

THE OFFICIAL
IATSE

www.iatse.net

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FIRST QUARTER, 2020

Bulletin



SPECIAL ALERT **COVID-19**

IMPORTANT
INFORMATION ABOUT
THE RESPONSE TO
THE PANDEMIC AND
HOW WE'RE
FIGHTING BACK

INSIDE: ► DALLAS, TEXAS GENERAL EXECUTIVE BOARD MEETING MINUTES

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www.iatsenbf.org

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FINANCIAL RELIEF AVAILABLE FOR IATSE MEMBERS AFFECTED BY WILDFIRES

IATSE members needing financial assistance should submit a written request to their local union. The local union will forward the request to the Walsh/Di Tolla/Spivak Foundation for review. For more information visit the IATSE's website: www.iatse.net.

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IATSE: www.instagram.com/iatse



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



IATSE Training Trust Fund: www.iatsetrainingtrust.org

James B. Wood
Editor



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Safety & Vigilance

Dear Brothers, Sisters & Kin:

Everyone is aware of the devastating impact the Coronavirus has had on workers in the entertainment industry. Hit first, and among the hardest, there is massive and unprecedented unemployment. Our first priority must be the health and safety of the membership and their loved ones. It is absolutely critical that we adhere strictly to the government orders, guidelines and advice in order to diminish the spread of the virus.

We are working tirelessly to make sure you and all workers in our industry are included in the government's economic relief package. The membership has stepped up and we have sent over 100,000 letters to legislators in the US. This action led to many of them signing letters to their colleagues in support of our inclusion. It is critical as this unfolds that we remain engaged and active in promoting our needs in the tempest of activity that is happening now. Further, our Canadian office is similarly lobbying, developing programs to help members in Canada. It is, as always, our collective voice that carries the day. Now is the time to make yours heard by answering the call.

We are working closely with the American Federation of Labor and Canadian Labor Congress to achieve our goals in protecting our interests and those of all workers on the local, state, provincial and national levels.

Last week the IATSE General Executive Board met and approved a \$2.5 million donation to industry charities that assist our members. The Actors Fund, Motion Picture and Television Fund and Actors Fund of Canada will receive these donations. They are turnkey operations that are uniquely situated because of their experience and commitment to industry stakeholders. It is our hope that other entities and individuals will contribute to these organizations and we are actively promoting donations.

I have activated all of our constitutional bodies and committees. I have spoken with the Districts, Women's Committee, Young Workers Committee, Pride Committee and Disaster Relief Committee. We are developing assistance programs and it's all hands on deck.



This is a difficult time, but you don't have to face it alone. We are working with Behind The Scenes Charity closely on this front, and they have released a screening tool that can help members determine if their recent behaviors or feelings may be associated with a common, treatable mental health issue. Visit iatse.co/bts to view their website.

The IATSE Young Workers Committee, The Disaster Response Committee, and the Communications department teamed up to create IATSE C.A.R.E.S. (Coronavirus Active Response and Engagement Service). They have created a new website iatsecares.org, where members in need can request a delivery for life essentials from a trusted Young Worker. Please visit the site to request help or sign up to volunteer. The site will also serve as a hub for our mutual aid efforts.

The IATSE Women's Committee is working with costume designers and wardrobe members to mass create and donate Personal Protection Equipment, such as masks and gowns.

We are a community. Let's stay connected. Isolation is a serious matter, especially for the elderly. Reach out frequently, talk and video chat with each other. Reach out to a retired member you know. We can all help in this way.

Since 1893 we have endured wars, natural disasters, health crisis, strikes and acts of terrorism. This situation is, no doubt, as serious as anything we've yet faced. But we have endured, through fortitude, commitment and compassion. We are built to fight and understand the strength we have when doing so together. We must combine that strength now more than ever for our wellbeing and for our loved ones.

Be safe and healthy. In solidarity.

OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Westin Seattle, 1900 5th Avenue, Seattle, Washington, 98101 at 10:00 a.m. on Monday, July 27, 2020, and will remain in session through and including Friday, July 31, 2020. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with The Westin Seattle by calling 1-800-937-8461. Guest room rate for the IATSE is \$253.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: June 25, 2020



ONLINE HOTEL RESERVATIONS

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

**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

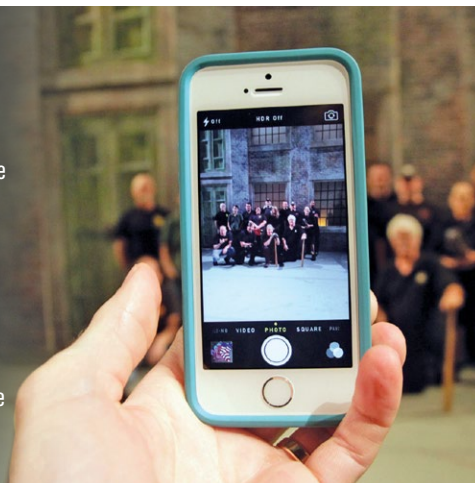
Please send your Bulletin submissions to bulletin@iatse.net.

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.



Uncharted Territory

As with any print publication the work on content preparation for our magazine must be completed a few weeks prior to the print date in order for those involved in the printing process to have time to finalize things on their end and get the job printed and put in the mail.

At the end of February, we were starting to finalize the content for the First Quarter *Official Bulletin* and to begin the process of reviewing proofs of the various sections. The coronavirus issue was increasing the number of cancelations in the convention and tradeshow industries and was starting the early stages of live event cancelations, but how this would unfold was not yet clear.

