than comparable male-dominated classifications.

The study's recommendations included the following: (1) conduct an industry-wide pay equity audit; (2) ensure that gender and racial bias does not affect compensation; and (3) correct any gender-based discrepancies in pay.

During the Local's bargaining with the AMPTP for a new Basic Agreement, the Local made proposals based on the results of the study, to no avail.

After the frustrating experience during negotiations, the decision was made to go forward with a public campaign – Reel Equity. The purpose of the Reel Equity campaign is to get the industry to conduct an industry-wide pay equity analysis. The campaign has also posted an open letter to the entertainment industry, developed a Reel Equity Tool Kit, and created a yardstick to be used as a simplified measurement tool to identify broader pay equity concerns which would prompt further, in-depth review. The campaign also seeks to get industry stakeholders to include Pay Equity riders in their contracts.

President Loeb thanked the group for their appearance and their work on this important issue. He observed that the study is comprehensive, and the analysis is important. He noted that this issue involves many crafts, is pervasive in the industry in the United States and Canada and must be addressed. President Loeb stated that the Union must stand together

in solidarity, educate through a public campaign, and capitalize on opportunities to voice concerns about these issues in every possible forum. "The fact that pay inequity persists is unfair, unjust, disrespectful, and discriminatory." President Loeb concluded his remarks by committing to assist in resolving these issues in any way possible and to continue to make this a priority for the Alliance.

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

**Re: Fundraising Efforts for Broadway
Cares/Equity Fights AIDS**

Nick Kaledin, Secretary-Treasurer of Local 18032, Association of Theatrical Press Agents and Managers (ATPAM) and member Brig Berney reported on ATPAM's involvement in fundraising efforts for Broadway Cares/Equity Fights AIDS.

Brother Berney, an experienced company manager for many Broadway shows (currently working on "Hamilton") remarked that he is a proud member of ATPAM and was glad to report on ATPAM's fundraising efforts. For many years ATPAM has been promi-

nently involved in the Broadway Cares/Equity Fights AIDS annual Broadway Flea Market. Broadway Cares/Equity Fights AIDS is a nonprofit agency providing emergency relief, and critical resources to ill or at-risk individuals and social service programs throughout the country. This event, which was held in September 2018 includes a flea market in famed Shubert Alley in the heart of the Broadway theater district. Fundraising groups sell showbiz swag and sought-after theater memorabilia to purchasers. The revenue generated from the sales allows Broadway Cares/Equity Fights AIDS to provide natural disaster relief and emergency assistance to those in need. ATPAM has had a fundraising table at the market for the past twenty-four years. Its dollar intake has increased exponentially every year.

ATPAM gathers merchandise for its sale from ATPAM members and Broadway general management offices. During the 2018 flea market, ATPAM sold one-of-a-kind theater memorabilia from stars including Bruce Springsteen and Lin Manuel Miranda. ATPAM generated over \$34,000 this year (39% more than 2017)



Nick Kaledin, Secretary-Treasurer and member Brig Berney of ATPAM.

and placed second among all fundraisers at the event. No other union or guild has earned more. In total, Broadway Cares/Equity Fights AIDS made over \$900,000 in one day, one of the highest fundraising sums in the event's history. Those reporting recognized ATPAM's Board of Governors for their support of this effort and for demonstrating that when Broadway cares, ATPAM cares. Brother Kaledin noted this was a team effort but Brother Berney's efforts deserve added recognition. He solely acted as ATPAM's coordinator, brought great enthusiasm to the event, ignited the entire Local and the whole Broadway community.

President Loeb thanked them for the money raised and ATPAM's commitment to this extremely worthy cause. This demonstrates how union activism can start with you and your community. Local unions of the Alliance should remain involved in this and similar initiatives.

APPEALS: FRANKLIN BUSHEY V. IATSE LOCAL 25 – ROCHESTER, NY

The General Executive Board considered Franklin Bushey's October 25, 2018 appeal of President Loeb's decision dated October 25, 2018. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Bushey's appeal and resolved to communicate this decision to Bushey in writing in accordance with the advice of legal counsel. President Loeb abstained from participating in any debate and/or vote in relation to this appeal.

AREA STANDARDS AGREEMENT

International Vice President and

Motion Picture and Television Production Department Director Michael F. Miller, Jr., International Vice President Phil S. LoCicero, Assistant Department Directors Daniel M. Mahoney and Vanessa Holtgrewe, General Counsel Samantha Dulaney, West Coast Associate Counsel Jacob J. White, International Representatives Scott Harbinson, Jamie Fry, and Wade Tyree, and bargaining committee members Chris O'Donnell, Rosemarie Levy, Cecilia Friederichs, Darla McGlamery, James Butler, Mike Akins, Christen Ranung, Cory Parker, Doug Acton, Liz Pecos, Laura King, Dave O'Ferrall, cdauid cottrill, Melissa Purcell, Virginia Phillips, and Darryl Wilson reported to the General Executive Board regarding the negotiations for the 2018 Theatrical and Television Area Standards Agreement (ASA).

Vice President Miller reported that a few weeks after the conclusion of the summer General Executive Board meeting, the Studio Mechanics Locals, led by President Loeb, negotiated a successor contract for the ASA. Negotiations began in April 2018, and concluded in August 2018. The new three-year agreement was hard fought and required bargaining beyond expiration of the prior contract. Following what was achieved in the Basic Agreement negotiations, significant gains were made in quality of life working conditions, safety, new media, and economics.

A ten-hour daily turnaround will now be standard for nearby and local hires on the second and subsequent seasons of a series, all mini-series, and for all productions after two consecutive days of fourteen or more worked hours. This is a significant improvement in working conditions.

Safety measures were further strengthened in other areas. Rides or rooms must be offered upon request after any day of fourteen or more worked hours, and the new contract expands protections for those who advocate for the safety of others on the crew.

To address the increasingly volatile weather throughout the country, the bargaining committee negotiated a "weather-permitting" call policy for snow, sleet, ice storms, hurricanes, and similar weather conditions.

Companies must give notice to the IATSE when they have implemented a "weather-permitting" call, and such a call cannot be implemented unless inclement weather is expected.

To address the cost of housing, the living allowance for nearby hires will increase over the term of the contract. The new agreement also includes increases to wages in each year of the agreement, and increased employer contributions into the benefit plans.

Under the new agreement, mid-budget new media productions now will have proscribed wages and working conditions. Additionally, higher wages were negotiated for new media features budgeted at over \$30 million.

A Diversity and Inclusion Taskforce, comprised of Union and management representatives, will examine hiring practices and potential initiatives for hiring under-represented persons. Also, representatives from the Union and management will meet to discuss the implementation of safety training, including harassment prevention training, for all IA-represented workers.

Additionally, clarifying language in

the new contract will limit idle days and define what constitutes a “suitable” eating facility. Production notifications must now be sent to the Union prior to the commencement of principal photography. Graphic Artists are now covered by the agreement with an established wage rate.

The Bargaining Committee unanimously recommended ratification of the agreement and the General Executive Board has voted in favor of the Committee’s recommendation.

Vice President LoCicero thanked President Loeb, Vice President Miller, and Assistant Department Directors Mahoney and Holtgrewe for continuing to work with the local unions to ensure that their proposals are considered.

President Loeb thanked the committee for their report and their work, and reiterated the International’s commitment to insure that the concerns of the local unions are addressed at the bargaining table. The ASA is a maturing agreement, and the committee made important advancements in this cycle in areas the Union has been fighting over for decades.

BASIC AGREEMENT RATIFICATION

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., and Assistant Directors Daniel M. Mahoney and Vanessa Holtgrewe reported to the General Executive Board on the results of the 2018 Basic Agreement ratification. This included the creation of a PowerPoint video detailing the newly negotiated elements of the Basic Agreement, a website focused on the new Agreement, materials sent to each affected

member, the ratification process, and the overwhelming vote by the local unions in support of the recommendation of the West Coast Studio local bargaining committee.

Vice President Miller explained that ratification of the Basic Agreement involves all members of the West Coast Studio Locals who receive, via mail, the Memorandum of Agreement, related materials from both the International and their Local, and a ballot.

Direct communication to the members from their local unions via email, social media, and mailed materials began upon completion of negotiations. Information from each local union specific to the members of that Local was provided in various forms and in a variety of ways to all of the membership. The Locals also held informational meetings at which the Local Union Leadership and Director Miller presented the facts of the new agreement and addressed questions from the audience. Additionally, mailings and direct communications to the membership from the International were occurring at the same time. The purpose of this communication was to inform members that the vote was happening, provide them with information on how and when to vote, encourage voting, and inform them that the West Coast Studio Locals bargaining committee was recommending a “yes” vote.

To help members understand the process of negotiations, the structure of the Motion Picture Industry Pension and Health Plan (MPIPHP) funding, and the ramifications of either a “yes” or “no” vote, the International created

a short video, based on a PowerPoint constructed by Vice President Miller. The video helped visually illustrate and support Vice President Miller’s presentations to various West Coast Studio Local members during this time. Members attending these meetings responded so positively to the PowerPoint that it was decided to create a video that could be viewed at home, on set, on a computer, tablet or phone. The goal was to provide access to clearly presented, factual information to all members. Boiling down an hour-plus presentation to a trim eleven-minute video took some effort. Vice President Miller thanked International Representative Allison Smartt for her assistance in creating the video.

At each Local’s meeting, Vice President Miller observed that the members were especially interested in understanding the funding mechanisms of the benefit plans. Information on how employer contributions, residuals, and investments work together to fund the health and pension plans was well received, and set a solid foundation for understanding the increased amounts of benefit contributions that the employers would be paying.

Entitled “2018 General Negotiations Tentative Agreement”, the video was comprised of four sections: a timeline of negotiations, an explanation of IA Benefit Plans, the newly-negotiated terms of the deal, and the ratification vote. Vice President Miller then presented the video to the General Executive Board.

In creating the ratification materials, including the website and PowerPoint, Vice President Miller stated that they

strove to transform a rather dry contract lesson, one with many facets, into a clear explanation of the funding mechanisms, and how – and why – they are carefully conservative with projections (including estimated residual contributions, employer contributions and hours into the Health Plan).

The “funding fountain” demonstrated the power of visual aids and helped to illuminate the confusing interplay of different Pension and Health Plan funding streams. With this new-found understanding of the interplay of residuals and hourly contributions, the increased employer-paid hourly benefit contributions that was negotiated made sense. This section of the video was especially important and provided a factual response to the misinformation that was floating around online and in print.

Vice President Miller reported that after explaining how the deal had secured the continued viability of members’ benefits, with no reductions in service or additional costs to them, the video moved on to catalogue the significant gains in wages and working conditions. These include a new funding stream for high budget features made for new media that also are released in theaters, and improvements to safety, wages, and working conditions on new media productions. By going through each improvement point-by-point, the video explains the changes to the 2018 Basic Agreement in clear and easy to understand pieces

The video concluded with a look at the ratification process itself. The possible outcomes of a “yes” or “no” vote were clearly enumerated so members could

make an informed choice. At the end, the IATSE’s ratification web address was listed. At this content-rich website, additional materials were available, including a question and answer section, and documents supplied by the Motion Picture Industry Plans.

In conclusion, Vice President Miller remarked that these efforts resulted in a more educated membership and higher voter turnout. In the end, members of twelve of the thirteen Locals voted to ratify the 2018 Basic Agreement. Members have been receiving their retroactive wage checks, the increased turnaround provisions went into effect on January 9, 2019, and planning for the next negotiations in 2021 is already underway.

Vice President Ford remarked on the importance of increasing the scale rate because of the corresponding increase in the IAP contribution rate.

President Loeb thanked Vice President Miller and Assistant Directors Mahoney and Holtgrewe for their report. He pointed out that there are a number of extremely important items in the new Basic Agreement, noting in particular the improved terms and conditions on new media productions. In addition, every craft received an improvement in the daily rest period, which had not happened in many years. Putting this deal side-by-side with other Basic Agreement negotiations demonstrates that this is the best deal the IATSE has negotiated in the history of the Agreement.

CANADIAN LABOUR CONGRESS SOLIDARITY AND PRIDE COMMITTEE

International Vice President and Director of Canadian Affairs John Lewis

and IATSE Canadian Office Operations Manager Nate Richmond provided the General Executive Board with an update on IATSE Canada’s various pride and diversity initiatives.

In October 2018, Richmond was appointed by International President Loeb to serve as the IATSE’s representative on the Canadian Labour Congress (CLC) Solidarity and Pride Committee and Human Rights Advisory Committee. Since this appointment, Richmond attended a two-day meeting of these CLC committees in Ottawa, Ontario. During the course of these meetings, productive discussions on the issue of diversity took place, including discussions of communication best practices and the sharing of information between committee members. The Executive Director of the Federal Government’s LGBTQ2 Secretariat in Ottawa, Samantha McDonald, also gave a key note address to attendees, touching on the organization’s recent successes and future goals.

Richmond went on to explain his recent efforts to coordinate “pride gear” for all Canadian Locals in anticipation of the various pride events coming up in 2019.

President Loeb thanked Richmond for his efforts as IATSE’s diversity representative with the CLC. In doing so, President Loeb reiterated IATSE’s commitment to diversity within the organization and its commitment to ensuring members of the two spirit, lesbian, gay, bi-sexual, transgender, intersex, queer, questioning and asexual (2SLGBTQI+) community are properly represented in all workplaces where IATSE members work.

DISASTER RELIEF: HURRICANE FLORENCE

Assistant Motion Picture and Television Department Director Daniel Mahoney, International Representative Wade Tyree and International Trustee Andrew Oyaas reported that the Alliance took part in significant disaster relief efforts surrounding Hurricane Florence during late 2018.

Representative Tyree noted that in early September he and Assistant Department Director Mahoney along with other International and local union officials had begun monitoring the storm as it was developing off the East Coast of the U.S. and heading toward North Carolina. It was tracking directly towards Wilmington, N.C., and could potentially move into Virginia or Georgia once it reached land. Consequently, the storm would potentially impact numerous IA productions along the East Coast. The International's staff contacted the AFL-CIO as well as the heads of all International departments and local unions in the areas targeted by the storm.

The IA's representatives began communications with the national AFL-CIO, which brought together six state AFL-CIO presidents and leaders from approximately twenty national unions. These discussions helped prepare the unions for the storm and responses in the aftermath. Emergency weather plans were taking shape for IA workers thanks to the persistence of local union representatives. Local officers planned for the Local 491 offices in Wilmington to remain open and provide a safe haven with shelter, electricity, food and water for members in need.

Following the storm, supplies were

being gathered and warehousing and trucking arranged. Volunteers stepped forward as needs arose. Local AFL-CIO affiliate unions moved to provide portable showers and bathroom facilities to neighborhoods and communities that were completely flooded. Barges and cranes were at the ready if waterways were the only way to deliver supplies to some areas.

International Trustee and Secretary-Treasurer of Local 491 Oyaas noted that Assistant Department Director Mahoney assessed the Local's situation in the wake of the storm and connected him to the AFL-CIO's communication network. During these discussions and dialogues with the North Carolina AFL-CIO Executive Council, Trustee Oyaas volunteered Local 491 as the union disaster relief center in Wilmington for union members. In the days after the storm, supplies began to arrive in shipping containers at the Local 491 office for distribution. Cleaning supplies and protective equipment, which were the most requested and demanded items in the Wilmington area, were available for distribution at Local 491's office. As part of the relief effort, the North Carolina AFL-CIO distributed gift cards for certain union members based on a survey of needs. Several of these went to IA members. AFL-CIO affiliates offered trainings on safety and effective mold remediation, which were first presented in the areas hardest hit by flooding north and northwest of Wilmington. By the start of November, distribution of supplies ended and remaining materials were designated for distribution to under-served communities and other groups in need.

Overall, organized labor's response to the devastation caused by Hurricane Florence was impressive. Unions, their members, officials, and volunteers mobilized effectively to distribute supplies. Despite the challenges of arranging logistics and some slow-coming supplies, the unions rose to the challenge. In the aftermath of the storm, those reporting met to debrief and developed some ideas that may better prepare the Alliance to assist in the wake of future events and emergencies. In closing, Assistant Department Director Mahoney noted that Trustee Oyaas and Representative Tyree did a tremendous job responding to Florence and exemplified the vision of what the Alliance does when its families are affected.

President Loeb thanked those reporting and noted that a standing committee has been established known as the Disaster Response Committee. The Committee will work similarly in connection with future emergencies. The IA will continue to dedicate attention to emergency preparedness and take care of our members on the ground.

FISERV FORUM

International Vice President Craig Carlson, International Representative Benjamin Hague and Local 2 Vice President Frank Taylor reported on the organizing efforts with Local 18 and the Fiserv Forum Arena.

As reported at the last General Executive Board Meeting, Local 18 requested the International's assistance to organize Milwaukee's brand-new Fiserv Forum Arena, which was built to replace Bradley Center in downtown Milwaukee. The arena will host the home games of the Milwaukee Bucks professional basketball team.



International Representative Benjamin Hague, International Vice President Craig Carlson, IATSE IT Administrator James Rainey, Jr., and Local 2 Vice President Frank Taylor reported on Fiserv Forum.

Fiserv Forum is one of only three arenas being considered by the Democratic National Committee to host their 2020 Democratic Convention. IA Political Director Ericka Dinkel-Smith helped synchronize DNC Officials with Wisconsin politicians who supported the International's organizing efforts, including Wisconsin Democratic Party President Martha Laning; Wisconsin's 4th Congressional District Congresswoman Gwen Moore; Milwaukee Mayor, Tom Barrett; U.S. Senator Tammy Baldwin; Milwaukee Area Labor Council President Pam Fendt; Wisconsin AFL-CIO President Stephanie Bloomingdale and Emeritus Phil Neunfeldt. They all lobbied Fiserv Forum to pay stagehands prevailing wages.

Local 18's organizing drive was supported by Locals One, 2, 18, 85, 217, 251, 470 and 769; there were many actions directed to, and that solicited support from, the general public including banner, leafletting, and rallies. In addition, there was media coverage in print and broadcast.

IA Communications Director Matthew Cain and Communications Coordinator Jonas Loeb provided support

using their social media tools. During this lengthy process, Local 18 led by International Vice President Carlson engaged in scores of actions to bring attention to the cause of the workers. Local 2 Assistant Business Manager, Frank Taylor also played a pivotal role serving as a liaison with police and government officials to ensure that the leafletting and banner were lawful.

IA Vice President and Tradeshow Department Director, Joanne Sanders loaned Representative Ben Hague to the organizing effort. Representative Hague is a rigger by trade and knows many of the workers at Fiserv Forum. Local 18 petitioned to represent a unit of stage workers at the Fiserv Forum. A representation election supervised by the National Labor Board was held and the Local won overwhelmingly; there were only two votes against the union. Fiserv and the IA are now negotiating a first collective bargaining agreement. President Loeb defined the organizing mission in one sentence, "All stagehands who worked at the Bradley Center and now crew Fiserv Forum must be covered by a Local 18 Agreement.

Vice President Carlson thanked all those previously mentioned. He extended appreciation to President Loeb for the work he did with AFL-CIO President Richard Trumka, AFL-CIO Vice Presidents, various International Presidents and with DNC Chair Tom Perez.

He also expressed appreciation to Vice President and Stagecraft Director Daniel Di Tolla, Assistant Stagecraft Department Director Joseph Hartnett and General Counsel Samantha Dulaney for their support.

President Loeb noted that the successful vote was due to Vice President Carlson's indefatigable persistence on behalf of Local 18 and the workers at the Fiserv Forum. He observed that Vice President Carlson had a plan and left nothing undone or overlooked. Every aspect of the organizing campaign was covered, including worker outreach, legal support, civic, political and community engagement. Local 18 with the very capable direction of Vice President Carlson will impact the workers at the arena, which will reverberate throughout the Milwaukee community. President Loeb reiterated the International's support for the

workers at the Fiserv Forum as they negotiate for a first contract. He extended his appreciation for Vice President Carlson's efforts.

FOX SPORTS FLORIDA

Broadcast Department Director Sandra England and International Representative Fran O'Hern reported on recent organizing efforts involving Fox Sports Florida. The IATSE prevailed in an election held by the National Labor Relations Board (NLRB) to represent broadcast technicians working on televised sports for Fox Sports Florida within Dade, Broward and Palm Beach Counties. A bargaining committee is forming to begin the process of developing proposals in anticipation of meetings with the Company.

Fox Sports Florida has claimed that questions surrounding the proposed acquisition of Twenty-First Century Fox by The Walt Disney Company may make the future of this Florida regional sports network unpredictable. Consequently, Fox has appealed the NLRB's decision to hold an election among the technicians. The Alliance has responded to the appeal and will continue to support these workers as they look forward to securing a contract that they deserve. Those reporting were confident that the Union will achieve a fair agreement.

President Loeb noted that the Alliance is the right union for freelance workers in the Broadcast industry. We will continue to maintain solidarity with these technicians wherever they seek representation.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Daniel

Di Tolla, John M. Lewis, Michael J. Barnes, Trustee Patricia A. White, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Peter Marley, Radar Bateman, Daniel Little, Allison Smartt and Stasia Savage, and Special Representatives Joseph Short and David Garretson, updated the Board on the activities in Stagecraft since the summer Board meeting in New York.

International Vice President John Lewis reported on the activities of the Canadian Office. Vice President Lewis reported on several organizing drives. He also advised that negotiations are ongoing with the seventeen signatories to the Canadian Pink Contract.

International Representative Daniel Little reported on the membership growth strategies of the Fourth District Locals. Representative Little also reported on the organizing efforts of Locals 8, 12, 22, 284, and 752. Local 284, through internal organizing, has increased its membership by forty-six percent. Representative Little also reported on the progress of Local 501. The new Local has approved its Constitution and ByLaws.

International Representative Allison Smartt reported on Comet Training with Locals 16, 99, 107, 363, and 784. She also reported on the successful conclusion of negotiations with the Pasadena Playhouse, Local 99 United Concerts, Local 768 and the Dolby Theater. Negotiations are ongoing between Local 122 and the Old Globe Theater, and Local 768 and the Ahmanson Theater. Representative Smartt also reported on ongoing organizing efforts with Local 363 and their negotiations with Harrah's Casino and Grand Sierra Resort.

International Representative Stasia Savage reported on the conclusion of negotiations between Local 757 and the Michigan Theater Opera, Local 757 and Little Caesars Arena, and Local 274 and Michigan State University. Negotiations are ongoing between Local 190 and SMG. Representative Savage reported on organizing activities involving Locals 298 and 540 and Rhino.

Special International Representative David Garretson reported on the International's efforts to assist Locals involved in large outdoor concerts and festivals; including Local 347 and the Beyoncé tour, Local 17 and Dany Wimmer Presents festivals, Local 635 and the Billy Joel tour. He also reported on the Kevin Hart show in the jurisdiction of Local 60. In each instance the International facilitated efforts to coordinate between numerous Locals to ensure the successful staffing of the events.

International Representative Bateman reported on organizing efforts involving Local 7. He also reported on successful contract negotiations involving Local 803 and the AT&T Performing Arts Center, and Locals 488, 887 and the Seattle Theater Group. He also reported on assistance to Local 154 to prevent the Oregon Shakespeare Festival from unilaterally imposing new policies without consultation with Local 154. He updated the Board on the ongoing negotiations between Locals 15, 28 and Rhino.

International Representative Peter Marley reported on the conclusion of negotiations involving Local 415 and University of Arizona Presents, and Local B-118 and The Paramount Theater; the San Francisco Giants, and the SHN. Fol-

lowing successful organizing drives, negotiations have begun involving Local 504 and Disneyland on behalf of a unit of pyrotechnicians, and Local B-18 and the San Francisco Giants for a unit of fan lot employees.

International Vice President Michael Barnes reported on negotiations between Local 55 and the Berglund Center in Virginia. Local 55 previously had an agreement with Spectra Venue Management covering the venue. An agreement had to be negotiated to preserve the work jurisdiction of the Locals. Vice President Barnes also reported on the successful organizing of the Hard Rock Casino by Local 917 and the successful conclusion of negotiations for a first contract. He also reported on the preparations for bargaining with Spectra Venue Management for a successor to the national contract covering forty-three venues.

Assistant Director of the Stagecraft Department D. Joseph Hartnett reported on contract negotiations involving Local 862 and the Pittsburgh Cultural Trust, Local 636 and Penn State University, and Local 69 and the Orpheum Theater and Memphis Ballet. He also reported on the progress of the Rhino organizing campaign with Locals 22 and 336. Assistant Director Hartnett also reported on preparations for the upcoming negotiations for the Pink Contract with the Broadway League/Disney and the five non-League touring companies.

International Vice President Di Tolla reported on the successful negotiation of the contract between Local 494 and the production of *Hamilton* appearing in San Juan, Puerto Rico. This is the first contract involving stage work for Local 494.

Vice President Di Tolla also reported on organizing efforts involving Local 417, in Raleigh/Durham, NC and Local 39 in New Orleans. He reported on the successful conclusion of negotiations for a successor contract between ATPAM and the Broadway League and Local 772 and JAM Productions for the National Theater. The Board was updated regarding ongoing negotiations involving Local 751, Local 798, and Local 74. Vice President Di Tolla also reported on the mergers of Locals 311 into 499 and B-935 into 96.

In his remarks President Loeb observed the range of activities of the Department was reflected in its comprehensive report. He noted specifically the organizing and education initiatives particularly the push for national agreements in both countries. He emphasized to Locals the need to turn rate cards into collective bargaining agreements.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., International Vice President and Director of Canadian Affairs John M. Lewis, Assistant Motion Picture Department Directors Daniel Mahoney and Vanessa Holtgrewe, and International Representatives Lyle Trachtenberg, Scott Harbinson, Jamie Fry, Steve Aredas, Ron Garcia, and Wade Tyree reported to the General Executive Board regarding the activities of the Department since the last meeting.

Vice President Miller reported that the Basic Agreement was successfully ratified after the last General Executive Board

meeting. The Pay Television, Videotape, and Area Standards Agreement negotiations were also successfully concluded and unanimously ratified by the General Executive Board. They are the subject of other reports at the Board meeting.

Vice President Lewis reported on Canadian developments. 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 includes the BC Master Agreement, the 873 Term Agreement and the 411 Term Agreement. There are now 370 companies signatory to the Canadian Binder Agreement and 170 to the Canadian Local Unions Term Agreements.

Production levels across Canada are very high and exceeded record numbers in 2017. There were 264 productions under IA agreements in 2018. The strongest sectors continue to be domestic television production and foreign location service production. The growth in production is not limited to the three-major production centres in Vancouver, Toronto and Montreal:

- Manitoba (Locals 856 and 669) hit a record of \$220 million in production which included nine features, one pilot, two TV series and nine Movies of the Week;
- In Newfoundland and Labrador, the newly chartered Locals 709 and 671 saw production levels hit \$66.2 million;
- In Northern Ontario, Locals 634, 411 and 667 worked on sixteen productions totaling \$110 million. Local 669 continues to organize

lower budgeted productions and the International is committed to ensuring technicians working in IA traditional crafts will likewise be afforded the protections of working under a collective agreement. Vice President Lewis reported that in January, he and International Representative Julia Neville met with the Executive Board of Local 891. They led the group through a COMET presentation which had been revised to specifically address Local 891. Representative Neville has been asked to present to the Local 891 Executive Committee which is comprised of a representative of each department. Vice President Lewis and Representative Neville will continue their organizing work with Local 891 and will report to the General Executive Board as necessary.

Vice President Miller reported on the recently-concluded negotiations for the 2018 Music Video Agreement. The new agreement includes annual wage increases, standard benefit increases, and increased weekend turnaround. International Representative Aredas assisted with these negotiations. In addition, the non-member Music Video agreement includes increased weekend turnaround, and improvements in terms & conditions, including minimum call, overtime and improvement to the studio zone.

Regarding the shifting landscape of feature and series production for both traditional television and streaming services, the industry continues to evolve with company mergers, new platforms being launched, and shifts in the types of productions being greenlit. The Department continues to closely monitor these shifts and changes in the industry.

Netflix has purchased studio space in New Mexico. The streaming service has paid more than \$30 million to purchase Albuquerque Studios. As part of the agreement, Netflix commits to direct spending on its own productions in New Mexico of at least \$600 million in the first five years occupying the studio, and \$400 million in direct and indirect spending, which includes leasing the facility to other production companies, in the following five years. Additionally, Netflix has signaled a shift away from third party producers and an interest in producing its own content. This is an interesting development and the Department looks forward to its discussions with the company.

Netflix is also moving forward with long-form programming. It aims to release forty films by the end of the year (a leap beyond the sixteen they created in 2016). “Bird Box” was a word-of-mouth sensation over the holiday break, with more than forty-five million Netflix accounts accessing the movie. The online buzz spurred memes and strong social media engagement. “Roma”, an awards show contender, was available in limited theatrical release and is available online. This theatrical length content created for streaming TV has the potential to result in significant increases in the contributions into the MPI as a result of new provisions in the Basic Agreement obtained during the 2018 negotiations.

Netflix also debuted “Black Mirror: Bandersnatch”, an interactive film with five main endings (after a series of decisions the viewer is asked to make) and seemingly endless narrative branches, including a variety of hidden ‘Easter eggs’

that unlocked even more content. This film alone has five hours of recorded footage. Although a typical viewing of the film takes about ninety minutes to watch, fans spent hours diagramming the various choices available to viewers and the hidden bonus material. Vice President Miller stated that this is Netflix’s first true success with this narrative form. This type of programming – one that is hard to pirate, encourages fan obsession, and provides Netflix with new, granular user data - may give Netflix an advantage in a crowded market and will almost certainly cause other industry players to react and copy this type of content.

Next, Vice President Miller discussed the pending launch of various new streaming services.

Representatives Julia Neville and Mark Kiracofe, along with Brother Phil Klapwyk of Local 891, members of the Local 891 Visual Effects Department, Brother Patrick Landers of Local USA829, Brother Mark Weingartner of Local 600, Brothers Charles Parker and dooner from Local 800, along with their organizer Ron Allen, worked the IATSE booth of the 2018 SIGGRAPH conference held in Vancouver, British Columbia.

Representative Tyree facilitated a COMET seminar for Locals 479 and 798 at the end of October in Atlanta, Georgia. The Department looks forward to offering this class to the MPTV Locals around the country.

From July 2018 until the end of November 2018, the IATSE has released fifty-seven deposits on hold for a total of \$24,109,956.00. Open deposits in various stages currently on hold with the IATSE have gone from an initial amount of \$79

million dollars to a current amount of \$42 million dollars.

In the past six months in Los Angeles, the IA organized numerous low budget features, including "The Great Illusion." Organizing in the Low Budget and single production world continues to be a primary function of the Department. Continued growth in this area is anticipated as more distribution outlets demand content for their streaming services.

Concerning non-dramatic programming, since the last General Executive Board meeting the IATSE signed more than twenty competition/reality projects. These are a mix of term signatories and one-off productions, with most of the single-production agreements signed prior to the start of production. However, there are always exceptions. A few notable organizing successes include a new basic cable competition series, "The Funny Dance Show," which shot in Los Angeles.

The Department continues to have success organizing non-scripted series outside of Los Angeles. Though these productions often operated non-union in the past, they are finding it increasingly difficult to do so, particularly in the Southeast as a string of organizing wins have galvanized the local crew members. Working jointly with each of the affected local unions, the Department has been successful in organizing dozens of shows in this area in all genres of production.

Shows that have been resurrected after being off the air for many years are returning as union productions, demonstrating the shift toward unionization in this genre.

Commercial companies have not been immune to IA organizing, either. For the past few years, Representative Aredas and the West Coast Studio Locals have been chasing non-union commercial companies bringing them under union agreements.

As the IATSE begins preparations for 2019 negotiations for a successor AICP Commercial Agreement, the state of this commercial industry remains strong and continues to provide thousands of jobs for IATSE members each year. There are currently 428 Commercial signatories. However, the importance of organizing nonunion productions in the field is more important than ever. It is imperative for members to report these non-union jobs to their local union. It is also important for local union representatives to stay engaged with their members who work commercials to report what is going on as nonunion producers try to avoid being organized. On the East Coast, the New York metropolitan area continues to have record levels of employment through the New Year. The New York Production Locals 52, 161, 600, 700, 764, 798 and USA829 are also continuing to actively organize non-union productions. Several such projects have been covered under IA production agreements since the mid-summer GEB meeting.

When negotiating single production signatory contracts, the Department uses approximately two dozen agreements that cover a wide variety of projects and budgets. Every year, these templates get updated with wage and benefit contribution increases. This past fall, the Department undertook a much

more significant updating of these agreements. The goal was to ensure that the enhanced conditions recently negotiated in the Basic Agreement and Area Standards Agreement were incorporated into single production agreements, while also standardizing and improving conditions in various areas, such as expanded non-discrimination language and increased minimum call language where appropriate.

Looking forward, the Department will be kept busy with upcoming negotiations, including Cranetown's low budget dramatic and non-scripted low budget agreement, Fremantle and ShineEndemol's low budget non-scripted agreements, the AICP contract, and the Low Budget Theatrical Agreement.

As employment continues at record levels, the Department will continue to prioritize organizing and contract negotiations as its primary focus in 2019. The Department must continue to build on its solidarity and address important issues as it builds on the successes of 2018.

President Loeb thanked the Department for its report. There are record levels of employment throughout the jurisdiction of the motion picture and television Locals. The IATSE must continue to be mindful about organizing in this area. The Department had a very busy year in 2018, and is clearly well-positioned to continue to negotiate good, solid contracts.

IATSE TRADESHOW AND DISPLAY DEPARTMENT

International Vice President and Director of the Tradeshow and Display Department Joanne M. Sanders, International Vice President C. Faye Harper,

International Representatives Mark Kiracofe, Donald Gandolini, Dan'l Cook, John Gorey, James Brett and Benjamin Hague provided the following update of Departmental activities since the General Executive Board meetings held in New York, NY in August 2018.

Canada Organizing

In October 2018, the Ontario Labour Relations Board certified IATSE Local 58 as the exclusive bargaining agent for audio visual employees regularly employed at the Sheraton Centre Hotel in Toronto after more than two years of litigation. PSAV has filed for judicial review of this decision and a hearing date has been set for June 2019. In addition, PSAV filed a motion to stay the certification pending the outcome of the judicial review. This stay motion was argued in early January 2019 and the parties now await a decision of the courts.

PSAV is the exclusive audio visual provider at Hotel X which is located on Exhibition Place grounds and therefore subject to the terms and conditions of the Local's Exhibition Place collective agreement. Hotel X and PSAV refuse to acknowledge the Local's collective agreement claims to the audio visual work taking place in the hotel. As such, the Local has filed several grievances which are in the process of being set down for litigation.

The Ontario Labour Relations Board certified IATSE Local 58 as the exclusive bargaining agent for Freeman AV audio-visual technicians working at the Metro Toronto Convention Centre in Toronto in July 2018. Negotiations for a first contract are scheduled to begin later this month.

With the assistance of the Interna-

tional, IATSE Local 63-Winnipeg continues to engage in discussions with Freeman AV management with a view to finalizing a collective agreement covering work in Winnipeg. IATSE Local 210 – Edmonton, IATSE Local 212 - Calgary and Freeman AV have also been engaged in discussions with a view to finalizing a collective agreement covering the Province of Alberta.

Education and Training

The Department continues to promote the Freeman Customer Service Training Seminar to Canadian Locals and is currently working on scheduling further seminar dates with IATSE Local 58.

In August 2018, International Representatives Jason Vergnano and Jim Brett attended the Canadian Institute of Theatre Technology Annual Conference and Tradeshow at the Meridian Centre in St. Catharines, Ontario. The new IATSE tradeshow booth made its Canadian debut with the assistance of IATSE Local 461 members. The tradeshow was well attended by industry professionals, academic institutions, theatre students and other industry stake holders.

Negotiations

Representative Mark Kiracofe assisted Local 7 in its negotiations with Shepard Expositions. Shepard was added to the Local's General Service Contractors Area Standard Agreement for all work produced in Denver.

Representative Dan'l Cook assisted Local 9 in securing an agreement with Great Lakes Events, a regional exhibition employer. Highlights of the agreement include a wage and benefit package providing an average 3.3% increase each

year of the three-year term. The Local ratified the agreement at its January 2019 meeting.

Local 10 renewed its contract with Great Lakes Events with the assistance of Representative Cook. Highlights of the agreement include annual wage increases and the addition of contributions to the IATSE Pension in years two and three.

Local 31 adopted the Tradeshow Area Standards Agreement in its last round of negotiations. Business Agent Jason Taylor, with the support of his Executive Board, worked to ensure that all tradeshow employers working in the jurisdiction would eventually sign on to the agreement. To its credit, the Local was successful in acquiring signatures on the agreement from the majority of tradeshow employers working in the area. The agreement expired in December 2018 and the Local is working with Representative Gandolini on its renewal. Proposals have been distributed to all signatory employers and are being executed and returned.

Representative Kiracofe was assigned to engage in negotiations for the Exhibitor Appointed Contractor (EAC) Area Standard Agreement in Nashville in December 2018. Representatives of Nth Degree, Czarnowski, Renaissance, Sho-Link and GES Expo Services met with the union and settled on a 5-year contract that will increase the current economic package significantly over the term.

Local 50 continues its efforts to secure a renewal agreement with Sacramento Theatrical Lighting (STL) and finalized a three-year term agreement with GES that included wage and benefit increases.

A representational election for the video production employees at the Mass

Mutual Center in Springfield, MA was held in August 2018 with employees voting unanimously for the union.

Representative Kiracofe is currently working with Local 53 to negotiate a first contract with the facility management.

In early 2018, Vice President Sanders and Representatives Cook and Hague were assigned to assist Local 77 with negotiations for the PSAV Convention Center and the Atlantic City Sheraton Hotel agreements. The Local secured three-year renewal agreements at each of these venues that included language improvements and increases in the wage and benefit package.

In October of 2018, Representative Cook was assigned to assist Local 423 with Global Experience Specialists (GES) and Brede contract negotiations. Highlights of the three-year GES agreement include wage increases in each year and improved conditions.

Vice President Faye Harper was assigned to assist Local 834 with its negotiations for an area standards agreement covering the EACs doing business in the jurisdiction. Highlights of the three-year agreement include yearly wage increases, substantial increases in benefits, and contributions to the IATSE Training Fund. The Local ratified the agreement at its November 2018 membership meeting.

Vice President Sanders and Representative Gorey continue to assist the Florida Locals in negotiations for their General Services Contract. The GSC is a statewide agreement covering the jurisdictions of Locals 60, 115, 321, 412, and 835. The largest employers in the Tradeshow industry are signatory – Allied/Brede, Freeman, GES, and Shepard. Once

negotiations are finalized, several other employers sign on to the agreement.

Industry Tradeshow Events

Representative Kiracofe facilitated the use of the IATSE exhibit at the following trade show events:

LDI - October 18 to 21, 2018 - Las Vegas Convention Center

IAEE Expo Expo – December 10 to 12, 2018 - Morial Convention Center

Training

The Department has delivered Customer Service Training to Locals 15, 126, 127 and 205.

The Department has participated in AV Essentials training with Locals 8, 15, 30, 31 and 631

Exhibitor Services and Contractors Association (ESCA)

Vice President Joanne Sanders and Representatives Gandolini and Hague attended ESCA's Annual Business Meeting/Awards Ceremony held in New Orleans in conjunction with the IAEE Expo! Expo! in December 2018. Vice President Sanders and Representative Gandolini also attended ESCA's Labor Management Council meeting at the Morial Convention Center.

International Association of Exhibitions and Events (IAEE) Expo! Expo!

Representatives Gorey and Hague represented the Department at the annual IAEE Expo! Expo! event held at the Morial Convention Center in New Orleans in December 2018. The Expo includes sessions with industry experts covering current topics of interest to tradeshow employers and union representatives. This year, a panel discussion entitled "Risk Management: Event Man-

agers' Orientation to Work Rules and Regulations" was of particular interest to the IA. Panelists included representatives from two IATSE signatory employers, GES and the Fern Company. The session introduced a PowerPoint presentation that ESCA's Labor-Management Council developed over the past few years which Representative Gandolini participated both developing and presenting.

Freeman AV

IATSE's relationship with Freeman AV continues to grow. Freeman continues to be very supportive of IATSE's training efforts.

OnServices

Trustee Cota continues to build relationships with OnServices in the Southern California region which will help the department build on its efforts there.

AV Tranquility National Agreement

AV Tranquility is the installation arm of LED Tranquility, which is a manufacturer of LED walls, automated lighting, and static lighting located near Chicago, IL. Business Representative Joseph Miller from Local 38 in Detroit had signed a short-term agreement with AV Tranquility to cover local tradeshow work in the Detroit area. The company had a great experience working with Local 38's crew and became interested in using IATSE crews nationwide. Representative Hague negotiated a national agreement with AV Tranquility covering the jurisdiction of Local 8 in Philadelphia, Local 22 in Washington, DC, Local 33 in Los Angeles, Local 38 in Detroit, Local 122 in San Diego, Local 504 in Anaheim, Local 614 in San Bernardino, Local 631 in Orlando, and Local 720 in Las Vegas. The agreement

provides area standard wages and conditions for each of these Locals through 2020. The Department will provide support to AV Tranquility with contract implementation as they begin to use their agreement across the country.

Show Services LLC

Representative Gandolini worked with Locals 10, 12, 25, 42, 66, 87, 200 and 285 to renew the national agreement with Show Services which expired December 31, 2018. Highlights of the five-year renewal agreement include annual increases into wages and/or benefits.

President Loeb thanked the Department for its hard work. He noted that the number of National Agreements has strengthened local unions and provide a launch point for adding new local unions to those relationships and organizing other companies.

President Loeb encouraged the Department to monitor employers/agreements and report on any that raise concerns, explaining that the industry is dynamic—not static—requiring agile responses.

IATSE COMMUNICATIONS DEPARTMENT

Communications Director Matthew Cain, International Representative Krista Hurdon, and Communications Coordinator Jonas Loeb provided an update on the activities of the Communications Department since the August 2018 General Executive Board meeting.

The Communications Department has spent the last six months building on its momentum and more effectively connecting with all IA crafts. The Department's representatives have contacted many new members, traveled to several



Communications Coordinator Jonas Loeb, Communications Director Matthew Cain, and International Representative Krista Hurdon from the Communications Department.

IA District Conventions and visited members on film sets in the Southeast U.S.

Communications Coordinator Loeb attended Officer Institute 1.0 in Toronto and a recent Communications for Union Action training in Atlanta to discuss best practices and exchange insight with other local union representatives. At the recent communications training in Atlanta, he offered a presentation about social media for the Locals in attendance. Department Director Cain presented social media training for local unions at the Canadian Convention during the summer of 2018. The Department remains available to assist IA Locals wishing to set up social media accounts and train staff, members, and volunteers on best practices. Locals are encouraged to contact the Communications Department.

The report detailed the Communications Department's continual efforts to elevate the Alliance's profile on social media platforms. The IATSE Facebook page, for example, has generated interest from hundreds of new users in past months. Recently, content from the

IATSE Facebook page was exposed to social media users, on average, 356,321 times per month, up from 189,405 times per month in the first half of 2018. By this measure, the Alliance's presence on social media has increased by 88% during that time span. Similarly, the IA Twitter account receives over 140 new followers per month in comparison with 115 new followers in the first half of 2018 and IA Twitter content was exposed to 73% more viewers in recent months.

Some of the best performing posts of the year pertained to the IATSE's 125th Anniversary. The IATSE 125th Anniversary video was the best performing post during the second half of 2018, with over 115,000 views across Facebook and YouTube. A video of Justin Trudeau congratulating the Alliance on its 125th anniversary also received 95,500 views on the IATSE Canada Page. The IATSE's 125th Anniversary video has been translated and released in French. The video now features French narration and, where appropriate, French subtitles. General Secretary-Treasurer Wood led this project together with the Commu-

nications Department and the video can now be used by Québec Locals as an informational tool. It will complement other French-language versions of IATSE materials, including the Constitution, Official Bulletin, and other published materials.

Pro-union content delivered by the Department continues to perform well on social media platforms. One post went “viral” in September, reaching over 200,000 users on both platforms. Other tweets with high engagement numbers include a graph plotting union density against the share of income going to the top 1% U.S. income earners and a recent magazine article explaining why working people should not cross picket lines. In Canada, the IA’s social media presence has also continued to grow. One particularly noteworthy Twitter post reached nearly 15,000 people and received positive responses from member expressing their union solidarity.

The Communications Department, as one of its main tasks, continues to support local unions and the Alliance during ever-intensifying organizing campaigns. When Local 58 was locked out of Exhibition Place in Toronto, the Communications Department participated in the “#58LockedOut” social media campaign, creating original graphics and even live streaming the Local’s picket line in September. A petition concerning the lockout attracted more than 5,000 signatures urging an end to the dispute and Local 58 shared the signature list with the Toronto City Council. The Department also offered similar support to Locals in the U.S. in connection with their recent organizing campaigns.

Communications continues its close cooperation with the Political and Legislative Department. Leading up to 2018 U.S. federal, state, and local elections, the hashtag “#IATSEVotes” was established to unite members and encourage them to vote. The response to this campaign was overwhelming. Hundreds of members participated on Facebook, Twitter and Instagram.

The Communications Department has recently created a #MemberMonday digital campaign. Once per month, the Department will feature an IATSE member’s powerful story on IA social media. Member Monday is a way to show that all members are united by the unique qualities of the work they do and the strength of their union identity. The effort has been successful and Locals are encouraged to continue sending inspiring stories to the Communications Department for use in future Member Monday posts.

A post promoting applications for Walsh/Di Tolla/Spivak Foundation scholarships became one of the best-performing posts on Facebook in December 2018. Each Tuesday, the offerings of the Training Trust Fund (TTF) are shared using the hashtag #TTFTuesday and IATSE social media accounts have been a useful way to share information about upcoming Education Department trainings.

To support Locals that wish to become more active on social media, the Department has begun posting articles, graphics, and other content in a Facebook group called “IATSE Communicators.” The group is designed to empower Local social media managers to create their own posts about shared information and tailor their communications to their own

needs. The Department continues to encourage those who manage social media accounts for IATSE Locals to contact the Communications Department and join this group.

The Department continues to engage with reporters at trade publications and media organizations. To further refine its outreach, the Department recently began using a new software program to track entertainment industry press and media trends. With these new efforts, the Department will be equipped to quickly identify coverage and prepared to respond. Those reporting reiterated that local unions are encouraged to reach out to the Communications Department for support and press strategy. The Department is building for the future and looks forward to supporting the Alliance’s initiatives going forward.

President Loeb noted that the Department supports all of the Union’s initiatives, including political activism, organizing, bargaining, training, and supporting young workers. All of the IA’s campaigns are supported by the Department. In addition, the Department encourages and supports local unions developing their own communication programs. On behalf of the Board he thanked for the Department for its work.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia A. 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.

Union Leadership Training

IATSE Officer Institute

To date, 792 officers from 197 local unions have graduated from the Officer Institute, and over 90% of the total IA membership has had at least one officer attend.

The financial subsidy for small Locals (those with less than \$250,000 in gross receipts) will continue in 2019 and makes it possible for many small Locals who otherwise could not participate to do so. Some IATSE Districts also subsidize attendance at the Officer Institute and interested Local leaders should contact their District Secretary. Subsidies are in high demand and qualifying Locals are urged to apply immediately.

Upcoming 2019 Officer Institute Dates and Locations:

March 11 – 14, 2019

San Francisco, CA (U.S. Locals only)

October 21 – 25, 2019

Minneapolis, MN

(U.S. and Canadian Locals)

Advanced Secretary-Treasurer 2.0

The rigorous Advanced Secretary-Treasurer class, or “2.0”, remains popular. The next Secretary-Treasurer 2.0 course will be held December 10-13, 2019 in

Houston, Texas, for both U.S. and Canadian Local leaders.

Local Union Trustee Training

The Local Union Trustee Training has been presented four times, each to full classes. The next session is scheduled for May 20-21 near Baltimore, Maryland.

At this class, Trustees learn about their important role in helping their Locals comply with applicable laws, avoid problems involving fraud, and how to support good financial practices in their Locals.

Only people who are currently elected as Trustees and who are responsible for the periodic review of their Local's books and records are eligible to enroll in this course. There is no other prerequisite. This course is not appropriate for Benefit or Training Fund Trustees.

Organizing 2.0

The Organizing 2.0 class has been expanded to four days and will be presented twice in 2019.

Upcoming Organizing 2.0 Dates and Locations:

October 1 – 4, 2019

Columbus, OH


December 10 – 13, 2019

Houston, TX

During the winter and spring, the Department will be launching several two-day classes for organizers and other Local leaders, to respond to the many requests for more training on topics related to internal and external organizing. These classes give time for more in-depth study and focus.

Communications for Union Action

The first of these new trainings was held in Atlanta, Georgia on January 17-18, 2019. Assistant Director Cavanagh was joined by instructors Patrick Scott, from the AFL-CIO Organizing Institute and Patricia Westwater, a labor educator with expertise in communications, for this new two-day course which offered practical instruction about how to engage and motivate people to action. Sessions included: leadership principles and tools for both internal and external organizing, recruitment of activists and developing leaders, articulating a vision, messages and messaging, planning for strong communications, the power of listening and more. Participants moved from theory to the practice of concrete skills. Twenty-four graduates left class ready to move an action forward and foster growth and strength in their Locals.



ICAP members Kent Jorgensen and Alan Rowe, International Trustee and Director of Education and Training Patricia A. White, Assistant Department Director Robyn Cavanagh and International Representative Ben Adams reported on the recent activities of the Education and Training Department.

Leadership Development Week

Leadership Development Week is a new week-long training event being held in Linthicum Heights, Maryland, at the Maritime Conference Center from May 20-24, 2019, which offers participants the opportunity to customize their leadership training. Participants will be able to choose up to three different one or two-day trainings from a choice of seven presented over the course of the week. The courses to be offered are:

- Collective Bargaining
- Local Union Trustee Training
- Internal Organizing
- Public Speaking and Telling Our Union Story
- Respectful Local Unions/Respectful Workplaces
- Labor Law
- Communications for Union Action

All the Officer Institute courses are tailored to the IATSE Applications. Information and subsidy forms can be found on the IATSE website: www.iatse.net/member-education/iatse-officer-institute

Staff Training

As is now the IA's annual practice, the General Executive Board, International Representatives, and key staff will participate in the annual staff training from April 15-18, 2019. President Loeb, General Secretary-Treasurer Wood, and the Board grow and strengthen their own skills at this annual training.

District Convention

Education Sessions

District Conventions begin in May and will run through the summer until the end of September. As usual, the Education and Training Department will present training sessions at each conven-

tion. This year, the session topic will be Conflict Resolution, taught by experts from the Actors Fund of America.

Education Session During this GEB Meeting

On Wednesday, February 6 from 2:30-4:30 p.m., a workshop entitled "Training for Growth and Strength". This was an engaging, interactive session for local union officers and representatives to assess what types of training are needed to propel the IATSE's development of an organizing culture to the next level. Diane Thomas-Holladay of the University of Arkansas Labor Education Program facilitated, assisted by Vice Presidents, Department Directors, and senior staff.

Labor Education Assistance Program (LEAP)

This program provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. Local officers are reminded that this benefit is available through the International, and are encouraged to visit www.iatse.net/member-education/leap where they can find information about the program and a list of schools with labor education programs and courses in both the U.S. and Canada.

IATSE Road Show "Why Unions Still Matter"

The IATSE Road Show: "Why Unions Still Matter" teaches IATSE members how unions and worker power build an economy that creates jobs, raises wages, and promotes a better quality of life for all.

Since the last General Executive Board Meeting in August of 2018, it was presented six times in four cities across

the U.S., by Local 2 in Chicago, Illinois, three times in New York City by Locals USA829 and 764, by Locals 492, 798, and 161 in Nashville, Tennessee and by Local 478 in New Orleans, Louisiana.

The presentation is available free of charge for local unions or groups of Locals in a city to present to their members, families, friends, and other community members.

There are versions for both Canadian and U.S. Locals. Interested local unions may contact Jennifer Halpern jhalpern@iatse.net at the IATSE office to bring this presentation to their town.

"Passion and Pay"

"Passion and Pay" is a PowerPoint presentation available to all local unions, upon request. It contains basic information about unions and the nature of work in the entertainment industry as it relates to basic personal economics and the current state of the economy. The current version was designed specifically for use by local unions and can be easily customized with specifics about a particular Locals and craft, for use in membership presentations, student outreach, new member orientations, and as an organizing tool.

Interested local union officers may request a copy from the Education Department, in the IATSE General Office.

Student Outreach

The Department student outreach initiatives are designed for the workers of the future, who are diverse, digitally-literate, and eager to be part of the IA and the entertainment industry.

Also available to IATSE Locals and members is a webinar designed by International Representative Allison Smartt

and CreativeFuture, which gives instructions on how to go into a school and teach students from Kindergarten to 12th grade about responsible digital citizenship.

Roundabout Theatre

Department Director White reported on the IATSE partnership with Education at Roundabout Theatre, and the two programs that make up that partnership “Hidden Career Path Days” and Theatrical Workforce Development Program (TWDP). These programs aim to break down barriers that prevent young New York City students from joining the industry, create tangible pathways for economically disadvantaged students into satisfying and sustainable careers, and cultivate a more diverse technical theatre workforce.

Hidden Career Path Days, in its seventh year, exposes New York City public high school students to careers in technical theatre and the possible pathways to pursue those careers. This school year, so far, students experienced interactive mini-lessons taught by IATSE Local One member-volunteers about stagecraft, electrics, and sound, as well as Local One member-led backstage tours and question and answer sessions at Radio City Music Hall, Carnegie Hall, Circle in the Square, the Barrymore Theatre, the Sondheim Theatre, and the New Victory Theatre. Spring Hidden Career Path Days will be held so that students can learn about careers in Wardrobe (February 15), Hair and Makeup (March 1), and Front of House (March 29).

TWDP aims to train recent New York City public high school graduates who are interested in careers backstage and get them on the path to good jobs. The

IATSE Education and Training Department consults with Roundabout on curriculum, helps provide access to industry experiences, and coordinates mentors from IA membership for the students. This three-year program welcomes a new cohort of fellows each fall.

IATSE members and Locals give generously of their time to make both the Hidden Career Path Days and the Workforce Development Program happen. International Vice President and Local One President James J. Claffey, Jr. and Local One Trustee/Sisters Committee Chair Eileen MacDonald continue to be incredibly supportive, along with many other Local One members. At Local 764, Secretary-Treasurer Martha Smith assists the program in invaluable ways.

Anyone interested in getting involved or becoming a mentor can contact Jennifer Halpern jhalpern@iatse.net at the IATSE General Office. This spring, interviews begin for a fourth cohort of fellows who will begin the program in fall, 2019.

Craft Skills And Safety Training

IATSE Training Trust Fund

The IATSE Entertainment and Exhibition Industries Training Trust Fund (TTF) through its programs in 2018, offered, supported or had a role in 2,525 courses and reached over 13,622 workers with 195,450 cumulative hours of training. Since 2011, the Fund has offered, supported or been involved in some way with almost 5,243 courses and has reached more than 39,912 IATSE workers with over 434,555 cumulative training hours.