Obviously, that was then, and this is now and the world (both the entire world and our work world in the United States and Canada) has changed dramatically. I have no doubt that by the time you read this, things will have changed even further.

Considering the growing crisis, we decided to completely revise the content of the *Official Bulletin*. All regular department content has been suspended and this has now become a resource and information guide about COVID-19 and what actions the International is taking on behalf of our members. We have done the best we can to be timely, but we still have the time delay challenge of the printing process (assuming the shop will still be operating). But the show will go on and if we can't print this issue in late March, we will release the Bulletin electronically on the IATSE website and

will email it to all that are signed up for electronic receipt of the *Bulletin*.

During these trying times I want to assure you that the International is continuing to operate and address the needs of our members in both countries. Although we ultimately had to make the difficult decision to close all of our offices because of the rapidly changing situation and the increasing moves by various levels of government to restrict person to person contact, everyone at the International continues to work remotely to service our members and local unions. The most effective communication will be email.

For the most up-to-date information I encourage you to review the various websites and social media outlets on the inside front cover of this issue and throughout the various pages devoted COVID-19. The electronic version has hyperlinks already embedded.

I wish all of you the very best in these trying times and hope that you and your families remain safe and healthy. We are strong, our membership is resilient and we will remain a dynamic and successful union both during and after this crisis has passed.



JAMES B. WOOD

IATSE President Calls On Congress To Pass Relief Package That Includes Displaced Entertainment Workers

Matthew D. Loeb, International President of the IATSE, released the following statement with regards to the coronavirus virus:

“As social distancing measures are enacted and events and projects across all sectors of the entertainment industry are cancelled, it’s become clear that the COVID-19 crisis requires decisive action from our Federal Government to support displaced entertainment workers.”

“Right now, thousands of our members across all sectors of the entertainment industry are suffering financial hardship because of government mandated cancellations. Entertainment workers shouldn’t be collateral damage

in the fight against the COVID-19 virus.”

“But this isn’t just about us. Economic studies demonstrate that entertainment spending reverberates throughout our communities nationwide. Film and Television Production alone injects \$49 Billion into local businesses per year, and the overall entertainment industry supports 2.1 Million jobs in municipal and state economies.”

“Along with the other entertainment unions and the labor movement at large, we call on the Federal government to pass

a relief package that prioritizes workers whose incomes have been lost as a result of this crisis. Strong measures like ensuring continuity of health benefits, providing enhanced and extended unemployment, disability, and workers compensation insurance are necessary for ensuring the financial stability of entertainment workers and their families. Additionally, the government should enact a special emergency paid leave benefit geared to include our members.”

“It is vital that these measures are enacted as soon as possible to provide effective emergency relief for workers who have felt the economic consequences of the Coronavirus the hardest.”

“We call on the Federal government to pass a relief package that prioritizes workers whose incomes have been lost as a result of this crisis.”

PRESIDENT LOEB



TAKING CARE OF YOURSELVES DURING THESE TRYING TIMES

We have all heard the advice about the best practices to avoid coming down with the Coronavirus (COVID-19) such as:

- If you suspect you have been in contact with an infected person, call your health care provider **BEFORE** you show up
- Washing your hands for 20 seconds or more with hot soapy water frequently,
- Covering your cough or sneeze with a tissue or paper towel and the proper disposal of same,
- Using hand sanitizer frequently,
- Disinfecting your home, workplace and vehicle,
- Limiting travel,
- Maintain social separation when you have to be in a group environment.

By taking the above actions, we are doing our individual part, to “flatten the curve” on the spread of the virus. This is important so that our health care systems do not get overwhelmed in a short time frame to the point that they crash and have no ability to serve any sick patients. Flattening does prolong the event though.

Not so much has been made in the news about what to do if you are, or suspect you are, infected with the virus. The key point is to “break the chain” of infection by quarantining. By removing yourself from society for the period of incubation and illness, you stop the possibility of transferring the virus to others and thereby help to “flatten the curve.”

The CDC is recommending that if you have come within 6 feet of an infected person, to contact your healthcare provider by phone first and then, based on their recommendation, potentially self-quarantine for 14 days. This means that you avoid contact with others unless absolutely necessary. It means not going to work (but unfortunately for most of us at this point, our

industries are shuttered so that isn't really an issue), grocery shopping, or gathering with other people in any fashion.

A quarantine can be very disruptive unless you have made some plans ahead of time. Do you have:

- Enough food to sustain your household, including pets, for 14-days so you do not have to go out?
- Enough of your required medicines (blood pressure, etc.) and/or ones to treat your immediate illness like fever reducers?
- A designated area of your household that is just for the ill person that is away from the rest of your household?
- A designated family member who will care for the ill person?
- A backup plan if you run out of essential items such as the ability for a neighbor or friend to run errands for you?

Now that we have moved from passive reacting to active prevention models, like social distancing, one thing that is not recommended is to completely isolate yourself from society, no matter if you have quarantined or if you are just being socially responsible. This means not shutting out family or friends. If you are quarantining, they absolutely should not visit you in-person, but you can visit by phone, through social media or video chatting. Using electronic means to stay social also applies even if you are not in a quarantine situation. Interaction and engagement are important parts to a recovery plan. It should be pointed out that this works the other way too. If you know of a family member, co-worker or friend that has been quarantined or is exhibiting signs of complete withdrawal, you should reach out and be social. Complete isolation can lead down dark paths. If you feel you, or someone you know is headed down a dark path, please use the contact info below for more information and help.

RESOURCES

CDC link for “If You Are Sick”

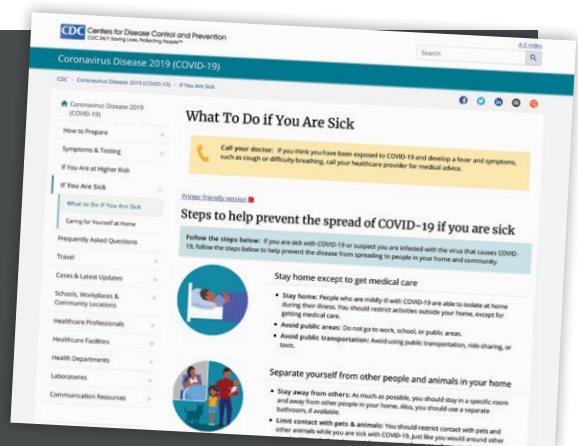
<https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/index.html>

National Suicide Prevention Hotline link for more information

<https://suicidepreventionlifeline.org>

Behind The Scenes Mental Health and Suicide Prevention Initiative

<https://wp.behindthescenescharity.org/mental-health-and-suicide-prevention-initiative/>



COVID-19 LOBBYING EFFORTS

Sisters, Brothers, Kin—

As you know, entertainment workers are being uniquely impacted by the coronavirus. The Families First Coronavirus Response Act (H.R. 6201), which was passed by the House of Representatives Saturday, is a good start to providing relief to workers. However, the provisions on the table for emergency paid leave benefits won't apply to displaced entertainment workers because of the requirements for days worked on a job to qualify.

Entertainment workers shouldn't be collateral damage in the fight against COVID-19. We need a special Emergency Coronavirus Economic Support Benefit geared to include workers who have a bona fide, good faith offer to work that gets canceled due to the coronavirus.

To tell congress to include entertainment workers in their coronavirus relief package, visit: [IATSE.co/rep](https://www.iatse.co/rep).

*In solidarity,
IATSE Communications*

TELL CONGRESS TO INCLUDE DISPLACED ENTERTAINMENT WORKERS IN RELIEF PACKAGE

As social distancing measures are enacted and productions are cancelled across all sectors of the entertainment industry, the COVID-19 situation has become so dire for entertainment workers that it requires decisive action from the federal government. Entertainment gig workers who expected to work for a day, week, month, or season on a production are finding themselves without planned wages and benefits.

The bipartisan Families First Coronavirus Response Act (H.R. 6201) is a good start to providing relief to workers, however, the provisions on the table for emergency paid leave benefits won't apply to displaced entertainment workers because of the requirements for days worked on a job to qualify.

The unique nature of the entertainment industry means that many of the creative professionals may not work every day, or even every month. Existing paid leave programs are by and large not applicable to this workforce. Entertainment workers depend on the income from each project they book to ensure they can support themselves and can qualify to participate in our collectively bargained health plans. Rules designed specifically for the traditional single employer relationship, or even for multi-employer work in the construction industry are likely to exclude our members, and entertainment freelancers in general.

Entertainment workers shouldn't be collateral damage in the fight against COVID-19. We need a special Emergency Coronavirus Economic Support Benefit geared to include workers who have a bona fide, good faith offer to work that gets canceled due to the coronavirus.



TELL CONGRESS: DON'T LEAVE ENTERTAINMENT WORKERS BEHIND

As of March 22, 2020, over 100,000 letters were received, this had an impact of making Congress aware of the need to provide relief packages for displaced entertainment workers due to COVID-19. Keep it up! We encourage you to join the growing numbers by going here: <https://actionnetwork.org/letters/tell-congress-to-include-displaced-workers-in-relief-package/>



EMPLOYMENT INSURANCE LOBBYING INITIATIVES IN CANADA

In Canada, the story is much the same. We have been urging government, at all levels, to offer increased support for entertainment industry workers. These efforts have been made on our own and as part of a coalition with other industry unions and guilds, for both the live performance sector and the motion picture & television sector. We have contacted the relevant ministries, both federally and provincially, to ask for support for industry workers as well as for smaller live performance venues, which run on tight budgets and are at greater risk for permanent closure. The IATSE has also been in regular contact with the Ministry of Canadian Heritage, which oversees the arts and culture sector, and has been providing figures on the income losses that our members have been experiencing.

Though the Canadian government has been proactive in broadening restrictions around Employment Insurance, those changes still left many of our members excluded. We therefore asked the federal government for four amendments to the EI program:

1. The one-week EI benefit entitlement waiting period needs to be waived for all EI claimants retroactive to the date of the first presumptive COVID-19 case in each province;

**OTTAWA
URGED TO
SUPPORT
ENTERTAINMENT
WORKERS
IMPACTED BY
COVID-19**

2. The current maximum EI benefit entitlement for EI claimants (55% of gross regular earnings or \$573 per week) needs to be increased to no less than 85% of a claimant's gross regular earnings or \$1000 per week;
3. EI eligibility criteria needs to be amended to extend benefits to part-

time workers who might fail to meet the current insurable work hour benefit eligibility thresholds; and

4. EI eligibility criteria needs to be amended to extend coverage to freelance "gig" economy workers that are similarly situated to "employees" in all material respects;

Efforts are being made by the Canadian Office to put resources and information for members into one place. That office is creating a website, which will feature our efforts so far, contain resources for members, list FAQs about Employment Insurance, and will also have a template letter that IATSE members (and other entertainment industry workers) can use to send to their own MPs. There will also be a "Find my MP" link for members who aren't sure who their Member of Parliament is. For an MP to hear from their own constituents - i.e. the people who vote them in each election - is very powerful, so we will be promoting this and strongly encouraging members to participate in our efforts. The more we work together, the more effective we are.