In addition to sponsoring courses and programs, the TTF helps to pay for group training offered by local unions, their training programs and participating employers; provides reimbursement to IATSE workers who obtain pre-approved certifications or re-certifications and builds capacity for training at the local level through the Department's Train the Trainer and OSHA Training Institute Reimbursement programs. The online “Safety First!” curriculum offers every worker access to a full library of high-quality courses that they can study at their own pace.

Other work of the Training Trust Fund includes:

- Piloting a new Train the Trainer Master Class: Creating Curriculum workshop
- Providing free subscriptions to Lynda.com to over 8,000 IATSE workers
- Offering TTF Safety First! narrated format courses available to all IATSE Locals for use with group courses.
- Bringing customized Train the Trainer: Teaching Techniques workshop across the U.S. and Canada
- Taking OSHA 10/ Entertainment Safety Tour across the USA
- Offering AV Essentials and CTS Exam Preparation training
- Reimbursing individuals for CPR/AED, CTS, ETCP and SPRAT Exam Certification Fees
- Supporting locally based training through reimbursements which defray the cost of offering training
- Working with Safety Pass© to deliver online training to Motion Picture and Television workers covered by the Area Standards Agreement

- Continuing to find new ways to reach IATSE workers with safety and craft skills training.

All IATSE leaders and workers are encouraged to check out the TTF website (www.iatsetrainingtrust.org) for updates and information. For more information about available programs and trainings, visit the TTF website, or email or call their office.

IATSE Craft Advancement Program (ICAP)

The ICAP seeks to make sure that all of us in the IATSE work safe every day, maintaining the highest skill level possible. Joe Aldridge, Local 720; Pete Donovan, Local One; Kent Jorgensen, Local 80; Sheila Pruden, Local 873, Eddie Raymond, Local 16; and Chairperson Alan Rowe, Local 728 are the members of the ICAP.

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 custom, the whole IATSE will join in a Moment of Silence in observance of the United States Workers' Memorial Day/Canadian National Day of Mourning. Since April 28 is a Sunday this year, details with the exact day and time of IATSE's observance will be announced closer to the day.

The International also observes North American Occupational Safety and Health Week (NAOSH) held this year from May 5-11. This is a week dedicated to raising the awareness of safety in U.S., Canadian, and Mexican workplaces. Annually, IATSE encourages all IATSE Locals

to schedule safety related events during this week. Events may include trainings, articles in newsletters, reminders on call sheets, social media posts about skills and safety, or additional safety meetings at work.

The "New World Rigging Symposium" will again be presented at the annual USITT Conference, in March, in Louisville, Kentucky, with ICAP Member Eddie Raymond and other members of the ICAP instrumental in creating the sessions. This will be a great opportunity for any member looking to expand their knowledge of entertainment industry rigging. For more information, see the USITT website: www.usitt.org/2019-new-world-rigging-symposium/.

Entertainment Technician Certification Program (ETCP)

In response to requests from both workers and employers, the hours requirement to take the Portable Power Distribution Technician (PPDT) exam has been reduced from 2500 to 2000 hours, and the PPDT exam has been recently translated into French, so more workers than ever are now eligible to take this exam.

The Training Trust Fund fully reimburses IATSE workers who pass any of the ETCP certification tests for the complete \$550 exam fee. It will also reimburse for re-certification fees.

AVIXA Partnership and Audio-Visual Training

International Representative Ben Adams reported on the IATSE Training Trust Fund partnership with AVIXA (formerly InfoComm).

Since the summer 2018 General Executive Board Meeting, one hundred and

nineteen technicians have taken the Audio-Visual Essentials course in six cities: Philadelphia, Pennsylvania (Local 8, their fifth class); Orlando, Florida (Local 631, their third class); Indianapolis, Indiana (Local 30, their third class); Seattle, Washington (Local 15, their sixth class); Kansas City, MO (Local 31); and Boston, Massachusetts (Local 11). IATSE technicians have also taken Certified Technology Specialist (CTS) classes at Local 2 in Chicago, Illinois, and at Local 15 in Seattle.

To date, over six hundred IATSE workers have completed all requirements and received the AVIXA/IATSE Live Event Technician Certificate. Since the partnership with InfoComm/AVIXA began, IATSE members have completed over 6,000 AVIXA online courses, 70 IATSE members are Certified Technology Specialists, and that number continues to grow.

Locals interested in scheduling an Audio-Visual Essentials training should book by contacting the Training Trust Fund at info@iatsetrainingtrust.org or International Representative Ben Adams at badams@iatse.net.

All IATSE members are eligible for free memberships in AVIXA; there are over 4,500 IATSE members enrolled as members of AVIXA.

Education and Training Department News

On January 7, 2019 Hannah D'Amico joined the Education and Training Department team as its first-ever Safety and Training Outreach Coordinator. Hannah is a recent graduate of Rutgers University School of Management and Labor Relations with a Bachelor of Science in Labor Studies and Employment Relations with a

concentration in Law and the Workplace. She also holds an OSHA 30 General Industry certification. She will work in the New York General Office.

President Loeb observed that the progress of the Education Department is outstanding—over ninety percent (90%) of local officers have participated in training and instruction since the Department's establishment. President Loeb notes that level of training changes the Alliance. He encouraged the Department to undertake more outreach to smaller local unions, which may find LEAP and the training for trustees easier to do initially. He reminded local unions that training and education act as insurance for everyone.

President Loeb spent some time talking about the upcoming Leadership Development week which he explained is a natural outgrowth of the LEAP and Officers' training 1.0 and 2.0. He noted that the goal is to build a network of labor leaders, which will further strengthen the International.

Moreover, the Alliance will maintain its outreach programs to economically and socially diverse students, which is not

only the right thing to do but also provides a pathway to membership for those who have been trained.

President Loeb implored the membership to take advantage of the craft and safety skills training and certification offered by ETCP, AVIXA. "We have to be the best and safest workers," he said. He was extremely impressed about the 39,000 workers who have been trained, which he observed "is changing the culture of the shop floor." President Loeb continues to encourage local unions to identify members to take ETCP training and tests. Moreover, the Locals should determine workers who are ETCP certified and bring them into membership; by doing so, the Local can expand its jurisdiction.

Likewise, with AV/AVIXA training; Locals should bring into membership those who hold these certifications. President Loeb noted his excitement about the more than 7,000 members who have successfully completed AV training.

He observed that Locals are better equipped to represent members because of the instructions they have received. The success of the education and training

programs have led directly to the wellbeing of the membership and their families.

President Loeb concluded by stating the Education Department is an absolute success story. The International is leading the labor movement in this regard. He singled out Director White for her vision and leadership noting that she has structured the Department and programs in a way that is extremely effective.

IATSE BROADCAST DEPARTMENT

Department Director Sandra England, along with International Representatives Fran O'Hern, Steve Belsky and Rachel McLendon reported on recent developments within the Broadcast Department. As has been previously reported to the Board, Department Director England discussed the changing nature of televised sports distribution and the uncertainty it has brought to regional sports networks. The still pending corporate transaction between 21st Century Fox and The Walt Disney Company leaves questions surrounding twenty-two regional sports networks. Yet sports teams will still require broadcast-

Reporting from the Broadcast Department, International Representatives Steve Belsky and Fran O'Hern, Department Director Sandra England and International Representative Rachel McLendon.



ers to carry their content. Strong local unions of the Alliance that foster close communities will flourish regardless of the distribution method used.

The report provided an update on the status of various collective bargaining agreements covering broadcast technicians. In Washington and Oregon technicians with Local 793 concluded negotiations for a successor agreement with Root Sports Northwest. The Local sought to address the rising cost of living in the Pacific Northwest, standardize and unify terms throughout Washington and Oregon, and simplify the wage structure. The new four-year contract satisfies the Local's objectives.

In Chicago, Local 762's contract with Program Productions, Inc. has expired. The parties have been meeting and are hoping to complete a successor agreement soon. However, Chicago professional sports teams are currently renegotiating their telecast rights agreement with a major network. It is unclear that all teams will remain with their current rights-holder. At least one team is exploring a stand-alone regional sports channel of its own.

The Department is amid negotiations with various crewing contractors that cover the productions of multiple sporting events for teams traveling into locations in the Southwestern U.S. (Arizona and Texas) and Southern California. The Department had the goal of unifying and standardizing the contract terms in these territories for technicians in Southern California Locals 600, 695, 700, 795, 800, and 871, as well as Local 748 and Local 796 in Arizona and Texas, respectively. This venture has been painstaking, but

the Department has made broad strides toward achieving this goal.

The collective bargaining agreements with Fox covering Locals 745 and 414 in Minnesota and Wisconsin will expire in June 2019. As reported elsewhere, the anticipated Fox-Disney transaction remains pending and may affect these regional sports networks. Both Locals are preparing their members for successor collective bargaining and they remain unified while the disposition of the networks is unknown.

Local 119 in the San Francisco Bay Area and Sacramento concluded negotiations with Program Productions, Inc., Rush Media Company, and LDM Worldwide for a first contract. The Local has also been recently recognized by another employer is currently in bargaining for a first contract with J-Dub Production, Inc.

The IATSE represents technicians working for the Big Ten Network in Minnesota, Wisconsin, Iowa, and Maryland. The IATSE also represents the traveling technicians working on sports telecasts of Big Ten college athletic conference schools that air on the Network. The Department has recently settled backpay issues for technicians working in Iowa and travel conditions for traveling technicians. The Department expects that payment for all outstanding monies will be forthcoming. As was previously reported, the Alliance now also represents the technicians working in the Big Ten Network's Chicago-based remote broadcast studio. The negotiation committee is scheduling dates and developing proposals in anticipation of bargaining with the Network for a fair first contract to cover those employees.

Local 745 in Minnesota won an NLRB election to represent technicians working on NBC Sports Network hockey events originating from the home arena of the Minnesota Wild. The company has proposed reducing the daily guaranteed hours. Local 745 continues to bargain. The reduction in the daily guarantee would significantly undercut their standard fringe benefit payments. The Alliance will continue to be involved in this process and support the Local as it seeks to achieve a fair agreement.

International Representative Fran O'Hern recently assisted Local 38 in Detroit with its contract negotiations for members working at the WJBK television station. Members had been working at the station for a long period without a contract. Ultimately, Local 38 prevailed upon the employer to remove roadblocks between the parties and achieved an agreement with long overdue wage and benefit increases.

Elections were held amongst the employees of Golf Channel for Chief Stewards, Health and Welfare Officers and Safety Officers. Employees from each craft were also nominated to become representatives on the negotiating committee. An active and engaged membership will lead to better representation of these employees going forward. The Department has also developed and instituted a training program for qualifying technicians in broadcast and stage Locals to be added to the Union's referral lists as local hire utility technicians. The program has now trained over fifty technicians and will be setting up training in additional areas.

The Department continues to research and monitor developments for

workers in the burgeoning electronic sports (Esports) leagues. The Department believes this area will continue to grow. It is believed that Esports might one day rival the current U.S. professional sports leagues. Representative O'Hern attended the Sports Video Group's summit on the industry and gathered valuable insight.

The Department has several ongoing organizing drives active in various regions across the U.S. Some are underway in conjunction with IA Locals others are centered in areas where no broadcast Local currently exists. As noted in a separate report, workers in South Florida voted for IATSE representation last month and the Alliance welcomes them.

The Department continues to develop training programs relevant to broadcast technicians including fiberoptic cable training, IP based networking and transmission, and golf course utility training. Broadcast technology and systems are quickly changing. The Department strives to keep members trained and ready for whatever this changing industry will bring.

President Loeb noted that he was encouraged by the report. Changes in the industry are on the horizon and the IA will stay on top by remaining active and organizing. On behalf of the Board he thanked the Department for its efforts to faithfully represent members in the broadcast industry.

IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, International Representatives Julia

Neville, Peter DaPrato, Jason Vergnano, Krista Hurdon and Jeremy Salter, Canadian Labour Congress Delegate Siobhan Vipond, IATSE Canadian Office Operations Manager Nate Richmond, Canadian Legal Counsel Ernie Schirru, and Local 295 President Celeste Pinder reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in New York, New York 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 meeting. The charts confirmed that Canadian staff has been working on a number of tasks including local engagement, activism, organizing, bargaining, communications, contract administration, education and teaching. Vice President Lewis then proceeded to provide a more detailed summary of certain Canadian matters.

Organizing Campaigns

A review of current and upcoming organizing campaigns spearheaded by the Canadian Office following the hire of International Representative Jeremy Salter was discussed.

Organizing Successes

Local 58 Toronto – Stage

Artscape - Wychwood Barns is an event space in midtown Toronto which employs four technicians on a regular basis. The Local filed for certification and won the vote unanimously. This marks the third property managed by Artscape which the Local has organized. The Local

has commenced negotiating a first agreement.

The Phoenix Concert Theatre is an iconic concert nightclub located in downtown Toronto. The Local filed for certification in November 2018 seeking to represent stagehands. The employer is fighting the application. A representation vote was held in December 2018 and the ballot box was sealed pending a resolution of the legal challenges. The matter is currently before the Ontario Labour Relations Board and scheduled for hearing dates later in 2019. The parties have, however, agreed to meet to discuss possible resolution of the legal challenges and a framework for a collective bargaining relationship in the interim.

Local 118 Vancouver – Stage

Local 891 certified Nasco Staffing Solutions in 2007, with a bargaining unit of 330. Since then, little work has been performed by Nasco in the jurisdiction covered by the Local 891 collective agreement. In 2017, Nasco filed an application seeking the termination of Local 891's bargaining rights on the basis of abandonment. That application was defeated by the Local. More recently, Locals 891 and 118 agreed to transfer Local 891's Nasco bargaining rights to Local 118. With the assistance of the International, an application was filed with the British Columbia Labour Relations Board (BCLRB) to formally transfer Local 891's bargaining rights over to Local 118. In January 2019, this transfer request was approved by the BCLRB.

Local 129 – Stage

Local 129 filed an application for certification of stage employees working

at the First Ontario Milton Performing Arts Centre in September 2018. The First Ontario Milton Performing Arts Centre is an interdisciplinary arts venue that features six distinct spaces: the 500-seat Mattamy Theatre, the multi-purpose MinMaxx Hall, the Holcim Gallery, the Del Ridge Community Room, and two art studios. A vote was conducted shortly thereafter by the Ontario Labour Relations Board and affected employees voted unanimously in favour of being represented by Local 129. The Local is currently in the midst of bargaining a first collective agreement.

Local 168 Vancouver Island – Stage

In November 2018, with the assistance of Representative Neville, Local 168 filed an application for certification of the Mary Winspear Centre Foundation, a theatre located in Sydney, British Columbia on Vancouver Island. The Mary Winspear Centre is a not-for-profit event, conference and theatre facility that includes the 310-seat Charlie White Theatre, the 8,100 sq. ft. Bodine Family Hall, a gallery, activity rooms, and over forty acres of parkland. It hosts theatrical productions, art shows, conferences, concerts, and community events. A representation vote took place in December 2018 and the employees voted overwhelmingly in favour of the Union. The Mary Winspear Centre was certified on December 12, 2018. Representative Neville will be assisting the Local in negotiations for a first collective agreement.

Bargaining

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotia-

tions in which the International is assisting Locals. The Canadian Office has seen an increase in the assistance sought by Locals due to increased organizing by Canadian Locals and the challenges associated with negotiating a first collective agreement with a newly organized employer. In total, the Canadian Office is assisting in forty-one separate negotiations involving seventeen Locals. A number of the bargaining assignments are still open and were not reported on. Some of the concluded assignments are summarised below.

Local 129 Hamilton – Stage

With the assistance of the International, Local 129 secured a three-year renewal agreement with the Local's largest employer, Spectra Venue Management covering the First Ontario Place Arena, Hamilton Place Theatre and the Molson Studio, all located in Hamilton, Ontario. Highlights of the renewal agreement include yearly wage increases and language additions to further protect the Local's bargaining rights and the introduction of the Canadian IATSE Health Plan for employees along with an increased health contribution.

With the assistance of Representative Vergnano, Local 129 was able to secure a three-year renewal agreement with FFP Lasers, a staging production company specializing in pyrotechnics and laser systems. Highlights of the renewal agreement include yearly increases.

Local 168 Vancouver Island – Stage

The Intrepid Theatre Company Society, which runs the Victoria Fringe Festival, was certified by Local 168 in September 2017. Representative Neville

was assigned to assist the Local in its negotiations of a first agreement. A three-year first collective agreement was unanimously ratified in December 2018. Highlights of the new agreement include the inclusion of three stage employee categories including the permanent part-time position of Lead Venue Technician, wage increases in the second and third year of the agreement, cancellation, turnaround and payroll provisions and seniority for work calls and hiring provisions.

Local 295 Regina/Moose Jaw - Mixed

Local 295 secured a renewal agreement with the Reginal Exhibition Association Ltd. (EVRAZ Place), which is a 102-acre sports complex and exhibition grounds that is also home to the new Mosaic Stadium. Despite austerity measures instituted by the Saskatchewan Provincial government, the Local, with the assistance of Representative Jim Brett, was able to secure a new three-year agreement that was overwhelming ratified by the membership in October 2018.

Local 411 Province of Ontario – Production Coordinators, Craft Service and Honeywagon Operators

Local 411, with the assistance of the International, secured a three-year renewal agreement with the Canadian Media Production Association for crafts-service and honeywagon operators. Newly appointed Local 411 Business Agent, Anne Paynter, stepped into the bargaining and was able to achieve a very positive outcome for members. Highlights of the agreement include yearly wage increases, increase in daily overtime rates, a meal penalty increase, upgrades when working in a higher classification, non-deductible per diem when on location, complaint

procedure regarding truck safety and working conditions.

Local 105 London / St. Thomas / Sarnia – Mixed

Local 105, with the assistance of the International, secured a 5-year renewal agreement with the London Grand Theatre. Highlights of the agreement include wage and benefit increases in each year, an additional hourly increase for certain categories, five paid days of leave for victims of domestic violence, a four-hour call if required to respond to calls, emails or texts outside of working hours if certain thresholds are crossed and matching of all working terms and conditions for wardrobe to stagehands.

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

Local 680, with the assistance of the International, was successful in securing first agreements with the two venues located in the province of New Brunswick it organized in 2017. Highlights of the five-year agreement covering the Imperial Theatre in Saint John, NB, which is a 850-seat venue, include annual wage increases, with some categories receiving substantial increases to their base rates, and a signing bonus based on the previous year's earnings. The agreement also contains strong jurisdictional language as well as a number of improved working conditions. In addition, permanent employees will receive a guaranteed thirty-five hours/week, personal days, retirement contributions (3% matched) and full health coverage (including family) for permanent employees.

Highlights of the five-year agreement covering the Fredericton Playhouse, which is a 709-seat venue, include strong

jurisdictional language as well as substantial salary increases.

Local 828 Province of Ontario - Scenic Artists and Propmakers

Local 828, with the assistance of Representative Brett, secured a first collective agreement with the prop shop of the Canadian Opera Company and a three-year renewal agreement covering scenic artists. Highlights of the agreement covering the prop shop include the introduction of health and retirement benefits, enhanced sick pay, jury duty leave and bereavement leave and the resolution of several contentious workplace practice issues.

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

Local B-173, with the assistance of Representative DaPrato, has concluded bargaining for five collective agreements. The agreement covering the First Concert Hall in Hamilton contains annual wage increases for a five-year term. The four-year agreement for Compass Group, a large food and beverage operator, contains annual wage increases. The three-year agreement for CCDI, a film distribution company operating in Toronto, contains annual wage increases for the twenty full-time employees. The five-year agreement covering front of house and box office employees at two Mirvish Production theatres contains significant wage increases in the first year of the agreement and then cost of living increases in the subsequent four years as well as employer provided health plan coverage and the introduction of a health spending account for all part-time employees. The three-year agreement covering box office employees at TIFF Bell Lightbox contains

wage increases over three years as well as ten days of emergency leave with the first two days being paid.

Activism

Vice President Lewis highlighted some of the recent activism successes in Canada.

Food Bank Drives

Canadian Locals competed for a fourth year in the Every Plate Full Challenge, which supports Food Banks Canada in their efforts to help the hungry and hurting. With the participation of Locals from across Canada, the IA surpassed its \$100,000 goal, with donations totaling \$100,638.66. At the Canadian Convention in September, awards were presented to Local 58 for Best Community Engagement, Local 828 for Best Social Media Presence, Local 580 for Highest Donation per Member, Local 212 for Largest Donation, and Local 129 for Most Creative Fundraiser.

Every fall, the BC film community participates in their own food fundraiser – the Reel Thanksgiving Food Challenge. They raised over \$214,000 in donations in October, making the film community the largest contributor to the Greater Vancouver Food Bank. The International again sponsored for \$5,000, which went towards the total of the production with the highest donation total, which this year was “Supernatural”.

Greater participation at Provincial Federation of Labour Conventions

This past year, representatives of the International, along with many local union delegates attended the provincial federation conventions for BC, Manitoba, NFLD, PEI and Saskatchewan.

National Theatre School

In 2017, following the bankruptcy of Sears Canada, the Sears Drama Festival was in jeopardy of closing permanently. IATSE partnered with the National Theatre School to save the festival and put the call out to Locals for donations. Between the Locals and the International, the IATSE raised \$30,000 to assist in maintaining the festival for 2018. The management of the festival has now been taken over by the National Theatre School. The IATSE and Districts 11 and 12 have committed to donating over the next three years.

CUPW

The Canadian Union of Postal Workers (CUPW) is engaged in a struggle for pay equity, the health and safety of their members, and against precarious work and forced overtime. In November 2018, following rotating postal worker strikes, the federal government introduced back-to-work legislation that CUPW believes is in violation of their Charter right to free collective bargaining. In December 2018, CUPW filed a constitutional challenge of this back-to-work legislation. In doing so, CUPW also took the unusual step of asking other unions for pledges of financial support, if needed, in the form of loans to their strike fund. The IATSE confirmed its support of CUPW's position by pledging a loan, should they need to avail themselves of it.

Student Outreach

The Canadian Office continues its student outreach efforts and has expanded its success in getting a number of Locals representing theatrical crafts to jointly present at various colleges and

universities. Participating are representatives from the International as well as Locals 58, 129, 822, 828, 873 and B-173. In 2018, the panel presented at York University, Humber College, and Sheridan College. Representative Hurdon has also been invited back to MM Robinson High School in the spring for their bi-annual Career Fair. In addition, Local 295 recently used the IATSE's Passion & Pay presentation for film & theatre students at the University of Regina and Local 856's Young Workers' Committee did Career Fairs at the University of Manitoba and the University of Winnipeg.

IATSE Speaking on Gender Equality

In November 2018, Representative Neville attended an International policy summit on gender inequality in global screen industries. This summit brought together labour leaders, government representatives from Canadian funding agencies, broadcasters, employers and academics from around the world to the University of Montreal to review and discuss current research on gender inequality in the screen industry. Representative Neville was also a panel speaker during the Whistler Film Festival's "On the Front Line to Parity" series on gender equity, which included a discussion of how to address and measure employment parity by labour and employer representatives.

Why Unions Still Matter

Local 873 hosted a presentation in its new training facility in December 2018 which was attended by fifty members from Locals 212, 411, 822 and 873.

Naloxone Kits

In response to the public health

emergency of opioid-poisoning, the BC film unions (DGC, Teamsters 155, UBCP, IATSE 669, IATSE 891 and ACFC West) have partnered with Actsafe to provide Naloxone kits to every BC production, one on-set and one off-set. Naloxone (also called Narcan) is a medication that quickly reverses the effects of opioid poisoning. The unions have sponsored the purchase of these kits through Actsafe and began distributing them to productions in mid-January 2019.

President Loeb commended the Department—which is responsible for the entirety of Canada—for its increased organizing and continued assistance to Locals in collective bargaining negotiations. He complimented the organization and structure of the Department, which form the basis for the Department's effectiveness. He observed that the "Every Plate Full" campaign is an unqualified success story, which has spurred similar volunteerism in the United States. The Department should continue its outreach to students, its civic and community involvement, and its assistance to local unions, particularly assisting the organizing of non-union workers.

IATSE LEGAL DEPARTMENT

General Counsel Samantha Dulaney, East Coast Associate Counsel Adrian Healy, West Coast Associate Counsel Jacob White and Canadian Counsel Ernie Schirru provided the General Executive Board with the report of the Legal Department.

Counsel Schirru updated the General Executive Board on developments in workplace responses arising from the

recent legalization of cannabis in Canada. In addition, Counsel Schirru provided an overview of recent federal and provincial government legislation aimed at limiting the rights of unions to engage in lawful strikes. Counsel Schirru concluded his remarks by reviewing the recent Ontario Superior Court of Justice decision in *Mac Day v IATSE Local 873* wherein the Court confirmed that it would not disturb any decisions arrived at by a Local in internal disciplinary proceedings when there has substantial compliance with the trial processes contemplated in the International Constitution.

General Counsel Dulaney and Associate Counsels Healy and White provided a summary of the current status of labor relations in the United States, highlighting a number of recent decisions of interest to organized labor, including the *In-and-Out Burger* and *Capital Medical Centre* cases. General Counsel Dulaney went on to summarize the Legal Department's participation in various legal profession organizations and conferences.

President Loeb thanked the Legal Department for its work.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT

Political and Legislative Department Director, Erika Dinkel-Smith with Assistant Director Corey Sims reported on the IATSE's legislative priorities, provided an overview of the 2019 election, a review of IATSE members volunteer activity, and a look at the preparations for the 2020 election cycle.

Legislative Update

The Department's legislative outreach efforts have been focused on develop-



Political and Legislative Department Director, Erika Dinkel-Smith with Assistant Director Corey Sims.

ing relationships with the newly-elected freshmen members of Congress, labor-friendly Republican members of Congress, and members of the Republican Senate Caucus. Director Dinkel-Smith is working with the IATSE GOP Republican lobbyist to set up introductory meetings with critical staff to discuss legislative initiatives.

Special Talent Visas

The Political and Legislative Department reported at the mid-summer GEB in New York City on the meeting with United States Citizenship and Immigration Services (USCIS) Director Lee Cissna, Assistant Department Director of Motion Picture and Television Production Department, Daniel M. Mahoney, in tandem with the Political and Legislative Department, and other Art Entertainment Media Industries (AEMI) unions regarding the O-1 and O-2 non-immigrant visas available to those with extraordinary ability. Thanks to continuous lobbying efforts by the International, the Department for Professional Employees, and other AEMI labor unions, Unions will now be able to send a copy of advi-

sory letters directly to USCIS. Previously, labor unions could only submit an advisory letter to the petitioner with no assurance it was delivered. This marks the first significant change in the process after years of lobbying former USCIS Directors of previous administrations.

NAFTA 2.0

Director Dinkel-Smith attended the briefing at the United States Trade Representative's (USTR) office where she voiced the IATSE's concerns over the lack of copyright protections and enforcement language in the text. Recently, the USTR released the text of the trade deal and there is some negative and positive news. Unfortunately, the United States Safe Harbor provision (sec. 512) has been included in the text which will make it more difficult to change the law in the legislature. However, the text does not include the harmful "balance" language that was included in the Trans-Pacific Partnership (TPP). Moving forward, the Legislative and Political Department will work with allies in congress to try and remove the Safe Harbor language in the floor vote.