TO OUR CANADIAN MEMBERS:

While the pandemic faced by our American sisters, brothers, and kin is the same, the support systems and governments in our two countries are different. To address this, the International's Canadian Department has created a distinct website so that Canadian members can find resources and information in one place. The English website can be found at www.iatsecanada.net and the French at www.iatsecanada-fr.net. On it, you will find information about financial support through the AFC, benefit information on our national health and retirement plans, information on available government support benefits, links to the federal and provincial government announcement pages, what the IATSE has been doing, and what you, as a member and entertainment industry worker, can do.

Congress of the United States
Washington, DC 20515

March 19, 2020

The Honorable Nancy Pelosi
Speaker
U.S. House of Representatives
Washington, D.C. 20515

The Honorable Kevin McCarthy
Minority Leader
U.S. House of Representatives
Washington, D.C. 20515

Dear Speaker Pelosi and Leader McCarthy:

Thank you for your work on behalf of our nation advancing swift and decisive legislative responses to the emerging coronavirus crisis. The bipartisan Families First Coronavirus Response Act that overwhelmingly passed the House on Friday, as well as the previously approved \$8.3 billion in emergency supplemental appropriations, will help protect the health and financial security of families across the country as we confront this unprecedented challenge.

Already, the sweeping disruptions to public life that are crucial to slowing the spread of the coronavirus have sent shockwaves through the economy, bringing many industries to a standstill as workers and employers heed the instructions of public health officials and scale back all but the most essential activity. In the coming weeks, it is critical that Congress provide relief to impacted workers and their families. Particularly hard hit are freelancers, contractors, and other independent workers who in many cases lack the resources of a large employer as well as unemployment and paid leave protections provided to traditional employees. As events are called off, contracts postponed, performances canceled, and other opportunities for work reduced, we must ensure that relief is provided to all affected workers, regardless of the structure of their employment.

In particular, we urge you to include protections for freelance and contract workers in the entertainment industry who have lost work because of coronavirus-related cancellations or postponements. For every worker or performer on stage or in front of the camera, there are dozens more who make their living in this industry—an industry in crisis, with virtually every workplace in the country shut down over the past week.

The unique freelance nature of work in film, television, theater, and live music means that a large number of the professionals who make these productions possible work only sporadically—often with extended periods between paying jobs—and count on income from each project to make ends meet. As a result, many of them can't qualify for traditional unemployment benefits or paid emergency leave, yet will now be unable to cover their basic expenses due to lost work. Many of these workers have arranged, contracted for, and planned on work on a film, television show, streaming program, commercial, theatrical or other live production that has been cancelled or postponed as a result of the coronavirus emergency. However, these union workers are not adequately protected by rules designed for traditional single-employer relationships, or even consistent multi-employer work as in industries like construction.

As Members representing many constituents who work in film, television, theater, and live music, we urge you to include protections for those who have lost work due to coronavirus-related cancellations and postponements in the entertainment industry. Due to the unique, sporadic nature of work in this industry, we

believe that benefits provided to these workers should be calculated based on verifiable anticipated earnings for a current or future contract that has been cancelled, rather than prior wage history.

Thank you for your attention to our constituents' concerns in this unprecedented situation and your consideration of our request.

Sincerely,

Adam B. Schiff
MEMBER OF CONGRESS

Karen Bass
MEMBER OF CONGRESS

Brendan F. Boyle
MEMBER OF CONGRESS

Julia Brownley
MEMBER OF CONGRESS

Tony Cárdenas
MEMBER OF CONGRESS

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MEMBER OF CONGRESS

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MEMBER OF CONGRESS

Debbie Wasserman Schultz
MEMBER OF CONGRESS

John A. Yarmuth
MEMBER OF CONGRESS

CC: The Honorable Richard Neal
Chairman, Committee on Ways and Means

The Honorable Kevin Brady
Ranking Member, Committee on Ways and Means



Caring is Infinite

INDUSTRY CHARITIES STAND READY TO HELP INDUSTRY WORKERS DISPLACED BY CORONAVIRUS SHUTDOWN

MPTF is closely monitoring the rapidly evolving public health situation around COVID-19 (the new Coronavirus). This situation poses challenges to us all, and we appreciate your flexibility and goodwill as we join together to make the appropriate changes to protect the safety and health of our residents, employees, volunteers, and campus visitors.

As the entertainment industry continues to batten down the hatches to prevent the spread of the coronavirus, with productions grinding to a halt all across the country and throwing thousands out of work, the Motion Picture & Television Fund stands ready to help those in the industry in need of medical, financial and emotional assistance.

"Nearly 100 years ago, one of our founders, Mary Pickford, said about MPTF, 'We see a need and we fill it,'" MPTF president and CEO Bob Beitcher said today in a message to the industry. "The same is true today. MPTF remains fully committed to its mission of helping our entertainment community in their time of need.

"The need we see today," he added, "is supporting those members of our industry workforce who are undergoing hardship due to COVID-19 related issues – productions getting shut down or pushed back, staffs being trimmed as companies anticipate financial downturns from our 'new abnormal!' We have been at this place before during the

2007-2008 work stoppage and supported 630 industry members with financial assistance and case management in a challenging time. Thanks to the generosity of our community, MPTF is still here for you today.