Kavanaugh Fight

This past fall, the IATSE in conjunction with the AFL-CIO mobilized to challenge the confirmation of Brett Kavanaugh to the U.S. Supreme Court. The Political and Legislative Department engaged activist networks. Members made calls to their U.S. Senators while the Department met with key Senators to encourage a “NO” vote on the confirmation. Although the IATSE was successful with the targeted elected officials, Judge Kavanaugh was ultimately confirmed with a vote of 50-48. The Department will continue to monitor matters that pose a threat to collective bargaining rights, standards, and other cases that could enshrine harmful precedent creating safety challenges to the rights of working people for years to come.

Medicare for All

As part of a broad coalition of unions, members of the Congressional Progressive Caucus, health advocacy groups, retirement security organizations and other progressive member-based organizations, the IATSE has participated in the strategic and planning process to reorganize America’s health care system. By being a contributing member of the strategy team, the IATSE has been directly involved with the language and development of legislation that will dictate the implementation and structure of a national health plan, also known as “Medicare for All”, to ensure the quality of care current health plans provide is a starting point for any broad changes in health care delivery. The “Medicare for All” bill language was released to the 116th Congress in January and the IATSE signed on as an endorsing organization.

Butch Lewis/Multiemployer Pensions

Currently, the nation is facing a looming crisis of failed multiemployer pension plans. Pension plans for unions like the Central States Teamster’s and Mine Workers have been labeled as critical and declining. The likely failure of these pension plans would collapse the Pension Benefit Guaranty Corporation (PBGC) with an overwhelming amount of retirement claims.

In response to the potential collapse of these pension plans, Senator Sherrod Brown sponsored a bill to create a low interest loan program under the Department of the Treasury to help sustain failing pension programs, the new program would be called the Pension Rehabilitation Administration. Although the IATSE Benefit Funds are almost 100% funded, the IATSE signed on in support of the other union’s pension programs.

In the fall of 2018, Director Dinkel-Smith became deeply engaged in the legislative solution surrounding the critical and declining pension plans after the Joint Selection Committee (JSC) leaked a potential funding solution. Unfortunately, the funding solution would have only contributed \$3 billion towards a deficit of \$61 billion and in order to secure additional funds, the legislature would have placed fees on collectively bargained pension plans, and increased premiums on healthy plans. The additional funds would have effectively placed the fully funded pension plans, including the IATSE’s, into a declining state.

The IATSE was able to successfully fight back against these proposed solutions and the JSC leaked proposals did not proceed to a hearing. However, the

looming collapse of the Teamster’s Central States pensions funds will require a legislative solution sooner than later. Already, the Butch Lewis Act has been introduced in the 116th Congress. The Political and Legislative Department will continue to monitor the legislation and will aggressively participate in any conversations surrounding the funding solutions.

NEA/Arts Advocacy Day

In March, the IATSE, in tandem with other AEMI unions will head to Capitol Hill to lobby Congress in conjunction with the American’s for the Arts, Arts Advocacy Day. The Trump Administration has attempted each year to zero out the budget for the NEA claiming the funding is wasted resources and an ineffective program, the Department anticipates the 2019/2020 continuing budget resolution to do the same. The IATSE, in collaboration with other AEMI unions, will be the voice of workers on the Hill for this event detailing the ways that the arts funding benefits workers in the industry, and how critical these funds are to local economies and an incubator for arts development. AEMI lobby in the past has been successful in securing and increasing funding for the NEA, and we will work to ensure that the current level of funding is maintained if not increased for the FY 2020 budget.

Government Shutdown

Director Dinkel-Smith reported on the work of the Political and Legislative Department to help end the longest government shutdown in history. The IATSE has been supportive of the 800,000 unpaid and furloughed federal employees by encouraging activism and lobbying efforts.

Electoral Review – 2018

When setting out goals and plans for the 2018 midterm election, the Department's aim was to be a resource available to any Local that requested assistance from the Department. As a result of this approach, the IATSE can say with confidence, that political activism in many Locals across the country has become a part of their culture and will continue to grow into the 2020 elections.

Travel

In order to achieve the success the IATSE saw in 2018, Director Dinkel-Smith and Assistant Director Sims spent a significant amount of time assisting Locals with their 2018 political program. Assistant Director Sims traveled to Boston to assist Local 11 with organizing their political data. In Phoenix, Arizona he assisted Local 336 with an internal phone bank to their entire membership. Business Agent Bill Hennessey and Political Coordinator/Local Secretary Pamela Boyd organized a terrific event where more than fifteen volunteers showed up to make calls. For the final days of the election, Assistant Director Sims traveled to Florida to assist with campaign activities. Local 115 in Jacksonville adopted a day at the local Central Labor Coalition and had roughly twenty volunteers from the Local. In Orlando, Assistant Director Sims, International Representative Ben Adams, District 14 Secretary-Treasurer Kimberly Holdridge, Business Agent Sean Wilson and Local 631 President Paul Cox organized an IATSE phone bank to their membership.

Director Dinkel-Smith traveled to North Carolina to work with Local 635 to develop a political activist program. She

then traveled to Las Vegas, Nevada, and worked with Local 720 on a phone bank hosted at the Local 720 Hall. In Detroit, Director Dinkel-Smith worked with Local 38 to develop a political activism program and gave a PAC presentation at which Congresswomen Haley Stevens and Governor Gretchen Whitmer spoke to members of their priorities. The Director also spent time in Los Angeles to give a PAC presentation to Local 892 and coordinate activist efforts for the IATSE targeted congressional races. After leaving Los Angeles, Director Dinkel-Smith traveled to Minneapolis, Minnesota to give a PAC presentation to Local 13 and help develop a plan to engage activists to volunteer with the AFL-CIO. To finish off the last few weeks of the 2018 elections, she then travelled to Atlanta to give two political/PAC presentations to Local 798 and Local 834, conducted GOTV site visits to Local 798 members with Assistant Business Agent Samantha Reese, and helped Local 798 organize a successful phonebank to all Local members in the entire southern region. In Dallas/Fort Worth and Austin TX, the Department Director worked with Locals 126, 127, and 205 to organize their first internal Get Out the Vote (GOTV) phone bank. Finally, Department Director Dinkel-Smith traveled to New York, to help Locals coordinate and organize the first joint IATSE internal phone bank hosted by Local One to IATSE members in targeted congressional districts.

Voter Registration

The Political and Legislative Department is happy to report that the IATSE, as of last known figures reported in October of 2018, had already met the goal of in-

creasing the total number of registered voters in the IATSE by 5%. Assistant Director Sims trained more than thirty-five Local Leaders and activists on the Local Area Network (LAN) to further empower and provide additional campaign skills to IATSE political activists.

Release Staff

The IATSE participated in the AFL-CIO Release Staff program. The Release Staff program allows for a select number of IATSE members to become temporary employees of the IATSE and report to the AFL-CIO political program to work on the 2018 elections. For the 2018 election program, the Department had a goal of recruiting twenty-five Release Staff across the nation. The IATSE achieved this goal and were able to recruit Release Staff in targeted states like Montana, Arizona, Texas and Florida.

SMS

The Department in collaboration with the Communications Department rolled out the IATSE's first SMS program for the 2018 election cycle. The SMS program is meant to improve the direct line of communication to IA members and activists base. By the end of the election, just under 1,000 members opted in to receive communications from the SMS program. If you are not currently signed up to receive texts from the IATSE, you can text "IATSE" to 21333 from your phones to receive future texts.

IATSE 2018 Election Results and Feedback

The IATSE 2018 post-election survey indicated strong political action on behalf of IATSE members. Over 96% of respondents voted in the 2018 elections and

IATSE members were nearly split regarding their ability to vote in person or by mail. Additionally, the IATSE electoral outreach program successfully communicated with over 50% of IATSE members at least once with many more receiving multiple points of contact regarding supported candidates. The survey also indicated that a vast majority of IATSE members were significantly more enthusiastic to vote in 2018 and that a prime motivating factor was in opposition to the President of the United States. However, only 12.5% of respondents volunteered in the 2018 election. This is an improvement from 2016 but still an area of needed improvement for local political programs. Lastly, the IATSE member respondent showed that over 75% voted in favor of the labor endorsed candidates. Overall, the IATSE political program has shown improvement with member outreach and activist mobilization.

The IATSE-PAC also had the largest year of political contribution spending to date with a total of \$296,500 distributed in contributions to political candidates. The IATSE-PAC also showed a significant gain in impact with an overall win percentage of 84% amongst supported candidates.

One Congressional District which shows the significant impact of IATSE member engagement was California Congressional District 25, formerly held by Representative Steve Knight. Congresswoman Katie Hill won her election by only 21,396 votes in one of the closest elections in 2018. The California IATSE Coalition (CIC) led by Vice President Thom Davis and Vice President Michael F. Miller, Jr. made contact with over

10,000 IATSE voters. Without the work of the CIC, Congresswoman Katie Hill would not have been able to pull through a win.

2018 Analysis

The IATSE Political and Legislative Department continues to analyze the results from 2018 to understand the voting behaviors of IATSE members. Several pieces of data indicate that the 2018 election cycle was historic and unlikely to be repeated in future mid-term election cycles. Early voting records show a significant number of non-traditional mid-term voters turned out to vote. The most surprising block of mid-term voters were 18-30-year-old voters who increased their turn out by upwards of 500% in some states. Lastly, post data voting data revealed that many voters are unlikely to sustain the enthusiasm displayed in 2018 into future election cycles.

In Conclusion

Looking forward to the 2019 and 2020 election cycle, the IATSE Political and Legislative Department will be working aggressively to improve IATSE's representation in Washington, DC and State Legislative bodies. The legislative initiatives moving forward will still be defensive in nature with small movement toward bipartisan actions.

The 2019 elections will be focused on states and legislative bodies which have a significant impact on IATSE members and the entertainment industry. Additionally, the Department is already analyzing and monitoring the 2020 Presidential Election very closely and will work to ensure all Presidential campaigns have represented IATSE contracts. Already, the

Democratic and Republican Presidential primaries are likely to be contentious.

Lastly, the IATSE Political and Legislative Department is committed to working with any Local who seeks to build power through political organizing.

President Loeb thanked Director Dinkel-Smith and Assistant Director Sims for their report. It is crucial that the IATSE remain active in politics, representing the interests of working people in general and the IA's members in particular. Coordinating with other unions that share the Union's interests is vital. The voter registration numbers are good but must be improved. Political involvement makes or breaks success for the labor movement, and the IATSE must, and will, remain engaged. There is hope, but there is a lot of work left to be done.

IATSE NATIONAL BENEFIT FUNDS

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, and Joanne Sanders, International Trustee Patricia White and retired International Vice President Brian Lawlor presented to the Board a report on the IATSE National Benefit Funds.

The final numbers for 2018 indicate continued double-digit growth with a year over year increase in cash receipts from 2017 of 11.54%. The Funds received in excess of \$417 million during 2018.

Net assets of the Funds have reached approximately \$1.8 billion as of December 31, 2018. Compared to total net assets of \$1.1 billion as of December 31, 2013, asset levels have increased by 67.17%. The year over year net asset increase was 4.32%.



Retired International Vice President Brian Lawlor, International Vice President Michael F. Miller, Jr., General Secretary-Treasurer James B. Wood, International Vice Presidents Joanne Sanders and Daniel Di Tolla, and International Trustee Patricia White presented to the Board a report on the IATSE National Benefit Funds.

As of January 1, 2019, the IATSE National Health & Welfare Fund provides health coverage to 47,869 lives in one of its eight different Plan options. This represents an increase of 52.6% since 2014.

The IATSE Annuity Fund now has over 80,000 active accounts with retirement account balances in individual self-directed accounts.

The IATSE National Pension Fund provides retirement benefits to 2,500 pensioners and there are approximately 20,000 in the Plan eligible for, or working towards, retirement benefits.

Summary Plan Description booklets have been rewritten and re-styled for Health & Welfare Plans A and C, the Vacation Fund and Pension Funds B and C. The Fund Office hopes to begin distribution of these new booklets and to have them on the Fund's website by the spring of this year. The booklets will be hyper-linked on the Fund's website making it easier to locate information. The new style will make the books easier to read for participants and will have important points illustrated in an easy to reference format.

The Funds Office has reorganized its participant services center to direct calls

to specialists. The Annuity Fund has a dedicated area for calls and application guidance which has eased the traffic jam in the unit which handles the Health & Welfare Fund and all other inquiries. Given the working hours of the participants it is advisable, when possible, for contact to be made via email or through the Contact Us area on the website. This will allow Funds Office staff to research the issue and provide a timely response without the frustration that often results from playing phone tag.

The Trustees recently approved the addition of several new staff positions over the course of 2019 to help to continue keeping pace with the increases in participation and employer contribution reports. In addition, some of these new hires will enhance the Funds Office's internal audits of employer contributions, collections of delinquent or incorrectly paid contributions.

And finally, after an exhaustive search, the Funds have entered into a contract with a firm called CPAS to revamp the over 12-year old software database system and website. The project is conservatively expected to take three to five years to complete. There is an expectation that the

new system will modernize the current processes adding much needed efficiencies to better serve the participants.

President Loeb thanked group for its work in connection with the plan. In doing so, he confirmed that the International will continue to steward the plan responsibility to ensure its continued growth and success.

IATSE-PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis, John R. Ford, and Craig P. Carlson, Political and Legislative Affairs Department Director Erika Dinkel-Smith and Assistant Director Corey Sims updated the General Executive Board on the status of the IATSE-PAC since the last Board meeting.

General Secretary-Treasurer Wood reported that for the period July 1, 2018 to December 31, 2018, the IATSE-PAC received \$192,034.71 in contributions and made disbursements of \$179,500.00.

There were four significant one-time contributions which made up slightly more than one quarter of the contribution amount. These were \$16,237 from Local 2; \$2,660 from Local 751's raffle; \$11,300 from Local 764's raffle; and

\$10,207 from District Convention events.

There are presently 1,260 monthly credit card and payroll contributors from 175 different local unions and those contributions amounted to \$151,630.71 during the time period.

A total of \$179,500 was contributed to eighty-seven different campaigns by the IATSE-PAC, a further \$35,000 was contributed by the IATSE Federal Free Speech PAC to two different campaigns, and the State and Local PAC contributed \$500 to one campaign.

Department Director Dinkel-Smith thanked everyone that has made contributions to the PAC, and remarked on efforts that will be undertaken to increase contributions to the PAC in 2019, including developing the capacity to accept contributions online. She and Assistant Director Sims remain available to provide presentations to local unions regarding political fundraising.

President Loeb expressed his appreciation for the work of the committee, and stressed the importance of increasing the amount of money that is being contributed to the IATSE-PAC. It is absolutely vital that local unions engage in efforts to raise money for the PAC. Even a small

increase in contributors can make a dramatic difference and lead to real improvements in the lives of IATSE members and their families.

President Loeb implored local unions and members to consider monthly contributions to the IATSE-PAC. These donations support labor-friendly candidates who stand with and support IATSE workers. President Loeb challenges each Local to have full participation from its members in the IATSE-PAC. Every contribution counts.

IATSE WOMEN'S COMMITTEE

Women's Committee Chair, International Vice President Joanne Sanders along with International Vice President Colleen Glynn; International Trustee Patricia A. White, Director of Broadcast Sandra England, Representative Stasia Savage, USA829 National Business Representative Cecilia Friederichs, and Local 769-member Shirley Berling reported that since the last GEB, a number of Local and District Women's Committees have been established in local unions and Districts across the International. Currently, in the United States, the Committee is updating the numbers and will provide an

accurate count when the data is compiled. Previously there were sixteen Local committees and four District committees.

As reported last year, each of the Districts was tasked with including a Women's Committee event during the 2018 round of conventions.

Canadian Districts 11 and 12 held their joint convention in September. The following Locals reported on Women's Committee activities in Canada:

- Local 210: Ava Karvonen, chair, reported the committee is collaborating with Women in Film and Television Alberta and ACTRA on a networking event. The focus will be "Women Helping Women".
- Local 212: Members of the committee Jackie Merrells & Illoe Flewelling were honoured for their trailblazing work with the Local by the Alberta Federation. The Committee also ran a blood bank drive in spring 2018 and a toy drive later in the year.
- Local 295: Co-chairs Celeste Pinder and Joanna Vollhofer reported the committee was formed in January 2018 as a call to action based on issues affecting Sisters in their industries in North America. The committee



From the Women's Committee, Local 769 member Shirley Berling, USA829 National Business Representative Cecilia Friederichs, Chair and International Vice President Joanne Sanders, International Vice President Colleen Glynn, Director of Broadcast Sandra England, and International Representative Stasia Savage.

partnered with Moon Times Sisters, a local organization that serves the needs of women.

- Local 669: Chair Christina Kasperczyk reported the Local's women's committee hosted a Canadian Society of Cinematographers Lighting workshop where 50% of the participants were female identifying members. Future workshops are planned, and members will be surveyed for suggestions for 2019 initiatives. The Local's committee has also been including screenings at their women's committee meetings.
- Local 856: Chair Alisha Talbot reported they are creating a pin that represents the committee to bring awareness to their work. They are also coordinating with the Winnipeg ACTRA Women's Committee to build and strengthen other initiatives.
- Local 891: Co-chairs Natasha Tony and Fawn McDonald reported the committee celebrated its 4-year anniversary with a Strategic Planning session last October. 83% of the membership voted to approve amending the Local's Constitution to add the Women's Committee as an official Standing Committee. In March 2019, the Committee will collaborate with other entertainment industry guilds and unions to host the 3rd Annual International Women's Day Event. Each union is honoring women from within their respective memberships. The committee also partners with the Downtown Eastside Women's Centre and Shelter to support winter needs with "Give What You Have Campaign". The Goal for International

Women's Day 2019 Celebration will be to raise \$10,000 in donations for the Centre. Locals sent nine women to Summer School for Union Women in Sonoma, California, in 2018, doubling past participation.

- Locals 63 and 300 are in the midst of forming a Women's Committee and are inspired by the work of the other committees.

On Monday afternoon, active members of the Women's Committee held the semiannual meeting. At least thirty women were in attendance. The Committee reviewed the strategic plan, tasks that were previously assigned, and activities for the next few months. In March, the committee will work with the Communications Department to promote International Women's Day celebrated on March 8th. Throughout the month, in honor of Women's History Month, IA Sisters whose contributions have enriched our IA history will be highlighted through social media.

- Other campaigns will include equal pay day in April, women's heart health in May, women's suffrage in August, and other campaigns promoted by likeminded organizations throughout the year.
- A Women's Institute subcommittee was created. The subcommittee will review the strategic plan which called for an Institute in 2020. The Women's Committee has chosen to promote the UALE Summer Schools for 2019. Flyers have been distributed and will be available electronically. Members will be encouraged to attend the summer schools. The subcommittee will follow up with attendees and

use their feedback to determine what needs specific to IA women might be topics of discussion for future events.

The semi-annual networking event benefited the local charity, St. Louise House, which provides safe housing and services for the growing number of homeless women and children.

President Loeb observed that the Committee continues to grow, and its sphere of impact expands well beyond local unions to the broader community. He reminded those in attendance that the General Executive Board has approved funding for the semi-annual events. He pledged the continued support for issues important to women in the Union, noting that it is crucial for women's committees to be active. "The Women's Committee makes the International stronger." President Loeb expressed his appreciation to Vice President Sanders and the Committee for their work throughout the Alliance.

IATSE YOUNG WORKERS COMMITTEE

Communications Director Matthew Cain, International Representatives Allison Smartt and Wade Tyree, Communications Coordinator Jonas Loeb, Canadian Office Operations Manager Nate Richmond, and Local 52 Member Scott Templeton reported to the General Executive Board on the activities of the Young Workers Committee.

Since the Board's last meeting, the Committee hosted the most recent Young Workers Conference, welcomed new members to the Committee, and offered support and assistance to local unions planning young worker events.

The 2018 Young Workers Conference

was held between September 18 - 20 in Silver Spring, MD. Nearly one hundred Young Workers of the Alliance came together to exchange ideas and strengthen ties between their local unions. The Conference focused, in part, on political activism and the important role Young Workers can play in making their cities and localities better places to live. Conference attendees heard from President Loeb and Local 322 member Braxton Winston who currently serves on the Charlotte City Council in North Carolina. Both discussed the importance of Young Worker engagement within the union and in public life. The Committee thanked President Loeb and Councilmember Winston for their time and wisdom.

Conference attendees vowed to increase their activism when they returned home. Since that time, Committee members have followed up with each attendee to encourage and assess their progress. Young Workers have reported that they have organized fundraisers and other charitable activities, canvassed for political candidates, attended membership meetings, organized trainings, educated new members, organized Young Worker social events within their Locals, held voter registration drives, encouraged members to sign up for the PAC and offered members support on election day. Young Workers have led a successful union organizing campaign and joined the picket lines of striking workers from other AFL-CIO affiliates.

Shortly after the 2018 Young Workers Conference, President Loeb appointed six IA staff members to lead the Young Workers Committee. The new committee includes Communications Depart-

ment Director Matthew Cain, International Representatives Allison Smartt and Wade Tyree, Communications Coordinator Jonas Loeb, Canadian Office Operations Manager Nate Richmond, and West Coast Office Administrative Assistant Carolyn Benane. The Committee acknowledged former Committee members Vanessa Holtgrewe, Joe Hartnett, Jason Vergnano and Radar Bateman who were instrumental in building and growing the Committee.

In the last six months, Young Worker groups have been active at the Local level. The Local 479 Young Workers Committee hosted its fourth annual charity kickball tournament, which aims to grow and strengthen relationships between union members and Atlanta's film community. This year's tournament had a record turnout, with sixteen teams competing. Sponsors and participants pledged more than \$37,500 for a local charitable organization. In Montreal, Local 56 updated their Constitution to give the President of the Young Workers Committee a seat on the Local's executive board. In the Los Angeles area, a coalition of Young Worker Committee members have commenced monthly meetings. Their goal is to create a wider network of IATSE Young Workers in Hollywood through social events and political activities. By meeting and collaborating members from the affiliated Locals learn from each other and pool resources. They have organized political and social events, increased Young Worker turnout at local unions' charity events, and hosted a networking event.

Meanwhile, the IA Workers Committee has begun planning future events. Young Workers and other interested

members from New York City Locals have come together to plan the IATSE's participation in 2019 World Pride, an international celebration taking place in New York this summer. Additionally, the Committee has started a new initiative to answer members' questions about the IATSE, called "Q&IA." Members may submit questions online, and the Committee consults with relevant staff and experts to provide answers on IA social media accounts. The Committee concluded by thanking President Loeb and the Board for their support.

President Loeb remarked on the growth of the Alliance's activist network of young workers and noted Young Workers will need to address the issues we will face in the future. Their involvement in the events of the Alliance ultimately strengthens this organization.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, along with other MPIPHP Directors Rebecca Rhine, Ed Brown, Rachael Stanley, Scott Bernard, and Patric Abaravich 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 October 31, 2018, is approximately \$9.4 billion. The Pension Plan held \$3.7 billion in assets, followed by the IAP with \$4.5 billion. The Active and Retiree Health Plans held \$1 billion and \$85 million, respectively. As of October 2018, the MPI Pension investment returns for 2018 were down 1.6%. The Directors also reviewed the MPIPHP asset allocation and its impact on the benefit funds at all

points in a market cycle. The MPIPHP current conservative allocation strategy, with significant investments that are not correlated to traditional stocks and bonds, provides the most diversity possible in a portfolio. This strategy will provide downside protection to the fund in the event of a market decline or economic downturn.

Vice President Miller reported that the estimated combined hours into the MPIPHP in 2018 should top 100 million for the first time, significantly exceeding both projected hours and 2017 hours. Year-to-date totals through October are consistent with continued employment growth. Through October, employer hourly contributions are at \$813 million, up \$58 million from the same period last year.

Residual receipts into the MPIPHP in 2017 totaled \$444 million. Through October, residual receipts are trending above the same period in 2017 by \$17 million. In the recent negotiations, the Union and AMPTP agreed to increase the annual residual projection to \$430 million. The 2017 receipts exceeded that number and are trending favorably this year. Historically, the fourth quarter is the best performing quarter for residuals. Vice President Miller stated that the plans believe their assumptions are conservative as more content is being licensed in secondary markets, driving the increase in receipts. New provisions in the Basic Agreement regarding streaming content will also generate increased contributions into the plans for theatrical-length content.

The Active Health Plan has over 51,000 participants and more than

105,000 covered lives, with an average annualized cost of \$12,540 per eligible participant. Active Health Plan costs continue to trend above last year, but below projections. The Retiree Plan consists of more than 14,000 eligible participants and 22,000 covered lives with an annualized cost of \$8,700 per participant. Retiree Plan costs are on projection at \$106 million through October. There are currently 19,000 Pension recipients.

The MPIPHP reported that the reserve levels were at twenty months in the Active Plan and ten months in the Retiree Plan through October 2018. The projected reserve levels, based on current projections, indicate that we will be at nineteen months in the Active Plan and twelve months in the Retiree Plan as of December 31, 2018. At year's end, the reserve levels in both Plans exceeded the amounts necessary to trigger the 13th and 14th checks which were paid upon ratification of the Basic Agreement.

The MPI recently implemented several benefit changes. The Plans removed lifetime restriction on Chantix, and the generic formulation of Zyban is now covered without restriction. For participants in the Anthem PPO plan, the Urolift Procedure is now a covered benefit, and participants in the VSP will be eligible for new contact lenses once every twelve months instead of every twenty-four months.

In January of 2018, MPI Retirees were changed to an Express Scripts Medicare Part D Prescription drug program. This program will provide significant savings to the MPIPHP, due primarily to incentives and rebates that pharmaceutical companies are required to provide

through Medicare that are not otherwise available to the MPIPHP. The Directors of the MPI worked closely with Express Scripts to create a plan that mirrors the current Express Scripts prescription drug plan as much as possible.

In July, the MPIPHP changed its retiree health plan to the Anthem Medicare Preferred (PPO) Medical Plan in place of Anthem Blue Cross. This comprehensive health plan is designed to provide expanded covered benefits compared to the prior Anthem plan. It includes Medicare Part A, hospital benefits and Part B, doctor and outpatient care benefits as well as other benefits not offered by original Medicare. Additionally, Medicare-eligible retirees will enjoy the freedom to see any provider who accepts Medicare – doctors, specialists and hospitals – without a referral. This change did not affect any retiree's dental, vision, or pharmacy coverage.

Vice President Miller stressed the importance of reminding participants of the variety of benefits offered through the Wellness Program and the Member Assistance program. These programs are available on the MPI website and are in the latest MPI newsletter, "fyi FROM MPI".

Ed Brown remarked on the significance of reaching 100 million combined hours into the Plans, and discussed the efforts to retain the film incentive in California, specifically mentioning the work of Vice President Thom Davis, and Local 44 Secretary-Treasurer Anthony Pawluc.

President Loeb thanked the Directors for their report. Thousands of people rely on the Plans, and he and the other Directors take their responsibilities very

seriously and will continue to do so. He thanked the Directors for their hard work in that regard.

MPTF DAY AT THE RACES 2018

Local 800 Assistant Business Representative dooner, along with Anthony Pawluc, Doug Boney, Robert Denne, Jason MacLeod, David Swope, Patric Abaravich, and Joe Aredas, Jr., reported to the General Executive Board regarding the 2018 MPTF Day at the Races event.

dooner began the report by describing the history of the Motion Picture Television Fund and highlighting some MPTF success stories.

In 1921, Hollywood legends such as Mary Pickford, Douglas Fairbanks, Charlie Chaplin, and DW Griffith saw a need and joined together to establish the Motion Picture Relief Fund to assist industry workers when times got tough. Over the past 98 years, as the industry changed, so too did the Fund, expanding and developing new services to meet the needs of Hollywood's ever growing workforce. The Relief Fund became the Motion Picture and Television Fund, and is now simply known as MPTF.