Founded in 1921 – and celebrating its 100th birthday next year – MPTF serves more than 150,000 entertainment industry professionals and retirees each year with healthcare, services, and retirement living. It also operates the Wasserman Campus in Woodland Hills, home to more than 250 industry retirees.

WHERE SHOULD I GO FOR HELP?

Based on discussions between the three charity organizations the following is direction we have been asked to provide our members in terms of which charity should be approached for assistance.

MPTF: Members of Southern California Locals involved in motion picture production as well as all members of Locals 33, 700 & 800.

Actors Fund: Members of Local 600 and all other U.S. local unions not described above.

AFC: Members of all Canadian local unions.

ARE ANTIBIOTICS EFFECTIVE IN PREVENTING AND TREATING THE NEW CORONAVIRUS?

No, antibiotics do not work against viruses, only bacteria.

The new coronavirus (2019-nCoV) is a virus and, therefore, antibiotics should not be used as a means of prevention or treatment. However, if you are hospitalized for the 2019-nCoV, you may receive antibiotics because bacterial co-infection is possible.



Source: World Health Organization

The Actors Fund, for everyone in entertainment.

U.S. ACTORS FUND

AM I ELIGIBLE FOR HELP?

We provide free and confidential assistance nationally to everyone who works in performing arts and entertainment—including actors, dancers, musicians, stagehands, playwrights and many more. Whether you work on stage or on camera, behind the scenes or below the line, you can contact The Actors Fund for support.

Eligibility Requirements for Actors Fund Emergency Assistance

- Current financial need
- A minimum of five years of recent industry paid employment with earnings of at least \$6,500 for three out of the last five years OR a minimum of 20 years of industry paid employment with a minimum of 10 years of earnings of at least \$5,000

Checklist of required documents for Actors Fund financial assistance

- Documentation of Industry earnings
 - Union earning printouts from Pension and Welfare Departments OR
 - Contract, pay stubs OR
 - W-2, 1099 forms for professional work only
- Most recent bank statement (not printout from ATM)
- Current lease or mortgage/maintenance

For questions or concerns please contact your nearest Actors Fund office:

Los Angeles: 323.933.9244 ext. 455

Chicago: 312.372.0989

New York City: 917.281.5919



CANADA'S ACTORS FUND

FINANCIAL SUPPORT: AFC IMPORTANT MESSAGE REGARDING COVID-19

- The AFC can provide financial or other problem-solving practical support when an unforeseen emergency causes urgent financial need.
- The AFC can provide short-term charitable assistance with expenses like basic living costs, rent/housing, medical costs, etc that cannot otherwise be met. Note: The AFC does not provide income replacement.
- The AFC can help people in need to identify and access appropriate resources (EI, health insurance, community and government services). Note: The AFC does not provide crisis services or assist with emergency travel planning/repatriation.
- If you are in need of problem-solving or financial sup-

port, start by phoning or emailing The AFC. We will connect with you to find out more about your situation and advise on how we can best help you.

We encourage everyone to stay informed, know what resources are available to them, and to be aware of potential risks.

If you receive information about show/work cancellations, postponements, or other significant developments in the industry due to COVID-19, please send them our way – this would be very helpful in managing the ever-changing situation around the pandemic.

The AFC status updates, any changes to our services, and useful information about COVID-19 can be found here: afchelps.ca/news/covid-19-update. Please contact The AFC if you have any questions or concerns at 416.975.0304 (Toronto) 1.877.399.8392 (Toll-Free) OR email: contact@AFChelps.ca



IATSE COMMITS \$2.5 MILLION TO ENTERTAINMENT CHARITIES AMID CORONAVIRUS CRISIS

New York, NY – With thousands of entertainment workers displaced as a result of social distancing measures to stem the spread of the COVID-19 virus, on March 17th the IATSE General Executive Board approved \$2.5 million in donations to three entertainment charities. The funding will go to the Actors Fund, the Motion Picture and Television Fund, and the Actors Fund of Canada.

Matthew D. Loeb, International President of the IATSE said, "These charities have been assisting and supporting IATSE members and entertainment industry workers for a very long time. They understand the needs of these workers, and are perfectly situated to act as our partners to help

those experiencing hardship caused by the current health crisis."

The move comes amid a broad campaign for the union to support displaced members and entertainment workers in General. "We are actively investigating all possible courses of action that can help ensure the financial stability of members who have lost work as a result of this virus" reads a March 11 email to IATSE membership. The IATSE is also working with employers on emergency measures and actively lobbying the federal government to ensure that displaced entertainment workers are included in relief.



IATSE C.A.R.E.S.

CORONAVIRUS ACTIVE RESPONSE AND ENGAGEMENT SERVICE (C.A.R.E.S.)

IATSE C.A.R.E.S. (Coronavirus Active Response and Engagement Service) is a new initiative designed to provide support to our most at-risk, elderly, and/or disabled members during the COVID-19 crisis.

With CARES, we have created a safe and free delivery system which connects trained and healthy IATSE Young Worker volunteers to older IATSE members in need. Request supplies, groceries, or whatever else you may need, and another IATSE member will bring it to your doorstep through our volunteer database.

This website will also be used to provide information about future Mutual Aid efforts from the IATSE.



iatsecares.org



CEIRP and COVID-19

The CEIRP Retirement Committee held an emergency meeting on March 14th to discuss COVID-19 and the Plan. They will be monitoring and assessing the situation closely and continuing to meet weekly or more often as necessary.