Whether it is helping find health insurance, making homes safe for aging retirees, or a grant to pay rent after a producer skips town with the payroll, MPTF has been, and continues to be, the place for Hollywood's working class to turn when the unexpected happens.

When it comes to financial assistance, MPTF provides nearly \$3,000,000 in grants to workers each year with almost a third of that support being provided to IATSE members. Although many of their programs are specific to workers in Hol-

lywood, MPTF does have connections to assist with referrals for workers in other areas.

All of this work requires a significant amount of funding and the IATSE and its members have always been there, ready to pitch in. Following MPTF's 90th anniversary in 2011, the Hollywood Locals joined together to plan an event that would be accessible to as many of the members as possible. The idea was as much about bringing people together and promoting MPTF as it was raising money.

The first IATSE MPTF Day at the Races was held in January of 2012 and raised \$11,270. This annual fundraiser features a fun day of horse racing at Santa Anita Race Track and a raffle of fantastic prizes. After several years, the event outgrew its location in the clubhouse and was relocated to the infield with an added focus on making the event not just for members, but for their families as well.

The 7th Day at the Races was held this past October and raised over \$178,000 for the Fund. The raffle included everything from dinners to dry cleaning, nights at the theater to iPads. New technologies have been embraced to make the event accessible to those who cannot attend. The silent auction now accepts bids online and includes one-of-a-kind get aways like a 5-night stay at The Four Seasons resort in Orlando, including first class airfare from Delta, and a 4-night stay at the St. Regis in New York.

For the growing numbers of children in attendance, there are crafts like face painting and decorating horseshoes, and carnival games with great prizes. There are several tours out to the paddock to

watch the horses prepare to race and be paraded around the gardens.

This event would not have been possible without the support of so many Locals and sponsors, including our presenting sponsors, Locals 44, 600, 700, 800, and 839. The Hollywood Teamsters and the Laborers have also added their support to the event.

dooner thanked the committee members who could not be present: Russell Nordstedt and Page Williams, Local 80; Vincent Mata, Local 600; Shanda Zuniga, Local 700; Sue Cabral Ebert, Local 706; Andrew Stumme, Local 800; Brooke Keesling, Local 839; Heidi Nakamura, Local 871; Brigitta Romanov, Local 892; Ed Duffy from Teamsters 399; and, Alex Aguilar of LIUNA Local 724.

dooner also expressed his appreciation to the leadership of all the Locals who continue to support the event and the committee. It is the work of these Locals, their members, and the support of the International that has helped the Day at the Races raise a total of \$817,165.09 for the MPTF.

Plans are already underway for the 8th Annual IATSE MPTF Day at the Races on October 19, 2019.

President Loeb thanked the committee members for their report. The massive increase in the amount of money raised by the event compared to its early days is phenomenal. The MPTF provides extremely important services to members of the film community. President Loeb stated that he is honored to serve on the board of the MPTF. Finally, he thanked dooner for leading the charge on this tremendously successful event.

OPERATION WARM

International Vice Presidents Ford, Carlson, Glynn and Claffey and Local 2's Vice President Frank Taylor and Secretary-Treasurer Thomas Herrmann, Local 311's President Chad Phillips and Business Agent Paul Sisilli, Local 476's President Brad Matthys and Secretary-Treasurer Mark Hogan, Local 769's Business Agent Thomas Pusateri and member Shirley Berling updated the Board regarding the growing involvement of local unions in Operation Warm which aims to improve self-confidence, peer acceptance, school attendance and overall wellness by giving new winter coats to children in need.

Vice President Carlson reported that it was one year ago that Local 2 sponsored 150 children to attend Chicago Lawn Branch Library to play interactive games, receive a brand-new winter coat, and chose two new books to keep.

Local 2 became involved with Operation Warm as a result of President Matthew D. Loeb's platform of "Growth Equals Strength". "Growth" and "Strength" are direct by-products of one of President Loeb's Pillars to success, "Activism". "Activism" designed to help people produces "Growth and Strength".

Operation Warm is a nonprofit organization in which 95% of their funding goes directly into children's coat programs. Operation Warm works with neighborhood libraries in areas where children most need help. In addition to providing free winter coats, Operation Warm encourages children to read, interact thoughtfully with others. It exposes them to a positive experience at their neighborhood library. Today in America,

one in five children lives on food stamps.

Last year, Operation Warm began a collaboration with public libraries in Chicago's blighted economic areas. This year, the IA's activism to help people in the community grew and became stronger due to the generosity and kindness of our sister Locals.

Locals One, 2, 11, 52, 110, 311, 476 and 769 joined forces to provide more than 1,400 children brand new coats and two new books via eight library experiences in New York, Chicago, Boston, New Jersey and Newburgh, New York.

On January 19, 2019, Local One sponsored Operation Warm at Hamilton Grange New York Library; on November 5th Local 2 sponsored Operation Warm at South Chicago Library; on December 1, 2018, Local 11 sponsored Operation Warm at South Boston Library; on November 8, 2018, Local 52 sponsored Operation Warm at Muhlenberg Library; on October 27, 2018, Local 311 sponsored Operation Warm at Newburgh New York Free Library; on December 15, 2018, Local 476 sponsored Operation Warm at Little Village Chicago Library; and on November 3, 2018, Local 769 sponsored Operation Warm at Back of the Yards Chicago Library and Local 110 contributed one-thousand dollars towards coats for sponsored Chicago libraries.

The IA sponsored libraries were predominantly located in economically challenged neighborhoods. Vice President Carlson reported that it was a big deal for the children to play interactive games, join in musical sing-alongs, meet retired pro-athletes, receive a brand-new winter coat and choose two new books.

Most of the kids were escorted by

their mothers. Vice President Carlson shared that they asked each child to spell their name, so each child would receive a personalized coat. The impact on these communities was incredible, library attendance the following Saturday increased and many new library cards were issued.

Initiatives born from IATSE that help create a positive outlook for under-served communities, overburdened parents and needy children help deliver to the public a clear message of IA's mission. An accumulation of good deeds will strengthen ties and grow the IA's relevance within communities.

Vice President Carlson concluded by stating that some of the best things that happen at General Executive Board Meetings are what is learned from one another, the ways each person finds to help one another and the positive impact they can make by working together to help others. He thanked President Loeb for not only providing the leadership skill training and tools to take on new initiatives, but also making it a point to share experiences in this forum to help grow and strengthen collective efforts. Vice President Carlson sincerely thanked President Loeb for making the International more aware of the impact it must make.

Vice President Glynn expressed her thanks to Vice President Carlson for reaching out to Local 11 to participate. She stated that people directly helping other people filled everyone with gratitude. Likewise, Vice President Claffey thanked Vice President Carlson for encouraging participation, noting that his wife and 9-year old son volunteered at the New York event sponsored by Local One.

President Loeb reminded everyone that when this report was given a year ago Vice President Carlson was by himself. He suggested that perhaps others would join him. A year later, there are now ten people presenting on the Alliance's involvement with Operation Warm. President Loeb notes that activism does not need a motive; "we do it because it's the right thing to do. The only requirements are a little money, some effort, and a lot of heart."

PAY TV NEGOTIATIONS

International Vice President and Motion Picture and Television Production Department Director Michael E. Miller, Jr., West Coast Associate Counsel Jacob J. White, Assistant Department Directors Daniel M. Mahoney and Vanessa Holtgrewe, and bargaining committee members John Ford, Thom Davis, Ed Brown, Leslie Simon, Cecilia Friederichs, Scott Bernard, Mike Akins, and Chaim Kantor reported on the recently concluded Pay TV negotiations.

Vice President Miller reported that in December, representatives of HBO, Showtime, and STARZ met with the IATSE bargaining committee appointed by President Loeb to negotiate a successor to the nationwide Pay TV contract. Negotiations were led by Vice President Miller. The main goals for the union for a successor agreement were: capturing the recent gains achieved in the Basic and Area Standards Agreement negotiations, maintaining any better conditions contained in the Pay TV agreement (including higher daily benefit contributions to the National Benefit Funds), improving the weekly living allowance for nearby hires, and increasing idle day pay and benefits

for distant hires. Vice President Miller reported that the Union was able to achieve these goals, while losing no ground.

While maintaining the better daily turnaround provisions of this Agreement, for the first time in a national contract, after a seven-day workweek, a twelve-hour turnaround shall be provided. Vice President Miller stated that it is through the introduction of ever-better conditions such as these that the Union builds towards integration of such provisions in more and more agreements, from one-offs to national contracts.

In addition, under the prior contract, the offer of rides or rooms and any penalty related to an invasion of the rest period was triggered after two fourteen-hour days or one sixteen-hour day and excluded pilots. Now, members on all productions may receive a ride or room after a single fourteen-hour day.

National Benefit Fund contributions will increase in each year of the agreement and will remain at or above the corresponding contributions in the Majors Agreements.

For distant hires, crew will now receive four hours of straight time pay and eight-hours of benefit contributions for unworked 6th and 7th days.

"Weather-permitting" calls will be implemented on a nationwide basis, in line with the Area Standards Agreement, and the Basic Agreement secondary zone will be in effect in Los Angeles.

Nearby hires will see an economic boost as well. The weekly living allowance will increase and all crew (local, nearby, and distant) who are involved in prep or wrap days now have a guaranteed eight hour daily minimum call.

Chicago and San Francisco crew members shall now receive industry-standard wages and benefit contributions, as will the crews who worked on the previously-grandfathered "Veep" and "Ballers". The Parties developed a mutual understanding of what constitutes a mini-series, and a mechanism to retroactively pay crew members for work on season one if a mini-series is transformed into a re-occurring series.

The scope of the agreement was expanded to include work overseas and will now follow the appropriate Majors' Agreement for weekly amount of benefit hours due. Craft jurisdictions, including Costume Department Coordinators, Location Department Employees, Script Coordinators and Writers' Room Assistants was expanded in certain areas.

A joint labor-management committee on pay equity will examine the wages for the crafts associated with Locals 161 and 871, and the companies have asked to participate in the AMPTP-IATSE Diversity and Inclusion Task Force. In addition, the committee was able to achieve important improvements in the contract's no-discrimination language.

In addition, more workers will now qualify for unworked holiday pay. In exchange, the IATSE agreed to allow the employers to swap two Canadian holidays for the corresponding American holidays (Victoria Day instead of Memorial Day and Canada Day instead of Fourth of July) for those working in Canada.

Vice President Miller reported that these changes to the Pay TV agreements have been provided to the affected local unions. The Memorandum of Agree-

ment is being drafted, and should be completed soon.

Once ratified, the new agreement's wage and NBF benefit increases will be retroactive to January 1, 2019, and the contract shall be in effect through 2022.

Vice President Miller concluded his report by thanking the bargaining committee for their work. The credibility of the members of the committee was an important factor in these very productive negotiations.

Local 44 Business Agent Ed Brown recalled the time when HBO was non-union, and thanked President Loeb and Vice President Miller for their dedication in making this one of the better contracts in the industry.

Local 871 Business Representative Leslie Simon discussed the pay equity issue, and said that she was very pleased that the companies viewed pay equity as an important issue worthy of discussing.

President Loeb thanked Vice President Miller and the committee for their report and their work on the successor agreement. He noted that this agreement is a testament to the wisdom of "getting your foot in the door and fighting for improvements." The agreement is now, in many ways, superior to the contracts with the major producers and is a continuing success story.

POLITICAL AFFAIRS – CANADA

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

Provincial Update

Quebec Election

Representative Hurdon reported on the results of the Quebec Provincial election that took place in October 2018 where the Coalition Avenir Quebec won a majority government. In the period leading up to the election, the Canadian Office assisted Locals in messaging members with a view to encouraging them to educate themselves on the issues and the platforms of the various parties and then voting for a candidate and/or party that was aligned with their priorities.

British Columbia

Representative Hurdon reported on British Columbia's mail-in plebiscite which contemplated reforms to the Province's electoral system from the current "first-past-the-post" system to a proportional representation system, the latter of which strongly supported by organized labour. The results of the plebiscite were announced in December 2018 and confirmed that an overwhelming majority of British Columbian voters that participated are not yet prepared to pursue reforms to the Province's current electoral system.

Representative Hurdon also reported on the British Columbia's recent review of its Employment Standards Act, explaining that both the International and IATSE Local 891 made written submissions to the non-partisan body undertaking the review on issues including the minimum wage, employee leaves and successor employer rights. A timeline for amendments to the legislation to be tabled by the Provincial Government has yet to be disclosed.

Ontario

Representative Hurdon reported on several right wing initiatives currently being pursued by the Ontario Progressive Conservative Premier, Doug Ford, since his election in June 2018. To date, the Conservatives have passed legislation repealing several statutory reforms introduced by the Liberal Government prior to the election that provided employees with enhanced protections and entitlements including the freezing of the minimum wage at \$14 instead of the originally legislated \$15 and abolishing paid emergency leave days.

Federal Update

Pharmacare

Representative Hurdon reported on organized labour's efforts to lobby the Federal Government for the introduction of a national pharmacare program. To this end, IATSE has reached out to all IATSE Canadian members to encourage them to support the initiative by signing a petition and completing an on-line questionnaire. This, in turn, has resulted in meetings with Member of Parliament for Toronto, Julie Dabrusin as well as Member of Parliament for Halifax Andy Fillmore to discuss national pharmacare.

National Lobby Day

The fourth annual National Lobby Day, organized by the Canadian Labour Congress (CLC), will be held in Ottawa on February 26, 2019. IATSE is expecting a strong turn-out with Locals across the country sending representatives to assist in lobbying efforts on various issues important to organized labour, including pharmacare.

Copyright Law Review

Representative Hurdon provided an update on the FairPlay Coalition's proposals to the Canadian Radio and Television Commission on internet piracy following Vice President Lewis' appearance as a witness before the Federal Government's Standing Committee on Industry, Science, and Technology in June 2018 and the IATSE's filing of written submissions. The CRTC issued a decision in October 2018 acknowledging the harm associated with internet piracy but refused to grant the Coalition's request to implement policy changes to address those issues on the basis that it lacked the jurisdiction to do so. The CRTC, instead, advised that the policy changes being sought by the Coalition should be pursued through amendments to the various federal copyright, broadcasting and telecommunications acts. In light of this decision, IATSE, along with other industry stakeholders, are turning their focus to lobbying the Federal Government for legislative changes.

Current Political Climate

Representative Hurdon gave an overview of the political climate heading into the Federal election scheduled for the fall of 2019. This included a discussion of the Federal Government's passing of regressive back-to-work legislation ending the otherwise lawful strike of Canada Postal Workers as well as discussion of the introduction of several progressive pieces of legislation, including the introduction of an Employment Insurance Parental Sharing Benefit that extends employment insurance benefits to parents share parental leave obligations, the introduction of pay equity legislation aimed at ensuring

women working in federally regulated workplaces receive equal pay for work of equal value and the introduction of legislation promoting gender based budgeting and the establishment of the Department of Women and Gender Equality which is aimed at promoting gender equality for all Canadians.

Representative Hurdon also confirmed that IATSE representatives, including Vice President Petti, have attended Liberal Party meetings to lobby the Federal Government on issues important to IATSE and organized labour generally. This included Vice President Petti's attendance at a meeting with the Minister of Workforce Development, Patty Hajdu, to discuss how revisions to the North American Free Trade Agreement will affect Canadian workers.

President Loeb commended the Canadian Office and all Canadian Locals for their efforts in helping shape a political landscape that is more worker friendly in Canada through activism and outreach. In doing so, he encouraged all Locals to be politically active at all levels of government to ensure the interests of IATSE members are properly represented.

PRIDE @ WORK

IATSE Local 884 Business Representative and IATSE Representative on the Pride at Work LGBTQ constituency group of the AFL-CIO, Doug Boney, provided the General Executive Board with an update on his participation with the organization.

Boney set out the mission statement of Pride at Work:

(To) seek full equality without restrictions or barriers for LGBTQIA+ individuals in our workplaces, unions, and com-

munities, creating a Labor Movement that cherishes diversity, promotes inclusion, encourages openness, and ensures safety & dignity. We do this through education, alliances, and building solidarity across our large and diverse communities.

Organizing in the spirit of "An Injury to One is An Injury to All", we oppose all forms of bias and discrimination on the job, in our unions, and in the public square based on sex, gender identity and expression, sexual orientation, race, veteran status, national or ethnic origin, immigration status, age, disability, HIV status, marital status, religion, or political views.

We recognize that true justice and equality can only be achieved through an organized and empowered working class. We seek to promote the ability of all working people to self-organize and act collectively to advance the power, needs, and interests of the working class in addition to the principles of justice, true democracy, and equality.

Boney then provided a summary of his attendance at the Pride at Work Triennial Convention held in August 2018 in Phoenix, AZ. Boney explained that the theme of the convention was "PROUD & POWERFUL" and included panel discussions on the Future of Civil & Human Rights Work in Labor as well as decriminalizing queerness. Boney confirmed that he participated in "Day of Action" activities and leadership workshops aimed at improving attendees' skills to better engage local labor councils to assist in the advancement of the LGBTQ equality movement and to arm attendees with strategies on how to bargain inclusive collective bargaining agreement language. The Convention closed after the passing

of twenty-three Resolutions on issues ranging from gender neutral bathrooms in the workplace to immigrant and undocumented solidarity and electing officers to serve until the next Convention in four years.

President Loeb thanked Boney for his representation of IATSE on the Pride at Work constituency group of the AFL-CIO. In doing so, President Loeb reiterated IATSE's commitment to diversity within the organization and its commitment to ensuring members of LGBTQ community are properly represented in all workplaces where IATSE members work.

ANTI-SEXUAL HARASSMENT COMMISSION

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. reported to the Board regarding the Commission to Eliminate Sexual Harassment and Advance Equality in the Workplace. The Commission was formed in late 2017 by major stakeholders in the Motion Picture and Television industry.

Vice President Miller reported that the Commission recently met in Los Angeles to review the prior year and lay out 2019 for the Commissioners. In 2018, there was progress made in raising awareness of the Commission and its mission. Throughout the year, significant information gathering, meeting with Commissioners and Delegates, round table discussions around diversity and inclusion and the 2018 IDEAS Summit were all issues highlighted by Commission Chair Anita Hill.

The Commission has prioritized initiatives to protect the freelance entertain-

ment industry workers that are not currently protected by existing workplace structures. To do so the Commission will develop a Code of Conduct, reporting and response system, and anti-bias training programs for freelancers.

Through employee engagement, the Commission heard innovative solutions from member organizations and multiple experts in the field, and with employees' help, the Commission was able to identify the most pressing issues and how to respond to them.

The Commission engaged member organizations in one-on-one and group discussions and collaborative work sessions with Commissioners, Delegates and General Counsels. In addition, the Commission held Human Resources and Diversity & Inclusion Roundtables to learn from Commissioner Member employees about organizational practices to both eliminate sexual harassment and other forms of bias and build diverse and inclusive workplace cultures.

The Hollywood Commission's 2018 IDEAS Summit invited Delegates and Commission Organization employees to exchange ideas with experienced leaders about effective approaches to eliminating bias and promoting inclusion. Speakers included U.S. Chairman and Senior Partner at PwC Tim Ryan, and other business executives, advocates, practitioners, and grassroots organizers.

Key takeaways from Commission conversations included standards and success measurements for harassment prevention, and diversity and inclusion vary from organization to organization. The IATSE sent five representatives to this event. The group was IA representatives,

local officers and rank, and file members.

The Commission prioritized protecting freelance entertainment-industry workers who are not currently covered by existing workplace structures and HR Departments. Two factors drive this 2019 priority: 1) existing systems within member organizations do not reach or protect many freelancers and others who work in the industry and 2) anti-bias training varies in quality and content across the industry for freelance and other workers.

The Commission will establish a code of conduct that is well-communicated through sources available to freelance workers and others not covered by Commission Members' existing structures.

Based on the code of conduct, the Commission will develop a fair, consistent, and safe system for reporting, investigating, and resolving claims of breaches of the code, including harassment and other forms of bias for freelance workers.

The Commission also discussed current practices around prevention and recognition training – noting that it is not uncommon for someone to take multiple trainings required by multiple organizations, that some workers receive no training, and that there is no consistent training for freelance workers. The Commission saw value in developing anti-bias and harassment prevention training that could be used in multiple workplace settings and offered to those who have no access to effective training.

The Commission will continue to bring together member organization employees to share information about mission-related programming taking place within organizations.

Vice President Miller reported that he shared with Professor Hill and the Commission the pay-equity study done by Local 871. Professor Hill is committed to focusing on this issue and bringing it to the attention of the industry.

Vice President John Ford advised that there is legislation pending in New York State addressing eligibility of tax credits based on a corporation's record of sexual harassment, sexual assault, and discrimination among and between employees of such corporation.

President Loeb remarked that arriving at consensus regarding specifics about preventing sexual harassment will be no small undertaking given the different constituent groups. The IA is committed to this effort and will be an active participant, observing that the International has provided training to Officers, Representatives, Delegates, Local officers and members who attended the 2018 mid-winter General Executive Board meeting in Los Angeles and those who attended 2018 District Conventions. In addition, the International has posted on the website and sent communiques to local unions concerning harassment-free workplaces and has specially-trained select Representatives across all crafts to address harassment matters on a case-by-case basis.

VIDEOTAPE AGREEMENT

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr. with Assistant Motion Picture Production Directors Daniel M. Mahoney and Vanessa Holtgrewe, and bargaining committee members Thom Davis, Ed Brown, Chuck Parker, Leslie Simon,

Robert Denne, Doug Boney, David Swope, Rachael Stanley, Patric Abaravich, Rebecca Rhine, and Scott Bernard reported to the General Executive Board regarding the Videotape Agreement negotiations which, as a Supplement to the Basic, were held after the Basic negotiations concluded.

Vice President Miller reported on the successful completion of the negotiations for a successor Videotape Agreement. The Department made important strides in safety, quality of life, and improvements to streaming productions, all while funding the health and pension plans. The increased turnaround, rides or rooms after a long day, and protections for workers in dangerous situations that were obtained in the Basic Agreement negotiations were all incorporated into the Videotape Agreement.

Wages will increase in each year of the three-year agreement and are compounded.

As with the Basic, so that the Locals can best enforce the contract, employers are now required to provide notification of production prior to the start of principal photography. These notifications will include production contacts, production dates for pre, principal, and post production, and other important information.

Addressing the safety of IATSE members, employers must provide either rides or rooms to crew members after 14-hours worked, or 12-hours in the Los Angeles' secondary zone. The employee, or the union, can request a ride or room for work performed in Los Angeles, New York City and the Production Centers, as outlined in the Area Standards Agreement.

The improvements in turnaround that the Union achieved in Basic Agreement negotiations will be applied to productions covered by the Videotape Agreement. A ten-hour turnaround for production employees and a nine-hour turnaround for post-production will be standard on awards shows, beginning in the second season on episodic series, and after two consecutive 14-hour days on one-time programs (other than awards shows). The existing penalties for invading turnaround remain unchanged. For invasion of the additional one or two hours of turnaround, the crew will receive an additional hour of straight-time pay.

The new contract includes strengthened safety language.

The industry-wide labor-management safety committee will convene to develop a safety bulletin that will be used to set guidelines for the safe use of radio frequency transmitters. This is an issue impacting many of the reality programs produced under the Videotape Agreement.

The producers agreed to the creation of a safety subcommittee, which will include Locals 600, 695 and an expert on ergonomics, to address extended or excessive takes. The group will update the existing safety and health awareness sheet on this topic with information regarding appropriate rest intervals for those shouldering or wearing the heavy equipment often utilized on reality programs.

Employers will now make contributions to the IA Training Trust Fund to provide safety training for those outside of Los Angeles in camera, post production, and Local 800 Art Directors.

Videotape Agreement working con-

ditions will now apply to mid-budget new media subscription on-demand (SVOD) productions. Previously, mid-budget range new media productions had fully negotiable working conditions. Also, the bifurcation of the New Media and Industry Experience Rosters has been eliminated. Members working on union-signatory new media projects will accrue days for the Industry Experience Roster and will not be limited to only working on streaming productions.

Two Canadian holidays may be exchanged for their corresponding American holidays (Victoria Day in lieu of Memorial Day, and Canada Day in exchange for the Fourth of July). This applies only to those members working in Canada and advance notice is required.

In Los Angeles, the secondary zone now includes all of Huntington Beach.

The work of the Diversity and Inclusion taskforce created during the Basic Agreement negotiations was expanded to include the Videotape Agreement.

President Loeb recognized the work of the Bargaining Committee and thanked them for their efforts. The Videotape Agreement is an important contract that sets the model for work in reality television. The improvements made during this cycle are unprecedented, including in a number of areas the Union has been working on for decades.

WEST COAST OFFICE REPORT

General Secretary-Treasurer James B. Wood, International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., International Vice President Thom Davis, and International Repre-

sentative Peter Marley reported to the General Executive Board regarding the operations of the West Coast Office.

Vice President Miller reported on several specific items of interest to the Board that are in addition to the day-to-day operations and responsibilities of the Office.

In January, International Representative Allison Smartt conducted COMET training in the West Coast Office for the Chairs of the Los Angeles-based Young Workers Committee. This presentation was attended by Local Representatives in a variety of crafts and included information on both stagecraft and motion picture production. A second COMET session is scheduled for early March for any Young Workers Committee Chairs or leaders who wish to attend.

The new home of the West Coast Office in Burbank, CA is about to begin construction. The permits have been completed, the architectural designs are in the final stages, and the Union is moving toward approving a general contractor. It is anticipated that new office will be ready for occupancy by late summer. The current West Coast Office building is now listed for sale and there has already been significant interest.

The West Coast Office continues to be the host for various Education Department programs throughout the year. It is anticipated that the new West Coast Office will result in a significant expansion of the programs and trainings available to the Locals and members in the West Coast region.

Representative Marley reported on Local B-192's successful conclusion of negotiations at the Universal theme park

in Los Angeles. This was a difficult negotiation that highlighted many of the current issues that are affecting labor across the IATSE and North America in general. Led by President Nicole Miller and Business Agent Kevin King, with the assistance of the IATSE West Coast Office and Representative Marley, the bargaining committee was able to make significant gains in many areas of the agreement with increases to wages being the most impactful. Many other significant changes to the agreement in areas of member security and working conditions were also addressed. The negotiations lasted several months and included dozens of bargaining committee meetings, significant membership engagement and a very dedicated committee.

Vice President Miller commented that the work and dedicated leadership of B-192 President Nicole Miller and Business Agent Kevin King. The volume of work covered by the new agreement is anticipated to grow over the three-year term as the park continues to expand. This victory demonstrates that a union can win in any area of entertainment through solidarity and membership commitment and support.

Representative Marley also reported on the successful negotiations with the Center Theater Group Wardrobe Department that is represented by Local 768. Representatives Marley and Smartt assisted the Local and Business Agent Ann Kelleher in negotiating an agreement that made great strides to close the pay equity gap that exists in many theatrical venues.

Vice President Davis discussed the impact that the California IATSE Council (CIC) has had on political races in the

state and the legislature. The CIC is made up of many of the IATSE Locals in California, including all the Motion Picture Production Locals from San Diego to San Francisco. During the next legislative session, the CIC will be focused on parental, family and sick leave, CAL-OSHA and fatigue, independent contractors, Career Pathways through the California Film and Television Production initiative, and healthcare cost containment. Additionally, the CIC will be looking to move on prevailing wage initiatives for state or public owned entertainment facilities.