Plan Administrators have been assured that it's business as usual and that they will be provided with regular updates as needed.

Plan Members will be emailed directly with information and links to resources to help them navigate through these uncertain times.

The Plan Manager will coordinate with all Participating Unions, Guilds and Employers to ensure that the lines of communication remain open.

Canada Life, the service provider for the Plan, has provided a communication on understanding market volatility, which is being distributed to Plan Members. Undoubtedly, there are concerns over the current negative effects on the markets. Canada Life's conservative and diversified approach to investing may underperform in bull markets, but tends to protect capital during negative equity markets.



UNION SAVINGS

Union Savings is working hard with our partners to address the needs of our members that have been directly affected by COVID-19. Be assured that all member inquiries will be addressed as soon as possible.

Members that have experienced suspensions and cancellations due to COVID-19 can find more information and updates at <https://unionsavings.ca/en/covid-19-update>

CONTACT US

Info@unionsavings.ca

1-800-418-2990

We're with you.

As we collectively battle the Coronavirus pandemic, we want you to know we're with you and are focused on providing you with resources to support you and your family.

If you are a participant in our Union Plus Mortgage, Credit Card, Personal Loan, or supplemental insurance programs, you may be eligible for additional hardship assistance. Please see our Hardship Help section for eligibility requirements.

In addition, the AFL-CIO has created a Coronavirus (COVID-19) resource page. You may also check your union's homepage for additional resources.

The entire Union Plus team wishes you and your family health and peace of mind during this challenging time. We will get through this together.

In solidarity,
Mitch Stevens
President, Union Plus



UNION PLUS

**PLEASE CHECK OUR
WEBSITE AND FACEBOOK
PAGE FOR USEFUL
INFORMATION AND UPDATES.**

**VISIT [CDC.GOV](https://www.cdc.gov)
FOR MORE INFORMATION
ABOUT CORONAVIRUS
(COVID-19)**



COVID-19 RESPONSE

The IATSE National Pension, Health & Welfare, Annuity and Vacation Funds ("The Funds") Trustees have taken numerous steps to provide as much relief as they can to those participants in the Funds impacted by the COVID-19 outbreak. In addition, the Fund Office has been aggressively planning to continue to provide essential services to its participants for as long as possible should there be a forced Office closure.

The Funds website banner at www.iatsenbf.org will display the most important up to the minute updates and Local Union Offices will simultaneously receive email blasts as changes occur so please visit the site as often as possible.

Our efforts to date –

- The Board of Trustees have approved hardship withdrawal relief for all participants impacted by lay-offs, lack of work or the virus itself. All that is required is a statement by the participant what affect the virus has had on them and a completed application. Applications can be found online. Applications uploaded through the Funds website will help expedite processing. Applications can be processed by staff working remotely so participants are encouraged to use the site.
- Vacation checks are normally sent as soon after May 1st as possible. The Fund Office is attempting to prepare those checks on or about March 19th, but in no event later than April 1st. Any contributions not posted to participant accounts by the check cut date will be cut in supplemental runs during the months following the March run.

- The Fund Office pre-ran all pension checks for those still receiving paper checks so that our retirees do not miss a payment or receive a late payment. Electronic delivery is unaffected.

- Empire BlueCross BlueShield and Triple S (The Funds carrier for Puerto Rico residents) have been instructed to not charge deductibles, co-payments or co-insurance for COVID-19 testing.

- The Board of Trustees are rapidly exploring relief for those who may be in jeopardy of losing their coverage due to this outbreak. Please continue to monitor the Funds website and check your emails for notifications as to the assistance that will be provided to those enrolled in both Plans A and Plan C.

- Key personnel are prepared to work remotely, and as of this writing, many already are. We are prepared to answer emails and process payments, claims, applications, contributions, etc. that are received electronically.

The Fund Office is closed based on directive from New York State authorities. We have set up a number of employees to work remotely to continue to assist you. You will be able to continue to reach us by email only during this time. In order to simplify that process we have posted a website banner with the email addresses that direct you to a specific group for each type of inquiry. Here is that list of addresses:

I.A.T.S.E. National Benefit Funds Emails:

- For participant services assistance, the email is: psc@iatsenbf.org

- For assistance with appeals, the email is: appeals@iatsenbf.org

- For assistance with Annuity Fund matters, the email is: annuity@iatsenbf.org

- For assistance with claims matters, the email is: claims@iatsenbf.org

- For assistance with pension matters, the email is: pension@iatsenbf.org

- For assistance with contract matters, the email is: contracts@iatsenbf.org

The Board of Trustees adopted relief for online telehealth services. These services allow for at home physician services if you are not feeling well, or if any family member is not feeling well. You can talk to a doctor via smartphone, tablet or laptop if you have a camera attachment. The doctor can help you with day to day illnesses during this time when going to the doctors office is not recommended. They can also help allay fears and give you information regarding the coronavirus. If you are concerned that you may have some of the symptoms described by the CDC they can help you determine if you need testing and can issue you a prescription for the test. In addition, if these times are overwhelming, as they are for many of us, you can make an appointment to speak with a behavioral health practitioner. Go to www.livehealthonline.com for more information about this important service. There will be no cost sharing to any Health & Welfare Fund participant.

Please visit the Fund website frequently at www.iatsenbf.org as we are posting up-to-date changes as the situation warrents.



MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS' PLAN OF ACTION IN RESPONSE TO COVID-19

As the COVID-19 (Coronavirus) pandemic continues to evolve, below are steps the Motion Picture Industry Pension & Health Plans ("Plans" or "MPI") are taking in response to it.

Thus far, MPI has made the following changes to the medical benefits provided to you:

No Out-of-Pocket Costs for COVID-19 Diagnostic Testing:

Participants will not incur any out-of-pocket costs (no co-payment and/or co-insurance) for the COVID-19 virus diagnostic test and the associated visit for this test when the test is ordered by an in-network medical provider and performed at an in-network facility. The associated visit may occur in an emergency room, urgent care or doctor's office.

Early Prescription Refills Are Available:

Beginning March 16, 2020, for a period of 30 days, Participants may refill their prescription medications early, for up to a 90-day supply, from Express Scripts mail order or a Walgreens Smart90 pharmacy (including, Duane Reade and Happy Harry's). The pharmacy staff may need to contact the Express Scripts pharmacy help desk at (800) 922-1557 for override information.

Participants enrolled in the Express Scripts (ESI) Medicare Part D Prescription Drug Plan should contact the ESI Part D Customer Service Team at (800) 797-4887 for all prescription refill requests.

Participants enrolled in Kaiser Senior Advantage should contact the Kaiser

Senior Advantage Pharmacy Customer Service Team at (888) 218-6245 (if in Northern California) and (800) 464-4000 (if in Southern California) for all prescription refill requests.

In addition to the aforementioned, MPI provides you with the following information:

Electronic Forms Are Available Online:

Participants are reminded that many of the forms they may be required to complete are available online under the "Forms" section of MPI's website (www.mpiphp.org). You may use these forms to change your address on file with MPI, add a dependent to your coverage, authorize someone other than yourself to speak to MPI about your health and/or retirement benefits, or change the person designated to receive your pension benefit.

An Appointment is Required to Visit MPI's Offices:

In order to keep Participants and MPI staff safe and healthy, all Participants who need to visit the MPI offices must have an appointment to do so. Before being permitted into MPI's office, all visitors will be screened for COVID-19 symptoms. Participants are reminded, however, that most questions can be answered by phone or email.

Telemedicine Benefit Reminder:

Participants are reminded that if their provider allows for tele-visits, they may have a telemedicine visit through your primary care provider or specialist at the

same benefit as an office visit (co-payment and co-insurance apply). Alternatively, several of the health plans offered through the Plans provide an online telemedicine portal.

Participants enrolled in Anthem Blue Cross are reminded that if their provider allows for tele-visits, they may have a telemedicine visit through their primary care provider or specialist at the same benefit as an office visit (co-payment and co-insurance apply). Participants may also visit with a provider using LiveHealth Online (www.livehealthonline.com) and pay a \$20 co-payment.

Participants enrolled in Anthem Medicare Preferred Plan (Medicare Advantage) may use telemedicine for medically necessary visits with their primary care provider or specialist for a \$5 co-payment so long as the provider accepts Medicare. LiveHealth Online (www.livehealthonline.com) is also available 24/7 at no co-payment.

Participants enrolled in Kaiser Permanente or the Kaiser Permanente Senior Advantage Plan should call (833) 574-2273 to schedule a telemedicine visit. There will not be a required co-payment to use this benefit.

Participants enrolled in Health Net or the Health Net Seniority Plus Plan may call (800) 835-2362 to use their telemedicine benefit or visit www.Teladoc.com. Participants will not be required to pay a co-payment.

Participants enrolled in the Oxford Health Plans and the Oxford Medicare Advantage Plan may seek a tele-visit visit

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through their primary care provider or specialist at the same benefit as an office visit (co-payment and co-insurance apply).

By Email or Telephone is the Preferred Method of Communication with MPI:

Participants are encouraged to communicate with MPI by email.

Participants are highly encouraged to email MPI at service@MPIPHP.org to communicate with MPI staff. A team of MPI staff members are dedicated to responding to emails received. As a reminder, please include your name, date of birth, MPI ID (or last four numbers of your Social Security Number) and mailing address (or phone number) when sending emails to MPI. This will help expedite the process of responding to emails.

As of today, all calls placed to MPI's Participant Service Center are answered within two minutes. While this answer time may increase depending on the volume of calls received, MPI staff will remain available to answer questions by telephone.

MPI Staff are Prioritizing Audit of Hours Issues that Grant Eligibility for Benefits:

MPI staff has been directed to prioritize any audit of hours issues that have the potential to grant health eligibility. If you have an audit of hours issue that requires immediate attention, please contact MPI's audit and collections department at service@mpiphp.org.

MPI Staff are Not Pursuing Audit of Hours Issues that Can Negatively Affect Eligibility for Benefits:

At this time, MPI staff are not pursuing any audit of hours issues that can negatively affect a Participant's eligibility. Please note this policy does not prohibit audits in the future and the recoupment of any overpayment of benefits.

MPI Staff Are Shifting to a Work-from-Home Schedule:

In an effort to protect the staff who work at MPI, MPI is shifting to a work-from-home schedule to increase social distancing opportunities. As of today, 20% of MPI staff are working remotely; this percentage is anticipated to increase.

Please note, a work-from-home schedule is not anticipated to affect MPI's staff ability to continue its day-to-day work, including answering your questions and processing your worked hours.

While the circumstances surrounding COVID-19 remain uncertain, you can be confident that MPI is here to provide the highest level of service possible at this time.