Vice President Miller concluded the report by discussing the work that the IATSE Training Trust Fund (IATTF) is doing regarding the Career Pathways initiative. The program, administered through the California Film Commission, will be selecting a training entity focusing on diversity and inclusion, working in conjunction with community partners and colleges. The West Coast Office has been working closely with IATTF Executive Director Liz Campos to best position the IATTF to succeed when the film commission selects a training entity for this progressive and impactful program. This will allow the IATTF to continue to lead the industry in safety, skills, and educational training that will assist in developing the future generations of entertainment industry workers. Vice Presidents Miller and Davis thanked the IATTF for their work and expressed confidence in their ability to bring this program to the IATTF.

General Secretary-Treasurer Wood remarked that a considerable amount of work has gone into refining the plans for the new West Coast Office to ensure that

it functions as a central point for the IA in Los Angeles.

President Loeb expressed his excitement about the upcoming opening of the new West Coast Office and thanked Vice President Miller and General Secretary-Treasurer Wood for their hard work throughout the process.

LOCAL NO. 2, CHICAGO, IL

Re: Social Justice Committee

Vice President Carlson and Local 2 Vice President Frank Taylor reported to the Board on a new committee established by Local 2. Vice President Carlson stated that last year, many Local 2 Members—largely reflecting the face of Chicago relative to ethnicity, religion, gender and background—requested a Local 2-supported forum to discuss various social issues.

Initial conversations to define this assembly ranged from philanthropic initiatives, to political action, to more general ideas designed to improve people's lives, to progressive actions, to workshops on current events that affect the membership and communities.

On October 3, 2018, Local 2's Executive Board recommended the formation of a "Social Justice Committee". The Committee's mission is to inclusively and collaboratively work on philanthropic goals; discuss and work on social issues; and to provide a forum for all interested referrals in good standing to meet and set mutually beneficial goals designed to help improve the human condition and to meet those goals by working together.

Local 2 Members voted unanimously in favor of the creation and mission of the "Social Justice Committee". Local 2 President Daniel Kelly Kerins appointed Frank

Taylor, Melanie Barnett-Stubberfield and Blair Carlson as co-chairs of the Committee.

Brother Taylor reported that the newly established Committee wasted no time carrying out its mission. The Committee met mid-October and determined that the creation of a "Go Fund Me" account with proceeds donated to the Greater Chicago Food Depository to be a good first initiative. The committee set a goal to provide the Food Depository \$7,000.

News and updates of the effort was made with email blasts, posts on Local 2's Facebook page and website. Members largely rallied behind the effort and the food drive became a talking point on jobs.

Once the GoFundMe account was set-up, it immediately trended as one of the most active accounts on that crowd-raising fundraising platform. Thanks to an outpouring of generosity, mostly from Local 2 Stagehands, \$11,120 was raised in four weeks, far exceeding the \$7,000 goal. The Social Justice Committee's donation to the Greater Chicago food Depository will pay for 33,320 meals for people in need.

Local 2's Social Justice Committee is now working to organize a blood drive.

Vice President Carlson thanked President Loeb for leading the way in activism through community engagement, noting that President Loeb's encouragement of united efforts designed to help people, to unite people, to disarm social injustice and biases that divide in order to better the lives of everyone, regardless of membership, race, religion, gender or background, lifts everyone and builds strong relations.

Vice President Carlson also expressed appreciation to the Canadian Sisters and Brothers for their continued great work on food drives which inspired Local 2. He singled out Vice President Damian Petti for his outstanding efforts with Canada's Every Plate Full food drive.

Finally, Vice President Carlson thanked co-chairs Frank Taylor, Melanie Barnett-Stubberfield, Blair Carlson and the Social Justice Committee and everyone who contributed to this effort.

President Loeb commended Local 2 for recognizing the need to establish a committee to engage in activism, volunteerism, charitable initiatives on a continuing basis. This will enable the Local to respond more quickly to requests for assistance. "Activism makes our local unions part of the greater community and good citizens" said President Loeb.

LOCAL NO. 2, CHICAGO, IL **Re: Uptown Theater Agreement JAM Productions Agreement**

In a report demonstrating the importance of political and civic engagement, Vice President Craig Carlson reported on Local 2's successful organizing campaigns at the Uptown and New Congress Theatres.

Mayor Rahm Emanuel invested several hundred million dollars into revitalizing Chicago's Uptown neighborhood, including an \$80 million-dollar renovation of the Uptown Theatre, owned by JAM's Jerry Michelson. Mayor Emanuel and Chicago Federation of Labor President Jorge Ramirez participated in meetings discussing rejuvenating the Uptown area ensuring that work performed by labor, including the stagehands represented by Local 2, would be performed at pre-

vailing wages. With the assistance of CFL President Ramirez, Local 2 and Mr. Michelson came to terms on an agreement, with terms and conditions similar to the New Congress Theatre Agreement which the two parties had recently negotiated. The agreement provides solid, middle-class wages, with annual increases, benefits, and area-standard working conditions for stage workers. The Uptown is planned to reopen in late 2020.

Congress Theatre

Chicago's New Congress Theatre was another closed venue renewed under Mayor Emanuel. As with the Uptown theatre, Mayor Emanuel involved the Chicago Federation of Labor—including Local 2—and workers in the revitalization of the New Congress Theatre. The recently negotiated collective bargaining agreement provides area standard/prevaling wages for stage workers. It has the same conditions as the Uptown Theatre. The New Congress Theatre is slated for a major renovation and should open in late 2019 or early 2020.

Vice President Carlson thanked Mayor Emanuel for his pro-worker stance and his unwavering support of the IATSE and its Chicago local unions. He reported that Local 2 had recently awarded Mayor Emanuel with an honorary Gold Card, which the Mayor proudly carries. Vice President Carlson also thanked CFL President Ramirez for his assistance. Finally, Vice President Carlson expressed sincere appreciation to President Loeb for sharing his political insight, particularly concerning the 2011 Chicago Mayoral race; for his leadership and continued support with training that helps all local unions of the Alliance to bring more jobs and union

density to their respective memberships.

President Loeb remarked that the organizing successes demonstrated by Local 2 at the Uptown and New Congress Theatres are protecting workers and strengthening Local 2 and the labor movement. He encouraged local unions to identify and organize non-union venues in their jurisdictions, which will protect the hard-fought union wages, conditions and standards Locals have negotiated for members. He noted further that only by wrapping up all the non-union work in their jurisdictions, will Locals will be able to preserve their standards of living and working conditions and marginalize labor brokers. Local 2 and Vice President Carlson were commended for their continuing organizing campaigns.

LOCAL NO. 8, PHILADELPHIA, PA

Re: Live Nation / Metropolitan Opera House

International Vice President Michael Barnes and International Representative Daniel Little reported on the continued successful organizing by Local 8, this time at the Metropolitan Opera House in Philadelphia. The Met Philadelphia is a 4,000-seat venue. It is newly renovated and managed by Live Nation. Local 8 organized the workers and negotiated an agreement providing competitive wage rates for all crafts and conditions which align with other agreements held by the Local. The fringe benefits package will provide quality health, retirement, training and education, and vacation benefits for the workers.

President Loeb remarked that Local 8's organizing represents a great effort. He applauded Vice President Barnes

and the Local for their long-term strategy and plan to organize the non-union labor in Philadelphia and south New Jersey, locking up the work for the Local, and boxing out non-union competition. He observed that the Local's growth has created power, density and market share. He noted that the Local organizes consistently, which takes resources, commitment and effort. Holding up Local 8 as a paradigm of continuous successful organizing, President Loeb commended them for improving the lives of workers.

LOCAL NO. 212, CALGARY, AB Re: XA vs. Local No. 212

International Vice President Damian Petti and Local 212 Business Agent Ian Wilson provided the General Executive Board with an update on its application to certify XA and/or Experience Ambassadors Ltd. (XA).

Vice President Petti explained that Local 212 filed an application for certification of XA with the Alberta Labour Relations Board ("ALRB") in July 2018. In the processing of this application, the ALRB officer having carriage of the matter determined that Local 212's payroll company that had been administering payroll on behalf of XA was the true employer of the stagehands working on the application filing date. XA supported this position and, in the alternative, took the position that the stagehands at issue were employees of another entity, XA Staffing Inc., which XA alleged was in the business of supplying crew but not identified as a responding party to the Local's application. Hearings on these issues were held in October and November 2018. On January 11, 2019, the ALRB issued a decision confirming that XA was,

in fact, the employer of the stagehands at issue notwithstanding the fact that the Local provided XA with payroll services and, in doing so, certified Local 212 as the bargaining agent for XA's stagehands.

President Loeb applauded Local 212's efforts to seize an opportunity to organize a key non-union staffing agency and its success in obtaining a result that will serve as a key legal precedent for all Canadian Locals in the future.

LOCAL NO. 262, MONTREAL, QC

Re: Cineplex Decisions

International Representative Jason Vergnano provided the General Executive Board with an update on Local 262's ongoing first contract litigation with Cineplex relating to front of house employees working at Cinema Ste-Foy and Cinema Colossus in Montreal, Quebec.

As previously reported, Local 262 was certified by the Quebec Labour Relations Board as the exclusive bargaining agent for front-of-house employees working at the Cinema Ste-Foy and Cinema Colossus operated by Cineplex in January 2014. Since this certification, the Local engaged in bargaining with a view to reaching a first collective agreement. The Local's efforts in this regard were met with fierce opposition by Cineplex and led to first contract arbitration. After several hearing dates, an arbitration decision was issued in January 2017 finding largely in favour of the Local, including wage rates. Cineplex refused to implement the decision, filing for judicial review of the arbitrator's decision. Cineplex was also successful in obtaining a stay of the arbitrator's decision pending the outcome of its judicial review application.

The judicial review hearing took place over two days in November 2017 and resulted in the Quebec Superior Court overturning the arbitrator's decision on salaries on the basis that the arbitrator had failed to provide sufficient justification for the wages set out in his decision. In doing so, the Court remitted the issue of wages back to the arbitrator for the issuance of detailed reasons while also ordering that the remainder of the collective agreement as determined by the arbitrator be applied effective immediately. In the intervening period of time, given the minimum wage in Quebec had increased and eight collective agreements the Local holds with Cineplex in eight other cinemas were set to expire, Cineplex and the Local agreed to a set of temporary wages until a final decision on the issue of wages was issued by the arbitrator. Prior to the issuance of the arbitrator's further decision on the issue of wages as directed by the Court, Cineplex and the Local were each called upon to make further submissions to the arbitrator over the course of five hearing dates. The arbitrator issued his further decision on the issue of wages in November 2018, upholding the initial salary ranges previously awarded which – due to increases to minimum wage – now increased from those previously awarded. Additionally, the arbitrator ordered that these wage increases be paid retroactively to May 2015 for all employees who were still in the employ of Cineplex at the two cinemas as of January 2017, representing approximately \$600,000 in back pay.

In December 2018, Cineplex filed an application to judicially review the arbitrator's second decision on the issue of wages. It is scheduled to be heard in

October 2019. Cineplex also filed an application to stay the arbitrator's decision pending the outcome of this second judicial review application. The Court granted Cineplex's stay application. In early February 2019, the Local's attempts to appeal the stay was dismissed by the Quebec Court of Appeal.

President Loeb commended the Local for its perseverance in representing the Cineplex front of house employees in the face of such vigorous employer opposition. He confirmed that the International will continue to support the Local in its efforts to implement a first contract containing the wage rates as determined by the arbitrator.

LOCAL NO. 306, NEW YORK, NY

Re: Broadway League

International Vice President James J. Claffey, Jr., Local 306 Theatrical Business Agent Carol Bokun and Local 306 President Rita Russel gave an account of the Local's recently concluded collective bargaining negotiations with The Broadway League.

In the summer of 2018, Local 306 requested assistance from the International

with its Broadway League contract negotiations. Vice President Claffey was assigned to assist. In advance of September negotiations, he met with the Local's officials and bargaining committee to discuss the Local's approaches to the negotiations. Local 306 workers on Broadway, including doorpersons, ushers, ticket-takers needed to receive substantial if not extraordinary wage increases. The Local was confident that it was prepared to enter negotiations ready to bargain. The previous contract expired September 2, 2018. The parties had several additional negotiating sessions during November and December, and again in January 2019.

Vice President Claffey noted that the workers in this unit provide a tremendous measure of professional service to the theaters of The Broadway League. Local 306's officers and committee members are smart and dedicated. Due, in part, to their dedication the Local's objectives were achieved. Workers will see substantial increases in wages during the term of the new contract. Pension contributions will grow as will per-performance payments for certain functions. A new minimum performance call will be

guaranteed. Typical of other Broadway League agreements, new contract provisions will address emergency situations and provide flexibility in some areas. Vice President Claffey commended the entire committee. Sister Bokun thanked President Loeb, the Board, and especially Vice President Claffey. She also expressed her thanks to everyone on the committee. As the negotiations continued, the Local greatly valued the International's presence at the table. Ratification is expected at Local 306's February 2019 meeting.

President Loeb congratulated the Local. The increases are substantial and this was the right outcome. Local 306 is a tough Local with strong leaders and the Local's members got the respect they deserve.

LOCAL NO. 927, ATLANTA, GA

Re: Super Bowl Atlanta

In November, Local 927 requested the assistance of the International with the Super Bowl, which was held in Atlanta this year. Assistant Stagecraft Department Director D. Joseph Hartnett and International Representative Daniel Little were assigned to assist the Local.

The scope of work for the Super



International Vice President James J. Claffey, Jr., with Local 306 Theatrical Business Agent Carol Bokun (right) and Local 306 President Rita Russel.

Bowl is significant, including the halftime show and multiple ancillary events. The Super Bowl halftime show has been performed using IA crews for many years. The IA and local unions in cities hosting the Super Bowl have received fair wages and conditions while proudly placing the Alliance's imprint on these globally recognized events. The February 2019 Super Bowl was more complicated because many of vendors who historically utilized IA labor were not present. Substandard crewing companies consequently had opportunities to work with new vendors. Nonetheless, with the International's assistance, Local 927 staffed the halftime show, the NFL Honors, the red carpet for the NFL Honors, and other ancillary events. Assistant Department Director Hartnett noted the hard work of Mo Guiberteau, Kristie Andrews, Al Herman, Mary Grove, Hank Collins, and the officers, sisters, and brothers of Local 927 who made these events a success. However, other nonunion crewing companies paying substandard wages were also involved in related events surrounding the Super Bowl. This may be a reality many Locals who host a Super Bowl in their jurisdiction will continue to face.

It was noted that the Local and IA representatives effectively piloted workers through the NFL's credentialing system, which represented one of the biggest issues surrounding Super Bowl events. In general, workers in the jurisdiction of Local 927 were effectively credentialed for work on the events. As the vendors for these major events change, this process will continue to affect the work available for members of the Alliance. The IA will continue to seek to guarantee future

workers at these events are covered under contract. Locals can contribute to major events within their respective jurisdictions by properly staffing calls and providing skilled technicians. Locals will not only procure work for their members, but they also ensure that vendors can be engaged in subsequent years so other IA Locals will be well-suited to staff these events. Local 927 has done its part to make the February 2019 Super Bowl an IA success. The Stagecraft Department encourages other Locals who may need similar assistance to reach out to the International.

President Loeb noted that we cannot allow labor contractors to undermine IA standards as they attempt to expand their presence. We need to continue to coordinate and organize. Large events like the Super Bowl demand quality and the Alliance will make sure interested parties understand that IA personnel have the necessary integrity, credentials and skills.



RETIREMENT OF BROADCAST DIRECTOR SANDRA "SANDY" ENGLAND

After a career spanning thirty-four years, twenty-eight of which were as a

Representative with the International, Broadcast Department Director Sandra "Sandy" England announced her retirement from the Alliance. In brief but poignant remarks, Sandy recalled her first IATSE job which was in the jurisdiction of Local 611 in Santa Cruz, California. She would later join Local 611 as well as Locals 793 and 488, the latter as a charter member.

Shortly after her employment with the International, Sandy, along with International Vice President Daniel Di Tolla, began organizing regional sports broadcast technicians in the United States which has resulted in the Alliance's present dominance in this area. Capping her long career was the successful organizing of those technicians who work for the Golf Channel.

As Broadcast Director, Sandy worked tirelessly to ensure that broadcast workers receive solid, middle-class wages, health and retirement benefits. Described as the fiercest ally a broadcast technician can have at the negotiating table, her efforts to improve the working conditions of technicians are unparalleled. In heartfelt appreciation and tribute to past International President Alfred E. Di Tolla and to his son, Vice President Daniel Di Tolla, Sandy shared that "the trajectory of [her] life would have been vastly different were it not for the Di Tollas." Sandy thanked everyone for their support and friendship and wished everyone the best as she steps down from her daily activities.

President Loeb remarked that he has had the honor of working with Sandy for the last twenty-four years and knows firsthand that her commitment to the International is unrivaled. In a testa-

ment to her adept organizing acumen and ability, President Loeb told the gathering that “Sandy taught the IA how to build from the ground up.” He observed further that Sandy has brought in thousands of new members, benefiting them and their families with well-paying employment, health and retirement benefits. He noted that the Broadcast Department is on solid footing and because of Sandy the IA is known throughout the industry as the Union representing sports broadcast technicians. On behalf of the himself and the entire General Ex-



**Department Director of Broadcast,
Sandra England with President Loeb**

ecutive Board, President Loeb extended to Broadcast Director Sandra England, warm thanks and gratitude, sending her off to a hard-earned, well-deserved retirement with the following tribute: “you have left an indelible mark on the IATSE, which will be a different organization without you.”

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 4:30 p.m. on Thursday, February 7, 2019.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
SHERATON AUSTIN HOTEL AT THE CAPITOL • AUSTIN, TEXAS • FEBRUARY 4, 2019

Since the last meeting of the Defense Fund Committee in New York, NY on August 7, 2018 the following local unions requested and received approval to seek assistance from the Defense Fund, and the following disbursements have been made pursuant to Article Fourteen, Section 8 of the International Constitution. In accordance with the above-stated provisions of the International Constitution, invoices have been paid for the express purposes reflected below:

Local No. 2, Chicago, IL, Article Fourteen, Section 8(d) - Legal	\$21,918.28	Local No. 731, Rapid City, SD, Article Fourteen, Section 8(d) - Legal	1,335.60
Local No. 7, Denver, CO, Article Fourteen, Section 8(d) - Legal	202.50	Local No. 757, Detroit, MI, Article Fourteen, Section 8(d) - Legal	2,458.20
Local No. 15, Seattle, WA, Article Fourteen, Section 8(d) - Legal	19,857.00	SUB TOTAL: \$334,719.11	
Local No. 22, Washington, DC, Article Fourteen, Section 8(d) - Legal	12,988.25	INTERNATIONAL	
Local No. 38, Detroit, MI, Article Fourteen, Section 8(d) - Legal	7,028.66	IATSE - Article Fourteen, Section 8(c) and (d) - Legal - Employment Issues, Intrepid Theatre, Life Briefly, Rhino Northwest Campaign, Coalition Huntsville	83,128.94
Local No. 56, Montreal, QC, Article Fourteen, Section 8(d) - Legal	618.00	IATSE - Article Fourteen, Section 8(c) - Legal - AICP	1,056.25
Local No. 58, Toronto, ON, Article Fourteen, Sections 8(a), (b) and (d) - Legal/lockout	103,502.10	IATSE - Article Fourteen, Section 8(d) - Legal - AQTIS	5,754.40
Local No. 69, Memphis, TN, Article Fourteen, Section 8(d) - Legal	7,690.32	IATSE - Article Fourteen, Section 8(c) - Legal/Collective Bargaining - Basic Agreement	243,172.77
Local No. 122, San Diego, CA, Article Fourteen, Section 8(d) - Legal	14,383.53	IATSE - Article Fourteen, Section 8(d) - Black Walnut, Misc.	16,150.27
Local No. 129, Hamilton, ON, Article Fourteen, Section 8(d) - Legal	1,130.00	SUB TOTAL: \$349,262.63	
Local No. 154, Ashland, OR, Article Fourteen, Section 8(d) - Legal	6,044.30	LOBBYING AND CONSULTING	
Local No. 158, Fresno, CA, Article Fourteen, Section 8(d) - Legal	33,267.55	Article Fourteen, Section 8(c) - Thorsen French Advocacy	60,000.00
Local No. 262, Montreal, QC, Article Fourteen, Section 8(d) - Legal	25,985.15	SUB TOTAL: \$60,000.00	
Local No. 274, Lansing, MI, Article Fourteen, Section 8(d) - Legal	16,741.75	EDUCATION	
Local No. 415, Tucson, AZ, Article Fourteen, Sections 8(a) and (b) - Legal/lockout	10,751.96	Article Fourteen, Section 8(f) - LEAP Reimbursements to Locals/Officers	11,901.36
Local No. 471, Ottawa, ON, Article Fourteen, Section 8(d) - Legal	14,153.25	Article Fourteen, Section 8(f) - Misc. Training/InfoComm/Instructors	231,593.77
Local No. 480, Santa Fe, NM, Article Fourteen, Section 8(c) - Legal	28,411.29	Article Fourteen, Section 8(f) - Young Workers	42,707.40
Local No. 504, Orange County, CA, Article Fourteen, Section 8(d) - Legal	6,251.42	SUB TOTAL: \$286,202.53	
		GRAND TOTAL: \$1,030,184.27	
		Respectfully submitted by:	
		s/Matthew D. Loeb	
		s/Colleen A. Glynn	
		s/James J. Claffey, Jr.	
		s/John M. Lewis	
		s/Daniel Di Tolla	

2019 Pay TV Negotiations

After soliciting proposals for all the motion picture Locals across the United States, this past December, representatives of HBO, Showtime and STARZ met with a cross-section of IATSE Locals and the International to negotiate a successor Pay TV nationwide contract. Negotiations were led by Vice President Miller over three days. The main goals for the union for a successor agreement were: capturing the recent gains achieved in the Basic and ASA negotiations, maintaining any better conditions contained in the Pay TV agreement (including higher daily benefit contributions to the National Benefit Funds), improving the weekly living allowance for nearby hires, and - for distant hires - increase idle day pay and benefits. The Union was able to achieve all this and more, while losing no ground.

While maintaining the better daily turnaround provisions of this Agreement, for the first time in a national contract, after a seven-day workweek, a twelve-hour turnaround shall be provided. It is through the introduction of ever-better conditions such as these that we then build towards integration of such provisions in more and more agreements, from one-offs to national contracts.

Previously, the offer of rides or rooms, and any penalty related to an invasion of the rest period was after two 14-hour days or one 16-hour day and excluded pilots. Now, all productions must offer a ride or room after one 14-hour day.

In Production cities, National Benefit Fund contributions will increase to \$131.50 per day by the fourth year of the Agreement. Non-Production cities, who traditionally have a lower daily contribution amount, will increase to \$115 per day by year four of the Agreement.

For distant hires, instead of a rather small flat amount of money for unworked 6th and 7th days, crew will now receive 4 hours of straight time pay (a vast improvement over \$60/day) and 8 hours of benefit contributions.

Across the country, “weather-permitting” calls have been implemented, the terms of which are in line with the Area Standards Agreement, and the secondary

zone (per the Basic Agreement) will be in effect in Los Angeles.

Nearby hires will see an economic boost as well. The weekly living allowance will increase by \$21/week over the life of the agreement and all crew (local, nearby and distant) who are involved in prep or wrap days now have a guaranteed eight hour daily minimum call.

Chicago and San Francisco crew



members shall now receive industry-standard wages and benefit contributions, as will the crews who worked on the previously-grandfathered “Veep” and “Ballers”. The Parties developed a mutual understanding of what constitutes a mini-series, and a mechanism to retroactively pay crew members for work on season one if a mini-series is transformed into a re-occurring series.

The scope of the agreement was expanded to include work overseas and will now follow the appropriate Majors’ Agreement for weekly amount of benefit hours due. Also, Costume Department Coordinators are now recognized in New

York, Location Department Employees are covered per the terms of the ASA, and there will be a card check/neutrality agreement for Script coordinators and Writer’s Room Assistants in Los Angeles.

A joint Pay Equity Labor-Management committee will examine the wages for the accountant and coordinator crafts and the Companies have asked to participate in the AMPTP-IATSE Diversity and Inclusion Task force.

Who can qualify for unworked holiday pay improved as well. Instead of a required three weeks of employment prior to the holiday, now a daily employee only needs to work two weeks prior and one

day after to be paid for an unworked holiday. In exchange, the IA agreed to allow the employers to swap two Canadian holidays for the corresponding American holidays (Victoria Day instead of Memorial Day and Canada Day instead of July 4th) for those working in Canada.

The Memorandum of Agreement is currently being drafted by the Parties and will then be sent to the General Executive Board for ratification.

Once ratified, the new Agreement’s wage and NBF benefit increases will be retroactive to January 1, 2019 and the contract shall be in effect until the end of 2022.

UNDERSTANDING WEATHER-PERMITTING CALLS AND WEATHER-RELATED CANCELLATIONS

As we approach the spring and summer seasons, it’s a good time to familiarize yourself with contract provisions relating to workdays affected by weather.

To address the increasingly volatile weather throughout the country, a “weather-permitting” call policy for snow, sleet, ice storms, hurricanes and other similar weather conditions was recently negotiated into the Area Standards and Pay TV Agreements. This was to address both the employer’s desire for more flexibility in such situations and to help alleviate poor decisions made by employers for financial reasons.

In the event of bad weather, a company can now give notice, prior to the end of a workday, or 12 hours prior to call for those not yet on payroll, that a “weather-permitting” call is in effect. The shoot may then be cancelled up to 4 hours prior to the call time issued. Each cancelled crew member shall be paid four hours of straight time pay, and 1/3 of the daily amount due for benefits (a corresponding amount shall be paid for on-call employees) for that day of lost work.

The Company must give notice to the IATSE when they have implemented a “weather-permitting” call, and it cannot be implemented unless there is inclement weather expected.

Previously, without the “weather-permitting” notification, the employer had until 6:00 p.m. in the ASA and, for the Pay TV Agreement, up until the completion of the previous day’s work to cancel a call without repercussions. Without any flexibility, the potential for calls being left in place despite bad storms, potentially putting crew at risk, was high.

Different from a “weather-permitting” call, there is another option to address evolving weather conditions. Now the Employer may cancel a call if the weather is bad no later than 8:00 p.m. the night before the call with no financial repercussions. Again, the Union must be made aware of this so that we can monitor its application. In both situations, production now has a longer window to more accurately assess an incoming weather event’s impact on travel and working conditions.

As has always been the case, if you feel unsafe to drive or work in bad conditions, do not do so. Immediately alert your Local so they can assess the situation and provide advice. Nothing is more important than your safety.



THE DUTY OF FAIR REPRESENTATION:

National Labor Relations Board Changes Local Unions Need To Know

The Duty of Fair Representation (DFR) is a central tenet of the National Labor Relations Act (NLRA). All U.S. labor unions, including the International Alliance are bound by the NLRA. The responsibility of interpreting and enforcing the Act fall to the National Labor Relation Board (NLRB). In October 2018 this quasi-judicial body elevated the DFR standards unions must meet. Losing track of a grievance or not keeping workers informed, unions now risk failing in that duty. To best represent our members, fellow workers, and the Alliance, local unions must have systems to communicate with represented employees and investigate grievances on a consistent basis.

The right to collective representation was codified into law with the National Labor Relations Act of 1935. Those people entrusted to speak with the voice of the many bear a great responsibility. As Chief Justice of the Supreme Court Harlan F. Stone wrote: “Unions are ‘clothed with power not unlike that of a legislature.’” *Steele v. Louisville & Nashville Railway Co.*, 323 U.S. 192 (1944)

That power to speak for all employees carries with it the corresponding duty to protect them. The IATSE represents all workers covered by a contract. Fair representation applies to negotiations, the decision to process a grievance and/or how a grievance is processed, through arbitration.

Writing for the Supreme Court Justice White: “A breach of the statutory duty of fair representation occurs only when a Union’s conduct toward a member of the collective bargaining unit is arbitrary, discriminatory, or in bad faith.” *Vaca v. Sipes*, 386 U.S. 171 (1967). Board law has established that

that “mere negligence” alone does not amount to arbitrary conduct and does not breach the duty of fair representation.

The five members of the NLRB and the General Counsel are all appointees of the President. They uphold US Labor Law, oversee representation elections and prosecute unfair labor practice charges. The NLRA does not explicitly call for political balance in the makeup of the Board. A change in Administration brings a change to the Board.

In an October 2018 memo (GC-19-01) Trump’s NLRB General Counsel Peter Robb instructed Regional Directors to change how they prosecute charges against unions alleged to have violated their duty of fair representation. Robb elevates secretarial errors to “gross negligence.” He inhibits Regional Directors discretion to consider DFR charges on a case-by-case basis. The General Counsel acknowledges these changes are “inconsistent with the way Regional Directors may have

been historically interpreting duty of fair representation law.” Yet he persists. “Regions are directed to apply the (new) principles to Section 8(b)(1)(A) duty of fair representation cases, and issue complaint where appropriate.”

This change reflects a pattern of decisions made by Trump’s Labor Board. It is the norm of this Board to rescind policy through administrative directive and executive actions. Upon his initial appointment, General Counsel (GC) Robb penned a far-reaching memorandum. The GC swept aside eight years of Board decisions and referred matters he interpreted as “novel” to the NLRB Division of Advice (GC-18-02)

Again, the General Counsel’s October 2018 instructions move the goal line. “Mere negligence” becomes “gross negligence.” He pointed to two common defenses and elevates the standard.

First, where a union makes a mere negligence defense “based on its having lost track, misplaced or otherwise forgotten about a grievance ... the union

should be required to show the existence of established, reasonable procedures or systems in place to track grievances,” and demonstrate why those procedures or systems were not effective “for an identifiable and clearly-enunciated reason.”

Second, when a worker claims a union failed in its duty by not communicating the status of a grievance, the union must provide “a reasonable excuse or meaningful explanation.” Further, a union cannot remedy earlier communication mistakes retroactively once the grieving employee files an unfair labor practice charge.

The General Counsel’s memo is not law. Legal interpretations are reserved for the five-member Board. Yet, the General Counsel prosecutes cases. This memo shows an intent to pursue Unfair Labor Practice (ULP) charges against labor unions. All IA Locals, large or small should not ignore these changes. To be best prepared, IATSE officers, staff, and local unions should:

- Have a system in place for tracking grievances and responding to represented workers.
- Respond immediately to workers and update them about the status of

grievances. Document these communications in writing.

- Provide workers with copies of relevant documents.

Our creative spirit in these times can focus light onto a dark decision by the NLRB. Despite the attacks organized labor faces from the current administration’s Board, proactive steps to protect local unions from ULPs can foster positive change. Communication with workers, investigating grievances, and representing all workers within the industry harkens back to our founding principles of the Alliance and demonstrates that Growth Equals Strength.

THE STARFISH PROJECT

As many theatres nationally are continuing efforts to represent equity, diversity and inclusivity onstage, the Intiman Theatre and the Western Washington Theatrical Training Trust (WWT TT) have been looking backstage. How are we introducing our youth to the industry of stagecraft? How are we steering the next generation of backstage storytellers? At this moment in the US, the industry of production arts is full of employment opportunities and lacks diversity on every level.

The Starfish Project began in 2017 with as an unprecedented partnership between Intiman Theatre, Sawhorse Revolution, WWT TT and Donte Felder to put free, after-school, technical theatre training in Seattle public schools.

Spring 2017 had Starfish in Franklin High School and Spring 2018 in Rainier Beach High School. In the 2018-19 academic year, both schools once again participated and two more high schools were added.

This program is a holistic, free-of-charge, full-service theatrical training program that will train diverse young artists each year to work professionally across our city, and beyond. The Starfish model includes dedicated, ongoing professional mentorship from top-tier

craftspeople, hands-on skill building, and a social justice pedagogy. The WWT TT employs craftspeople from Locals 15, 488 and 887 to teach in this program.

What sets this apart from any other program is that it is teaching youth how to make theatre from a 360-degree perspective: promoting job readiness, critical thinking, and self-empowerment every step of the way. Our youth are future leaders who will be empowered to diversify Seattle’s theatre sector onstage and off for years to come.



SuitX – the future in Safety

Hheavy lifting, squatting, and prolonged use of overhead equipment may seem like strenuous exercises to the average office worker, but for IATSE members these tasks are just another day's work. Many backstage careers require workers to exert repetitive, physical strain on their bodies to get the job done. Unfortunately, this is not without consequence—IATSE workers are at risk of developing a variety of acute and chronic work-related injuries due to the demanding nature of their jobs. Wouldn't it be great if new technology existed that could help alleviate the physical strain placed on workers bodies?

This past December, IATSE and ICAP members—Michael Orefice (Local 728), Eddie Raymond (Local 16), and Alan Rowe (Local 728)—had the opportunity to check out some groundbreaking new technology that has already helped to improve the lives of workers in the aviation and automobile manufacturing industries. Developed by robotics engineer Dr. Kazarooni in 2013, SuitX, is a collection of exoskeletons that conform to the human body (all genders included). Once on, the equipment supports the wearer by correcting position and posture, which can help reduce the negative impact of physically strenuous jobs. If this is starting to sound like a science-fiction

movie, you're not wrong. The future of a safe workplace is now.

SuitX technology currently works to protect three target areas—shoulders, backs, and knees, by reducing the strain on the wearers body by up to 60%! The group was able to test out SuitX's four available modules, which include: two Back Modules (XS and AC), one Shoulder Module, and one battery-powered Leg Module. Commenting on the Back XS, Eddie Raymond stated, "I have had lower back issues for years and this device would have prevented much of that damage. I can see lots of applications for use by stagehands in theatres and in the tradeshow industry." Michael Orefice followed up

by asserting, "The ease of getting in and out of the Shoulder Module is pretty easy, I would recommend this for any work overhead." All in all, everyone was pleased with the results and would recommend these products to IATSE Locals.

Recently, SuitX has made its Entertainment Industry debut with the members of IATSE Local 728. Sony Studios purchased the Back XS model for members who work on their lamp dock, and these workers have since become the first group of IATSE members to utilize this technology on the job.

The cost of the equipment is a major drawback that makes SuitX (and other similar technologies) unattainable for the everyday worker. And while certain groups can invest in this new technology, widespread use would be impractical for many workers at the moment. However, the creation of this equipment does show hope on the horizon. The development of worker friendly exoskeletons is a promising step towards ergonomic safety for IATSE members and all workers alike.



From left to right: Mark Criscuolo of SuitX, Eddie Raymond, Alan Rowe, Michael Orefice, and Ben Harrington of SuitX.

BE BOLD, BE BRILLIANT

This past January, Local 476 member Dawn Copeland, became the first woman (and ninth person) in history to hold all four ETCP certifications.



Having been a member of Local 476 since January 2000, Copeland has spent the past nineteen years doing...well, just about everything! From electrics to rigging to scaffolding to operating Chicago's first 125-foot condor lift on the set of "Wanted"—Dawn Copeland is true a woman of all trades. But she is also a master of many. When asked why she decided to pursue all four certifications, she expressed her life-long love for education coupled with the constant desire to better herself through a continuous pursuit of knowledge. When you speak to Dawn it is obvious she loves her craft and strives to find the best, safest, and most efficient way to perform her duties.

Her versatility in her career has acted as a guide through her ETCP journey. She emphasized that rigging in both arenas and on movie-sets allowed her to gain a "different perspective" of the rigging process. It also proved to be extremely useful when obtaining her certifications. Copeland suggested that prospective ETCP students should utilize the resource materials on the ETCP website, form study groups, and take the practice tests to "get a feel for the language" and understand not only "what they're asking" but also "what they're asking for." She also spoke highly of Local 476 Business Agent Mark Hogan—another four-certification holder—for being a huge supporter and inspiration.

Dawn serves as a great example—to all the women and men of the IATSE—of a member who values safety and workplace skills right alongside her union values. Dawn's motto is "Be Bold, Be Brave, Be Brilliant, Persevere and Endure!"

For more information on ETCP certifications go to: <https://etcp.esta.org/certify/certify.html>

For info on the IATSE Training Trust Fund Certification Reimbursement program, follow this link: www.iatsetrainingtrust.org/certification-reimbursement.



*Strong Women
Strong Unions*

LEADERSHIP SKILLS & SOLIDARITY

Prairie School for Union Women

June 9–13, 2019

Waskesiu Lake, Saskatchewan

<http://www.sfl.sk.ca/events/annual-schools>

Midwest School for Women Workers

July 23–27, 2019

Iowa City, Iowa

<http://summerschools.uale.org>

Northeast School for Women Workers

July 27–31, 2019

Hempstead, New York

<http://summerschools.uale.org>

Western Summer Institute for Union Women

July 2–7, 2019

Vancouver, British Columbia

<http://summerschools.uale.org>

Southern School for Women Workers

August 1–4, 2019

New Market, Tennessee

<http://summerschools.uale.org>

IATSE TRAINING TRUST FUND



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www.iatsetrainingtrust.org/lynda

2019 Spring Health and Safety Observances

Jobs can be stressful. Whether you are striving to be the best worker you can be, or just trying to make ends meet, work is a major commitment that requires time and expertise. People sacrifice so much for their jobs, but one thing they should never sacrifice is their own well-being. The hustle and bustle of the workday makes it easy for workers to forget about the dangers they face. However, being aware of these dangers is crucial to maintaining a safe and healthy working environment.

Efforts to protect workers in the U.S. and Canada were inconsistent until the 1970s, when the newly formed Occupational Health and Safety Administration (OSHA) and the Canadian Centre for Occupational Health and Safety (CCOHS) began to put formal workplace safety standards into place. At the time, it was estimated that more than 16,000 workers died each year in the United States alone. Now, work-related incidents account for approximately 5,700 annual deaths in the United States

and Canada combined. The tremendous drop in workplace fatalities is no coincidence. There is a direct link between holding employers legally accountable and workplace health and safety. By adhering to OSHA standards—and other recognized entertainment industry standards such as the ESTA developed ANSI Standards—recognizing hazards, and properly training employees, employers can ensure a safe working environment for their workers.

And while 5,700 deaths per year

sounds like a significant improvement, that number still pales in comparison to the hundreds of thousands of people who suffer from injuries or illnesses because of their jobs. We should not tolerate this. Every worker deserves to enjoy a long and happy life.

Over the next few months the IATSE and its Locals will be highlighting and participating in several observances that everyone should know about to help raise safety awareness at work:

INTERNATIONAL WORKERS' MEMORIAL DAY

Every year, April 28 is celebrated as International Workers' Memorial Day (Workers' Memorial Day in the U.S.A. and National Day of Mourning in Canada). The essence of this day of mourning is best stated in a quote from Mother Jones, "Mourn for the dead, and fight like hell for the living." International Workers' Memorial Day is a time of remembrance, where workers can lend their support and prayers to the victims and their families who have been killed or injured on the job. But it is also a time to look towards a better future, one where workers do not fear for their safety at work.

Because April 28 falls on Sunday, this year the IATSE International Moment of Silence, commemorating International Workers' Memorial Day will be observed on Monday, April 29. On that day, at 10 a.m. PDT (1:00 p.m. EDT) workers and Locals are asked to pause at work, their local offices, or where ever they are and stop for a short moment of silence.

Other remembrances for this day could be black arm bands, wearing a purple ribbon with a knot tied in it, reading or posting the names of those member/workers who have died during the year or in the past, or flying your flag

at half-mast. The labor council in your city or town may also have an observance and, if so, consider sending a delegation from your local union to attend.

Even if you are not at work at that time—set a reminder to stop and think for a moment about the workers who have been harmed trying to make a living. On this day, we remember them by rededicating ourselves to the fight, and committing ourselves to working safe.

Below we have provided two links that may be helpful

in commemorating this day of reflection and mourning:

Workers Memorial Day:

<https://aflcio.org/about-us/conferences-and-events/workers-memorial-day>

Canadian National Day of Mourning: www.ccohs.ca/events/mourning



SAFETY AND HEALTH WEEK (FORMERLY KNOWN AS NAOSH WEEK)

The North American Occupational Health and Safety Week has officially changed its name to Safety and Health Week. The purpose of the campaign remains the same—to raise safety and health awareness in workplaces throughout Canada, the United States, and Mexico. Safety and Health Week will be held on May 5-10, 2019, and it can be celebrated in many ways—big or small. If your Local has never participated before, simple things, like posting safety reminders on employee bulletin boards or articles in Local newsletters is a great place to start! Other suggested events include: work-

ing with employers to schedule safety meetings or organizing safety trainings at your Local. Safety and Health Week is a great time to have a class.

Safety and Health Week is also a time to promote safety in the community. Holding an entertainment 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 make a positive impact in their community.

The IATSE Training Trust Fund offers safety resources to all IATSE workers, Locals, and employers, 365 days a year. If you would like to plan a training course for Safety and Health Week, contact the Training Trust Fund for help or financial support to put on a "Intro to OSHA" module from the OSHA 10-Hour training course. You'll learn great information about OSHA, workers' rights, and how to report hazards.

If members prefer to take a class individually, encourage them to sign-up for Safety First! a series of online interactive safety courses offered by the TTF. The thirteen available modules are suitable for use by both Canadian and U.S. Locals. Each course is specifically tailored to tackle various workplace health and safety issues that are prevalent in the entertainment industry. Follow this link to access Safety First!: www.iatsetrainingtrust.org/safetyfirst More information on NAOSH week can also be found at these links:

www.naosh.org/english/

www.csse.org/site/events/naosh-week



EDUCATION AND TRAINING

ANNUAL FALL SAFETY STAND DOWN

This year OSHA's Annual Fall Safety Stand-Down will be May 6-10. Falls from elevation make up over a third of the deaths in construction workplaces. Many of these deaths are preventable, and this campaign is meant to raise awareness in hopes of reducing future accidents. While certain IATSE workers are more often exposed to dangerous heights than others, all workers are subjected to potential fall hazards. Basic elements of fall-protection, such as the safe use of ladders, identifying tripping hazards, and workplace housekeeping will apply to IATSE workers in all crafts, not only at work, but also at home.

OSHA has developed several resources that we welcome you to use including "toolbox talks"—outlines for short 5-10 minute talks on identifying and responding to common hazards, short videos, and handouts (including inspection checklists)—that may be used to participate in the event. There are also posters and other promotional materials. The IATSE Training Trust Fund also offers a Safety First! course titled "Fall Protection and Prevention," which aims to teach members how to recognize potential fall hazards. Or you could download the IATSE Safety App, which is available for download on iPhone and Android:

IATSE Safety App Download:

<http://www.iatse.net/iatse-safety>

More information can be found at the following links:

www.osha.gov/stopfalls/index.html

www.osha.gov/StopFallsStandDown/calendar.html

www.osha.gov/StopFallsStandDown/resources.html





**LOCAL UNION TRUSTEE TRAINING, LOS ANGELES, CA
NOVEMBER 29-30, 2018**

Joel S. Cohen, 800
Cate Bangs, 800
Dawn Snyder, 800
Martin A. Kline, 800
Jay Patterson, 695
Gábor Kövér, 600
James K. Irvine, 154
Lori Harrison, 16

Shari Bethel, 16
Paul Baca, 480
Maggie Johnson, 480
David Thomas, 839
Steven Kaplan, 839
David J. Chlystek, 839
Alex Livland, 118
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Matthew C. Jenkins, 122
Peter J. Kehrl, 122
Mary L. Cuevas, B-192
Billy Summers, B-192
Emmanuel Villarubia, B-192
Ned Alan Neidhardt, 706
Polly E. Lucke, 706



**LOCAL UNION TRUSTEE TRAINING AND COMMUNICATIONS FOR
UNION ACTION GRADUATING CLASSES
ATLANTA, GA, JANUARY 17-18, 2019**

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James Luckhaupt, 12
Aaron Berwinkle, 12
Kevin Carty, 12
Alicia Weir, 67
Judy Rogers, 67
Orlando Montes, 134
Michael Garl, 197
Alison Nickerson, 322
Abbi Douglas, 322
Christopher Collar, Jr., 476
Sara Cobbeldick, 479
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Matt Derber, 479

Glenn Peison, Jr., 479
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Brent Pierson, 484
Bruce Lawson, 488
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William Field, 824
Jacquelyn Kibbe, 824
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Darryl Hilton, 927
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Frank Taylor, 2
David Gaul, 2
Adika Higgins, 13
Carrie Monroe, 13
Allana Olson, 13
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Marisa Davison, 22
Jessica Westra, 26
Robert Wilcox, 26
Nikki Combs, 205

Tiffany Eck, 322
Richard Oakes, 476
Myra Foy, 479
Andrew Duncan, 479
Edward Hohman, 487
Steven Poster, 600
Eddie Avila, 600
Trisha Solyn, 600
Christy Fiers, 600
Tony Price, 635
Jessica Gavin, 834
Brigitta Romanov, 892
Jonas Loeb, Int'l

GOING GREEN FOR A SAFER INDUSTRY ARE YOU ON THE MAP?



OVER 3,500 CERTIFICATIONS ISSUED

The number of ETCP Certifications has grown over 1000% since 2016, which has increased safety in workplaces all over North America. When will you add your **pin** to the map and join the other ETCP Certified Riggers, Entertainment Electricians and Portable Power Distribution Technicians who have made a commitment to safety?

Certifications have also been issued in Costa Rica, Guam, Japan and the Netherlands.

SPECIAL THANKS TO OUR TOP CONTRIBUTORS AND MEDIA PARTNERS

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IATSE TTF 2019 CLASSES

*Don't miss out on these
trainings. Apply today!*

OSHA 10/GES

LOUISVILLE, KY – APRIL 13-14

TRAIN THE TRAINER: COURSE DEVELOPMENT

LOS ANGELES, CA – APRIL 26-28

OSHA 10/GES

WASHINGTON, DC – MAY 4-5

TRAIN THE TRAINER: TEACHING TECHNIQUES

DENVER, CO – MAY 18-19

TRAIN THE TRAINER: TEACHING TECHNIQUES

TORONTO, ON – AUGUST 10-11

TRAIN THE TRAINER: COURSE DEVELOPMENT

DENVER, CO – SEPTEMBER 6-8

OSHA 10/GES

SANTA FE, NM – OCTOBER 12-13

OSHA 10/GES

PITTSBURGH, PA – NOVEMBER 16-17

**AND MANY MORE
TO BE ANNOUNCED!**



DID YOU KNOW...

THE IATSE TTF CAN REIMBURSE YOU TO DEVELOP A LOCAL OSHA TRAINER

This is a great opportunity for local unions to develop their own in-house trainer for the OSHA 10-hour General Industry Safety and Health training. Local unions with OSHA Outreach Trainers can then apply to use the IATSE TTF OSHA 10/General Entertainment Safety® curriculum, which includes access to customized PowerPoint presentations, an instructor guide, and student books for all classes.

THE TTF NOW REIMBURSES LOCALS FOR THEIR OSHA 10/GES CLASSES

Local unions who teach classes using the IATSE TTF OSHA 10/General Entertainment Safety Curriculum® are now eligible for Course Reimbursement funds! Simply apply to use the curriculum using your local OSHA Outreach Trainer and submit a Course Reimbursement Application by the posted application deadline.

**[www.iatsetrainingtrust.org/news/
osha-course-reimbursement](http://www.iatsetrainingtrust.org/news/osha-course-reimbursement)**



2019 LEADERSHIP CLASSES

www.iafse.net/member-resources/member-education

SPRING

MAY 20 - 24

LEADERSHIP DEVELOPMENT WEEK

(All Courses for U.S. and Canadian Locals)

Baltimore, MD

Take 1, 2, or 3 Classes

MAY 20-21

Negotiations/Collective Bargaining

or

Trustee Training

or

Internal Organizing

MAY 22

Public Speaking and Telling Our Union Story

or

Respectful Local Unions/ Respectful Workplaces

MAY 23-24

Labor Law

or

Communications for Union Action

FALL

OCTOBER 1 - 4

ORGANIZING 2.0

(U.S. and Canadian Locals)

Columbus, OH

OCTOBER 21 - 25

OFFICER INSTITUTE 1.0

(U.S. and Canadian Locals)

Minneapolis, MN

DECEMBER 10 - 13

ORGANIZING 2.0

(U.S. and Canadian Locals)

SECRETARY - TREASURER 2.0

(U.S. and Canadian Locals)

Houston, TX



LEADERSHIP DEVELOPMENT WEEK | May 20 – 24, 2019

COLLECTIVE BARGAINING | May 20 – 21, 2019

This course will teach tools and techniques for effective local union contract negotiations, including the importance of advance strategic planning, how to select and manage a bargaining committee, determining the Local's objectives, priorities and bargaining positions, writing proposals, anticipating management demands, negotiating-table basics, communications with workers and others about negotiations, discussion of contract campaigns, what to do during eleven-hour negotiations, how to settle difficult issues and reach an agreement, and preparing a memorandum of agreement. The class is interactive and participatory and will include a mock bargaining session in which all students will participate. This course is appropriate for local union officers who negotiate directly with employers on behalf of their workers, and union members who are scheduled to serve on or lead negotiations on behalf of their Locals and is offered for both Canadian and U.S. Locals.

LOCAL UNION TRUSTEE TRAINING | May 20 – 21, 2019

This two-day course is designed specifically for IATSE local union Trustees. After sessions on Fraud Prevention, the Role of the Trustee, and Planning an Audit, the class will conduct a mock audit. Trustees must attend the full two days of class to graduate and earn a certificate. Only members who serve their local unions as Trustees responsible for periodically auditing their Locals' books and records are eligible for this training. There is no other prerequisite. This training is NOT applicable for Benefit Fund or Training Fund Trustees.

INTERNAL ORGANIZING | May 20 – 21, 2019

Strong local unions demonstrate daily the many ways that "Growth Equals Strength." Not only do they have an eye on growing union membership and density in their communities, but also growing the skills and engagement of the membership to create a dynamic and powerful local union. These two things – a dynamic and powerful local union – translate into strong contracts, fair wages and a well-skilled workforce. Building a strong local union is a craft and this two-day training will teach leaders step-by-step best practices and considerations that will grow your unique vision into a stronger and engaged democratic organization. There is no prerequisite for enrollment, but local unions are encouraged to send candidates who have the power to move an action fostering growth and strength forward in their local. This class will include speaking in front of a group, and other forms of practice and participation by all students and is designed for engaged members who are ready to take a step forward to expand their skills.

PUBLIC SPEAKING AND TELLING OUR UNION STORY | May 22, 2019

Union leaders need the ability to clearly express ideas in ways that strengthen solidarity, inspire teamwork, and move people to action. Whether you are running a meeting, organizing, making a presentation, negotiating a contract, or giving a speech, your ability to effectively and persuasively speak is directly tied to good leadership and representing your workers. This one-day course will cover: The fundamentals of public speaking; Practice in composition/development of, delivery, and

criticism of informative, persuasive, professional, and engaging speeches/presentations; Techniques and approaches to prepare yourself for public speaking and combat nervousness. Through storytelling exercises and group activities, instructor Adam Wade will empower you to communicate authentically, inspire others, engage with clarity and humor, and increase your confidence and ability to get in front of people and be heard.

RESPECTFUL LOCAL UNIONS/RESPECTFUL WORKPLACES | May 22, 2019

The current focus on sexual harassment has made it more important than ever for us to create a culture of respect and inclusion in the IATSE. Our union values require us not only to obey the letter of the law or to strive for diversity, but also to hold inclusiveness as our goal. Inclusiveness means that we not only welcome workers of all ages, gender identities, races, and creeds into our union, but that those diverse workers all feel as though they are part of the union and respected by the IATSE. This is everybody's task. This course provides instruction and resources to help local leaders to set the standard for creating respectful workplaces and inclusive practices to better represent all workers in our Locals. This one-day course will cover: Fostering an inclusive union culture; Issues related to race, ethnicity, age, gender, religion, sexual orientation, disability, and other aspects of diversity in local unions and workplaces; Bystander training: This community responsibility approach will teach participants how to interrupt harmful behaviors such as harassment, discrimination (bias incidents?), and violence, and, teach union leaders how to encourage others to find safe ways to intervene; How to assist members with complaints.

LABOR LAW | May 23 – 24, 2019

This workshop is specially designed to introduce union members and labor leaders to the laws governing the operation of labor unions, covering relationships with workers and employers, the duty of fair representation, contract negotiations, organizing, internal union procedures, new cases dealing with social media, small bargaining units and more. Emphasis will be placed on the practical day-to-day application of the law, to help students gain confidence in running their Locals, creating an organizing strategy, and negotiating and interpreting their contracts. Class work will include lectures and group exercises. This course will serve as a good introduction to Labor Law for new officers, and a review for more experienced officers. It is offered for both Canadian and U.S. Locals.

COMMUNICATIONS FOR UNION ACTION | May 23 – 24, 2019

This two-day course offers practical instruction about how to engage and motivate people to action. Sessions include: leadership principles and tools for both internal and external organizing, recruitment of activists and developing leaders, articulating a vision, messages and messaging, planning for strong communications, the power of listening and more. Participants move from theory to the practice of concrete skills and leave class ready to move an action forward and foster growth and strength in their Locals.

I. A.T.S.E. OFFICER INSTITUTE LEADERSHIP DEVELOPMENT WEEK

Maritime Conference Center, Linthicum Heights, MD (near Baltimore)

May 20 – 24, 2019

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

Participants must attend the course/s in which they have enrolled in its entirety to graduate and receive a certificate for that course.

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		MIDDLE INITIAL	
STREET ADDRESS		CELL PHONE ____-____-____	
CITY		STATE/PROVINCE	ZIP/POSTAL CODE
EMAIL ADDRESS (please print)		HOME PHONE ____-____-____	
SOCIAL MEDIA HANDLES/USERSNAMES, IF APPLICABLE: FACEBOOK		TWITTER	INSTAGRAM
2. TAKE ONE, TWO, OR THREE COURSES - CHOOSE NO MORE THAN ONE COURSE FROM EACH CLASS PERIOD.			
Class Period 1: Mon. May 20 12:00 p.m. – 6:00 p.m. Tues. May 21 8:30 a.m. – 6:00 p.m.		Class Period 2: Wed. May 22 – 8:30 a.m. – 6:00 p.m.	
<input type="checkbox"/> Negotiations/ Collective Bargaining		<input type="checkbox"/> Public Speaking and Telling Our Union Story	
<input type="checkbox"/> Local Union Trustee Training		<input type="checkbox"/> Respectful Local Unions/ Respectful Workplaces	
<input type="checkbox"/> Internal Organizing		<input type="checkbox"/> Labor Law	
		<input type="checkbox"/> Communications for Union Action	
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/ STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

Return Completed Application via Email or Mail to:

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

2019 I.A.T.S.E. ADVANCED OFFICER INSTITUTE 2.0

ORGANIZING 2.0 | COLUMBUS, OH | OCTOBER 1-4, 2019

ORGANIZING 2.0 AND SECRETARY-TREASURER 2.0 | HOUSTON, TX | DECEMBER 10-13, 2019

(ALL CLASSES FOR U.S. AND CANADIAN LOCALS)

ORGANIZING 2.0 - *Local Unions are encouraged to send candidates who have the power to move an action forward in their Local which fosters growth and strength.*

PRE-REQUISITE SECRETARY-TREASURER 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.*

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

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	MIDDLE INITIAL
NAME AS YOU WISH IT TO APPEAR ON CERTIFICATE, if different from above:			
STREET ADDRESS		HOME PHONE	
CITY	STATE/PROVINCE	ZIP CODE/POSTAL CODE	WORK PHONE
EMAIL ADDRESS (please print)		CELL PHONE	
SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE: FACEBOOK TWITTER INSTAGRAM			
2. SESSION (CHOOSE ONE. IF YOU WISH TO ATTEND MORE THAN ONE CLASS, SUBMIT SEPARATE APPLICATIONS FOR EACH.)			
ALL CLASSES FOR U.S. AND CANADIAN LOCALS			
<input type="checkbox"/> ORGANIZING 2.0 - COLUMBUS, OH 4-DAY COURSE: OCTOBER 1 - 4, 2019		<input type="checkbox"/> ORGANIZING 2.0 – HOUSTON, TX 4-DAY COURSE: DECEMBER 10 - 13, 2019	
<input type="checkbox"/> SECRETARY-TREASURER 2.0 – HOUSTON, TX 3-DAY COURSE: DECEMBER 11 - 13, 2019 (MUST BE AN IATSE O.I. GRADUATE OR CURRENTLY HOLD OFFICE AS A SECRETARY OR TREASURER)			
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY/STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED		DATE	
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute 2.0.			
SIGNED		DATE	
TITLE			
FOR IATSE EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

Return Completed Application via Email or Mail to:

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

Email: officerinstitute@iatse.net

EDUCATION AND TRAINING

I. A.T.S.E. OFFICER INSTITUTE APPLICATION 2019

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

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

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	
		MIDDLE INITIAL	
NAME AS YOU WISH IT TO APPEAR ON DIPLOMA, if different from above:		JACKET SIZE Women's S M L XL Men's M L XL 2XL __XL	
STREET ADDRESS		HOME PHONE _____-_____-____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: _____-_____-____
EMAIL ADDRESS (please print)		CELL PHONE _____-_____-____	
SOCIAL MEDIA HANDLES/USERNAMES, IF APPLICABLE: FACEBOOK TWITTER INSTAGRAM			
2. IATSE OFFICER INSTITUTE			
<input type="checkbox"/> MINNEAPOLIS, MN OCTOBER 21-25, 2019 FOR U.S. AND CANADIAN LOCALS			
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION CITY / STATE	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union. I consent to the use by I.A.T.S.E. of my name or likeness to promote or publicize the I.A.T.S.E. (whether in print or electronic form or otherwise). I hereby release I.A.T.S.E. from any and all liability for using my name or likeness and waive all claims against I.A.T.S.E. arising from the use of such information. I also hereby grant a license to I.A.T.S.E. to use my name or likeness and expressly disclaim all rights to all value and benefit(s) I.A.T.S.E. may gain through the use of such information.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

Return Completed Application via Email or Mail to:

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



IATSE TRAINING TRUST FUND

SAFETY FIRST!

ONLINE COURSES

FEATURING

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

APPLICATION FOR OFFICER INSTITUTE 1.0 2019 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) _____

Applying To (Circle One): **Minneapolis, MN**

LOCAL UNION INFORMATION

Local Number _____

Mailing Address of Local _____

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

Contact's phone and email: _____

Contact's 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 2019 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN MINNEAPOLIS, MN (OCTOBER 21-25). 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).



**WOMEN
POWER**

YOU ME
US WE
can make
A DiFFerence





WALLS DON'T
DIVIDE PEOPLE;
IGNORANCE
DOES!

LOCAL
USA
829
UNITED SCENIC ARTISTS

STRONG WOMEN
IATSE
#TWDRChant3

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We break through glass
ceilings EVERY DAY, you
think it will be going to stop
US?
Some
INTERSECTIONAL
ALWAYS

WE
ARE
STILL
HERE!

Who runs
the world?
GIRL

"STRONG"
WOMEN
STRONG UNIONS

STRONG WOMEN
IATSE
STRONG UNIONS

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FIRST QUARTER 2019

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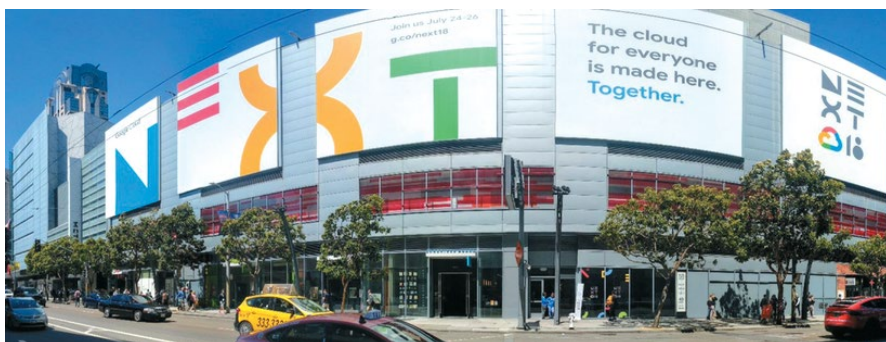
WE
RISE

SECURING JURISDICTION THROUGH TRAINING: A Case Study of IATSE Local 16

When the officers and staff of Local 16 were given the heads up about a massive call coming in for the 2018 Google Next show, it was obvious that they would need to train over 100 technicians on the equipment that was to be used in the break out rooms at the show. Specifically, each of the dozens of rooms would require a Head Audio, Head Video and Light Board Operator, all familiar with the equipment provided in each room. These positions were in addition to the nearly 1,800 referents the Local was dispatching that week. Fortunately, Local 16 has a robust, ever-evolving training program nimble enough to adapt to the task at hand.

Their program began in 1981 with a complete overhaul of the apprentice program. Before that time, most of the training was on the job, with occasional classes taught by committed members volunteering their time. The Local's goal at that time was to build an apprentice program with an evolving curriculum that would meet the needs of the members, the union, and the employers. Classes were developed over the next ten years that addressed upgrading skills in all the crafts represented by the Local. Over time, the curriculum was expanded to include labor history, general safety, leadership, and political education and activism.

As the Apprentice training grew, it created a demand for skills training by everyone who worked through the Local. Training in audio and video was emphasized as that sector of the jurisdiction grew exponentially every year. Beginning in the 1990s, Local 16 delivered a week-long training, offering courses for all crafts they represented. Hosted by the Bill Graham Civic Cen-



ter and the Moscone Convention Center, more than seventy classes were offered free of charge to anyone working in the jurisdiction. The equipment was provided by the local rental houses and employers, usually free of charge, as they, too, saw the value of having an ever-increasing skilled workforce to call on to meet their needs.

In 2001, Local 16 established its Training Trust Fund, with employer and union trustees to oversee and direct the local's training. The funds from the trust allowed Local 16 to secure a training center equipped to train its workers to become competent in all crafts. Which leads us back to the Google Next show....

At the request of Local 16's Business Agent Steve Lutge, Training Director Danny Borelis coordinated the Google trainings to take place at the Starlite training center. Working with Creative Technologies, classrooms were set up with the gear that the show would be using. There were two complete video systems, one consisting of a Barco S3 system, coupled with a Panasonic 410 HD switcher and one with a Barco S3 system, coupled with a Black Magic ATEM Television Studio Pro Switcher. There were two complete audio systems set up, one controlled with a Yamaha QL1 Console, and one with a Behringer X32 Console. In addition, there was a Lighting classroom set with a Martin

Lighting console provided by Impact Lighting.

The training took place over three weeks. The video training consisted of eight classes with forty instructor-supervised practice sessions. Sixty students rotated between the two video systems so that they could become proficient on each one.

Audio training was provided in two classes with thirty instructor-supervised practice sessions, accommodating thirty students. The lighting console training covered ten students in two classes with additional time available for practice sessions. All the equipment was available for drop-in practice with instructors to oversee and answer questions. The final review session included a show director calling cues, simulating a real show experience for the technicians. Everyone who completed the training was referred to a show position based on their training.

The Local's ability to train technicians to meet the demands of the Google Next show guaranteed that all the jobs would be covered by Local 16 technicians and alleviated the threat or use of nonunion technicians. Local 16 has been successful over the years because it has provided employers with the best available technicians, thereby controlling the craft. Developing the training required in response to the challenges of a show demonstrates the value of a mature and flexible program.

Over the last thirty-eight years, members of Local 16 have contributed time and effort to creating a world class training program. Those efforts are illustrated in the variety of regular classes offered in 2018. These included: Woodshop Safety; Harassment Prevention; Electrical Fundamentals and Safety; Rational Acoustics "SMAART" system; L'Acoustics Kara System; Tele-

prompting; Analogue Way Ascender Operation; Financial Wellness; Introduction to Rigging; Rigging for non-riggers; Advanced Arena Rigging; Fly Rail Operations; General AV essentials; Dante by Audinate; and the IATTF OSHA 10 GES training. These were in addition to the ever-evolving apprentice program classes covering the basics in all crafts and the mandatory entry classes required of all new workers in the local.

The value of Local 16's program speaks for itself. But, more importantly, it speaks to the need for all Locals to remain at the top of their game in an everchanging industry to secure and protect their jurisdictions. Work in Local 16 continues to grow at an accelerating rate due in large part to the fact that the Local can provide trained workers to every kind of production that comes to the jurisdiction. Training is the key to that ability.

AV ESSENTIALS TRAINING IN MISSOURI

The Tradeshow Department kicked off 2019 with Kansas City, MO Local 31 sponsoring the AV Essentials-AVIXA Training at the snow-covered Kansas City Convention Center. Despite frigid temperatures and icy conditions, the trainees showed great determination and extreme interest in the curricula.

Local 31 Training Coordinator Eric Webster along with trainers Gary Zahn, Shawn Martin and Walter Dunz should be commended for their assistance.



Chicago Local Honored Long-time Member

At the 2018 Local 476 Holiday Party, Brother Robert McLain, Jr. was honored with a 50-year Membership Scroll.

From left to right are President Bradley Matthys, 50-year honoree Robert McLain Jr. and Business Manager Mark Hogan.



At the 22nd Annual Local 16 Retiree Luncheon, International Trustee Carlos Cota presented the IA's 50 Year Member Certificate to Brother Ronald Hunkiewicz: (From Left to Right) Jon Hunkiewicz (Ron's son), Local 16 Business Agent Steve Lutge, Ron Hunkiewicz, First International Vice President Emeritus Edward C. Powell and International Trustee Carlos Cota.



At a recent membership meeting, Niagara Falls Local 121 presented President Robert Gardner with a gold lapel pin for 44 years as a member in Local 121. He is the only Local 121 President that has held this position for the past 30 years.

Standing from left to right: President Robert Gardner, his son Mark T. Gardner, and Treasurer of Local 121 Caitlin Fox.

CREW SHOTS



Pictured here is some of the load out crew from "Once on this Island" at Circle in the Square. From right to left: Local One members Wendy Davidson, Renee Levine, Micala Nuss, Maxine Gutierrez, Jane Masterson, Bridget O'Connor, Stephanie McFarland, Laura Creighton.



In November 2018, union members from Locals 357 and 924 joined local crew from Locals 195, 481, 775, and 919 at the Hopkins Center at Dartmouth College to present the Stratford Festival's 'Coriolanus'.



That was then, this is now!

It wasn't that long ago that, outside of the wardrobe department, it would be considered unusual to see a woman on a touring crew, and having more than one would be unheard of. In today's world, the IATSE continues to lead the way, as our industry and our union become more and more diverse. Say hello to Alberta Ballet's touring crew! Left to right: Kelsey Miller-Assistant Lighting, Brett Johnson- Head of Lighting, Blue Johnston- Head of Props, D.A. Smurlick-Interim Technical Director/Head Carpenter, Dan Plumtree-Head Audio/Video (he is tucked way in the back), Juli Elkiw- Wardrobe Assistant, Carlee Field- Assistant Carpenter, Kari Wilcocks- Head of Wardrobe Running.

CREW SHOTS



Local 500 crew from the "Daily Show" Live at the Fillmore Miami Beach, Florida.

Crewshot of Local 205 and Show Crew of "Love Never Dies" at the Bass Concert Hall, Austin, TX.



Locals 30 and 893 crewshot for 2018's "A Yuletide Celebration" with the Indianapolis Symphony Orchestra.





Crewshot of the Local 322 referrals working the NBA All Star events at Spectrum Center and Bojangles Coliseum, in Charlotte, February 6-18, 2019.



Cast and Local 274 crewshot of the hundredth performance of the "Anastasia" Tour at the Wharton Center in East Lansing MI.



Member Savings

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for mobile devices and more! Go online now and sign up!

admin.iatse-intl.org/BulletinRegister.aspx



IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
John Alban December 10, 2018	1	James M. Bloom, Jr. November 30, 2018	19	Pierre Desrochers November 27, 2018	56	Ralph E. Hall October 20, 2018	336
John J. Cagney November 21, 2018	1	Robert G. Revells October 17, 2018	24	Ronald C. Dorman November 13, 2018	58	Gil Harrison November 24, 2018	415
Edward Corrigan October 30, 2018	1	Jack P. Lynch December 6, 2018	27	Michael P. Pratt October 9, 2018	58	Rex B. Hartwell December 10, 2018	415
Edward A. Drohan, III December 2, 2018	1	Wayne R. Hazelhurst November 7, 2018	33	John E. Watkinson October 20, 2018	58	Robert C. Kaminski October 7, 2018	476
Martin Entwistle November 19, 2018	1	Erin Kelly November 5, 2018	38	Robert W. Connor, Jr. October 1, 2018	74	Jake Ortiz October 13, 2018	476
Robert S. Griffin December 20, 2018	1	Michael Litteral, Sr. November 24, 2018	38	Douglas M. Sinagria October 1, 2018	77	Kenneth Jovan Jackson December 4, 2018	478
Gerard B. Landy October 21, 2018	1	Leonard Levy February 1, 2019	39	J. T. Wilkins Jr. December 12, 2018	78	Fabrice Alberti November 22, 2018	479
Jefferson Rowland November 3, 2018	1	Gene F. Fisher October 17, 2018	42	Jayson Rury November 6, 2018	80	Marcus Greene December 3, 2018	479
Robert Schiller October 21, 2018	1	Ascencion Aldrete November 2, 2018	44	Timothy Cook September 26, 2018	85	Tyler C. Martin December 17, 2018	479
John Taccone October 1, 2018	1	Richard D. Beck October 5, 2018	44	Francis Peters January 5, 2019	97	Christopher A. Hemmingsen October 8, 2018	480
Lawrence Temmeriello October 1, 2018	1	Marc D. Bissallon November 10, 2018	44	James F. Corrigan October 8, 2018	107	Neil J. P. Fraser May 20, 2018	484
Timothy A. Walters October 26, 2018	1	Mike B. Brooks November 23, 2018	44	Craig A. Scurti October 9, 2018	115	Craig T. Hanson December 28, 2018	490
Mark T. Goeke December 19, 2018	2	Eugene R. Cornelius October 28, 2018	44	Wayne D. Randolph, Sr. December 13, 2018	119	Albert B. Miller December 4, 2018	491
Edward G. Stevie November 21, 2018	5	John M. Dwyer September 15, 2018	44	Gregory T. Polite, Sr. December 26, 2018	127	Ronald H. Foster November 15, 2018	574
Michael Ferguson October 15, 2018	6	Marco Giamberardini September 13, 2018	44	Brian W. Jenkins December 10, 2018	129	Henri Bollinger August 27, 2018	600
Jesse Duer November 3, 2018	8	Richard J. Robertson October 28, 2018	44	George Hetherington November 6, 2018	134	Timothy Bower October 31, 2018	600
Ray Pawlowski December 20, 2018	8	Richard Sarafian December 5, 2018	44	Jack P. Lynch December 6, 2018	160	Mark Colicci July 14, 2018	600
James Sweeney, Sr. November 30, 2018	8	Martin C. Wunderlich November 13, 2018	44	Andrea Pappas Camuto November 18, 2018	161	James Delmonico, Jr. August 10, 2018	600
Holli De Cenzo December 26, 2018	12	John L. Bricker October 6, 2018	51	Bryce Thompson December 21, 2018	168	Robert R. Edesa December 1, 2018	600
Richard E. Seitz February 19, 2018	12	Dominic Dinapoli December 5, 2018	52	Orville G. Harrison November 14, 2017	204	Larry Gaudette November 5, 2018	600
Royce Jackson September 6, 2018	13	Edward A. Drohan, III December 2, 2018	52	William J. Ansel June 12, 2018	271	Robert G. Knouse July 11, 2018	600
Anthony J. Wawrzycki October 28, 2018	15	Martin A. Hall December 4, 2018	52	Raymond C. Stanley July 1, 2018	278	Nicholas Koda October 24, 2018	600
Dennis D. De Vost November 25, 2018	16	John Melendez December 22, 2018	52	David Stettner October 25, 2018	295	Brian Kronenberg July 27, 2018	600
Mark Ferree December 16, 2018	17	Liam E. O'Rourke December 19, 2018	52	Cecil M. Kirkland, Jr. September 28, 2018	333	Carl Larsen, Jr. November 8, 2018	600

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Marsha Robertson March 14, 2018	600	Albert "Del" Acevedo October 8, 2018	706	Vincent W. Fabiano October 15, 2018	794	Herman Hill, II November 27, 2018	927
Stephen S. Vaughan December 17, 2018	600	Hazel Catmull December 23, 2018	706	James E. Lee, Jr. November 4, 2018	834	William Craver November 8, 2018	18032
Zoran Veselic August 14, 2018	600	Richard Roper November 17, 2018	720	Stephen A. Marshall December 18, 2018	835	Armando Cosentino December 4, 2018	USA829
Lawrence E. Williams, Jr. September 5, 2018	600	Ted Young October 24, 2018	720	R. Michel Lyman October 7, 2018	839	Johanna Dinella December 24, 2018	USA829
R. Kirk Witherspoon November 6, 2018	600	Bjorn Boisen October 12, 2018	728	Brad Allison October 7, 2018	856	Mark Fitzgibbons July 24, 2018	USA829
Michael C. Zingale December 14, 2018	600	Maurice T. Hayn October 10, 2018	728	Zeb Thomas Sheppard February 19, 2019	857	Suzanne Kent September 18, 2018	USA829
Robert H. Goble March 31, 2017	631	Gary Stromp November 13, 2018	728	Rosemary Dorsey November 28, 2018	871	Bogdan Kostrzynski October 30, 2018	USA829
Frank Atienza October 27, 2018	665	William R. Tenny October 27, 2018	728	Patricia Chard October 29, 2018	873	Mark Lane-Davies December 7, 2018	USA829
Stewart Aziz December 20, 2018	667	Anne Hyvarinen November 3, 2018	729	Judi Cooper-Sealy December 15, 2018	873	Dwight Odle July 25, 2018	USA829
T. H. Hatte December 11, 2018	680	Thomas J. Kioski September 16, 2018	748	Cal Kohne October 29, 2018	873	Robert Phillips July 12, 2018	USA829
Hans M. Pickel May 27, 2018	695	Martin W. Carey December 22, 2018	750	Jack Stern October 28, 2018	884	John Pitts September 12, 2018	USA829
Lance A. Wandling April 22, 2018	695	John J. House November 19, 2018	751	Matthew Griffin November 18, 2018	891	Rick A. Reed August 22, 2018	USA829
Craig K. Hibbs August 31, 2018	700	Tina Kaye November 25, 2018	751	Glen Hawkins November 18, 2018	891	Orvis Rigsby December 28, 2018	USA829
Nicholas V. Korda October 8, 2018	700	Joseph Konkus December 17, 2018	751	W. Glen Hierlihy October 18, 2018	891	Karen Zissis September 12, 2018	USA829
James W. Miller October 20, 2018	700	Bruce Kusky December 11, 2018	751	Jerry D. McCaleb December 21, 2018	900	Richard Epstein December 14, 2018	B29
Theodore M. Rich September 30, 2018	700	Elaine McKillop October 3, 2018	751	Roland J. Shannon, Jr. December 5, 2018	917		
Danie F. Rochetti October 27, 2018	700	Robert F. Schweppe October 28, 2017	762	Michael H. Bailey November 28, 2018	923		
Darryl R. Schneiderman November 1, 2018	700	Richard A. Beard October 23, 2018	780	Christine Smith October 3, 2018	924		
Jordan Smith October 4, 2018	700	Alvin E. Tate December 12, 2018	780	Madison R. Hakim December 7, 2018	927		

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)

CANADA

ALBERTA

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

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S 118 VANCOUVER, BC-Kate Rittenhouse, 206-2940 Main Street, Vancouver, BC, V5T 3G3. (604-685-9553) Bus. Agt.: Josef Chung.

S 168 VANCOUVER ISLAND, BC-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Ron Nazer.

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

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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 Str. 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).

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

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

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

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

ONTARIO

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

M 105 LONDON/ST. THOMAS/SARNIA, ON-Stephanie Gonyou, secretary@local105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.

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

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

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

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

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

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T B173 TORONTO/HAMILTON, ON-Paul Williams, 615, 433 Jarvis, Toronto, M4Y 2G9. (647-680-8528) Bus. Agt.: George King.

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T B906 CHARLOTTETOWN, PE-Ashley Peck, P.O. Box 1032, Charlottetown, PE, C1A 7M4. (902-628-1864) (Fax: 902-566-4648).

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

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

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

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

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

S 142 MOBILE-Philip Tapia, P.O. Box 1376, Daphne, 36526. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: John Brown.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN-Hope Nelson; P.O. Box 1084, Pensacola, 32591 (850-390-6819) (Fax: 850-484-3729). Bus. Agt.: Ronald Beard, ronbeardlocal60@gmail.com.

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

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

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

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

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

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

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

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

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

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

GEORGIA

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

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

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

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

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

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

M 824 ATHENS-Peter Fancher, peterfancher@att.net; P.O. Box 422, Athens, 30603. (706-201-6123) Bus. Agt.: William Jackson, xwillbuildx@yahoo.com.

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

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

S 927 ATLANTA-Mary Grove, 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 Devereaux, patdevereaux@aol.com, (509-999-5073).

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

ILLINOIS

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

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

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

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

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

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA-Sarah Short, P.O. Box 6355, Peoria 61601. Bus. Agts.: Donnie Bentley (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. (217-766-7355) Bus. Agt.: Chad Schwenk, cschwenk27@gmail.com.

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

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

TBSE 762 CHICAGO-Mike Maier, thomashoover@comcast.net; 2911 West Eastwood Ave., Chicago 60625. (773-793-3124). Bus. Agt.: Dennis Gates, dennis@gatesdigital.com.

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

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

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

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

T B46 CHICAGO, IL/MILWAUKEE, WI-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

INDIANA

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

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

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

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

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

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Melissa Bialko, P.O. Box 474, South Bend, IN 46624. (574-292-1871) 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.

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

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

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

IOWA

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

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

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

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

M 690 IOWA CITY-Charles Scott, sectreasl690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolici, antolici@msn.com.

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

KANSAS

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

M 190 WICHITA/HUTCHINSON/EL DORADO-Robert Morris, st190@iatse.kscocmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, ba190@iatse.kscocmail.com.

KENTUCKY

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

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

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

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

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

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

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

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

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

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

TWU 840 NEW ORLEANS-Lesly Davi, coda537@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie_haase@yahoo.com; (985-320-1164).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Rod Williams, P.O. Box 993, Portland, 04104 (205-657-7100) Bus. Agt.: Douglas Born.

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

MARYLAND

S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (443-823-4950) (Fax: 410-889-1902) 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) Bus. Agt.: David O'Ferrall.

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

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

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

MASSACHUSETTS

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

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larese, vlarese@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-Mark Dionis, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508-929-0385) Bus. Agt.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068.

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

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

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

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

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

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

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.: Robert Wilcox.

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-Melissa Bialko, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

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

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

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

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

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

MID-ATLANTIC AREA

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

MINNESOTA

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

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M 416 ROCHESTER/AUSTIN/MANKATO/WINOONA-Wyatt Berckvam, P.O. Box 9095, Rochester, 55903-9095. Bus. Agt.: Paul Sund, ba416iatse@gmail.com, (507-226-8926).

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

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

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

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

MISSISSIPPI

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

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

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

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

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

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

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

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

NEVADA

M 363 RENO/LAKE TAHOE-Barbara Kneebone, P.O. Box

9840, Reno, 89507. (775-786-2286). Bus. Agt.: Terence Solon.

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

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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, stagehands632@yahoo.com.

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

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OHIO

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NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who informs the union by making a written request for Financial Core Status is deemed to have resigned from membership and by doing so will have no rights of membership (as distinguished from employment rights). Among other things, such person will not have the right to attend membership meetings, to run for office, to vote in union elections, to participate in formulation of bargaining proposals and ratification votes. However, so long as the person continues to pay his or her financial obligations to the union, he or she has the right to continue employment and to be represented by the union under the collective bargaining agreement the same as a union member. A person who takes Financial Core Status and later wishes to re-join the union will have to apply for membership and will be treated as a new member for all purposes, including initiation fees, unless there is a waiver or a special fee for readmission.

4) There is an exception to the requirement that a person with Financial Core Status pay the same dues as members. By reason of the U.S. Supreme Court case, *Beck vs. CWA*, a person with Financial Core Status is only obligated to pay that share of union dues that is chargeable for the cost of union administration, collective bargaining, contract representation and to matters that are germane to representation. Expenses involving political, social and ideological matters are not chargeable.

5) The union will break down its expenses into those items which are chargeable and not chargeable to Financial Core Status employees by a special audit by a certified public accountant.

6) The IATSE will provide to each IATSE member at least once a year through the IATSE Bulletin the IATSE financial core policy which will constitute notice to members working under collective bargaining agreements with a union security clause of the right to take Financial Core Status and be in compliance with the applicable union security clause. An employee not a member who is required to comply with a union security clause shall be informed at the time of application for membership that he or she may take Financial Core Status in place of union membership and be in compliance with the applicable union security clause. Upon request, the

union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

7) A person who requests Financial Core Status may choose to pay the full amount of the regular dues and in that case he or she will be charged the full amount. Any member who takes Financial Core Status or an employee who is required to fulfill financial obligations under the union security clause who desires to only pay the amount of dues that are chargeable to a Financial Core Status employee must notify the union in writing that he or she does not desire to pay the full amount of union dues. Such written request must specify the person's full name and home address and be signed by such Financial Core Status person. The reduction of dues will take effect in the next dues period after such notice is received by the union.

8) A Financial Core Status person may within thirty (30) days after taking Financial Core Status or after receiving the audit statement, file a written objection to any of the items of the expenditures breakdown or to the percentage of the dues that the union has determined must be paid. Such objections must be in writing and signed by the person filing the objection and specify the person's full name and home address. Objections may be renewed annually or considered continuing in nature if specified by the objector. If the union does not agree with the objection either as to the expenditures or as to the percentage amount of dues to be paid, then the union will notify the Financial Core Status person, objecting in writing that such person has ten days to request arbitration; and if he or she fails to do so within that time by a written notice, then such person waives the right to arbitration.

9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the arbitrator's fees.

10) The union will open an interest bearing, separate and identifiable escrow account, if there are any objecting Financial Core Status persons. Any portion of dues that is received by the union on behalf of a Financial Core Status person that is in dispute will be placed in such escrow account.

11) The President of the IATSE or his designee shall administer the policy in a manner that is consistent with the objectives of the policy and the applicable federal law to provide a fair and equitable procedure regarding Financial Core Status persons. The President or his designee shall have the authority to determine the amount of the reduction of dues for each fiscal year. For a local union, the chief administrative officer shall have such responsibilities.

12) This policy shall be deemed to be automatically amended to conform with applicable federal laws.

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