**PARTICIPANTS ARE
HIGHLY ENCOURAGED
TO EMAIL MPI AT
service@MPIPHP.org**

A team of MPI staff members are dedicated to responding to emails received. As a reminder, please include your:

- name
- date of birth
- MPI ID (or last four numbers of your Social Security Number)
- mailing address (or phone number)

WHAT SHOULD I DO IF I RECENTLY TRAVELED FROM AN AREA WITH ONGOING SPREAD OF COVID-19?

If you have traveled from an affected area, there may be restrictions on your movements for up to 2 weeks.

If you develop symptoms during that period (fever, cough, trouble breathing), seek medical advice. Call the office of your health care provider before you go, and tell them about your travel and your symptoms. They will give you instructions on how to get care without exposing other people to your illness. While sick, avoid contact with people, don't go out and delay any travel to reduce the possibility of spreading illness to others.

Source: Centers for Disease Control and Prevention



COVID-19 AND THE TRADESHOW INDUSTRY

UFI, originally known as the Union des Foires Internationales, is the Global Association of the Exhibition Industry. Over the last several weeks, UFI has been measuring the impact across the globe of the tradeshow postponements and cancellations due to the coronavirus. The numbers reflect the impact on both the exhibiting companies and the trade show industry at large.

The timing of the virus could not have been worse for our tradeshow workers. In large markets like Orlando, San Francisco and Las Vegas, the first quarter of the year is packed with some of the largest shows on the calendar. Our referrals often earn the largest portion of their annual income in these early months. To lose this work has been devastating both to individuals and to our locals.

Locals began tracking losses in late February when 10-20 shows per day were cancelling. Austin suffered the loss of SXSW, which had a local economic impact of \$335.9 million in 2019. Chicago is facing the cancellation of The Inspired Home Show, which alone covers 880,000 sf of exhibit hall space. In some markets, that's the equivalent of an entire Convention Center. Other locals have continued to report losses too numerous to list.

According to UFI calculations, in the US alone, 4.4 million total net square feet of shows were postponed or canceled since the end of February. Most of these shows make the list of the TSNN Top 250 (Trade Show News Network). The total negative economic impact so far is \$1.2 billion, which translates to 11,200 jobs. As shows continue to cancel/postpone these figures will surely rise.

But that only tells half the story. On every showfloor, sales are made and business is conducted. Exhibiting Companies book orders as part of the face to face experience at these shows. So far, UFI estimates that exhibiting companies in the US have lost out on booking \$1.9 billion in orders, a fraction of the \$ 27.7 billion estimated to be lost globally across all industries. As a further result of these cancellations, the World Travel and Tourism Council projected that the global travel industry will likely shrink by 25 percent this year – putting some 50 million jobs at risk.

You might say this is a turning point for the trade show industry. Suddenly, everything is surreal. Many of our members have faced this kind of disruption in the past – think 9/11 and other terrorist acts, Hurricanes Sandy and Katrina, other more localized flooding events and tornadoes – the difference today is this is affecting everyone on the planet. We need to find common ground and draw strength from wherever it rises. We need to rely on those who have passed further



Continued

through this pandemic and can show us a path out.

We can use our down time for much needed training sessions which we may not have had the time to schedule earlier. We can rely on the online tools and resources that the International has introduced over the last several years, including virtual meetings, videoconferencing, and web-based seminars. While face to face hands on learning will always be our preference, we can still move forward and enhance our skills electronically.

And remember, not all events have been cancelled for the year. Many have been rescheduled to a later quarter. We can use this time to prepare ourselves for the upswing that could take place later in the year. When shows return, we can be part of the economic recovery that helps to heal our communities.

IS WEARING RUBBER GLOVES WHILE OUT IN PUBLIC EFFECTIVE IN PREVENTING THE NEW CORONAVIRUS INFECTION?

No. Regularly washing your bare hands offers more protection against catching COVID-19 than wearing rubber gloves.

You can still pick up COVID-19 contamination on rubber gloves. If you then touch your face, the contamination goes from your glove to your face and can infect you.



*Source:
World Health
Organization*



OFFICE OF LABOR-MANAGEMENT STANDARDS (OLMS)

OLMS NEWS

March 17, 2020

Advisory on Union Officer Elections and Public Disclosure Reporting in Areas Affected by the Coronavirus (COVID-19)

Due to the Coronavirus (COVID-19), the Department of Labor's Office of Labor-Management Standards (OLMS) issues this advisory regarding the labor union officer election requirements under Title IV and the reporting requirements of Title II of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). OLMS recognizes that due to the disruption caused by COVID-19, it may be difficult or impossible for some unions to conduct timely union officer elections. Similar difficulties may confront unions, labor relations consultants, and employers faced with public disclosure filing requirements. OLMS issues this advisory for those unions, employers, or labor relations consultants affected by COVID-19.

Elections: The LMRDA requires that all national and international labor unions elect their officers not less often than every five years. Officers of intermediate bodies, such as general committees, system boards, joint boards, joint councils, conferences, and certain districts, district councils and similar organizations, must be elected at least every four years, and officers of local labor unions not less often than every three years. See the OLMS Electing Union Officers publication for further information.

Labor unions affected by COVID-19 must still make a good faith effort to conduct officer elections within LMRDA timeframes. OLMS has jurisdiction to file a civil enforcement action concerning a failure to hold a timely election after receipt of a complaint from a union member who has first sought a remedy from his or her union. If OLMS receives a complaint from a union member solely regarding a union's failure to hold an election within the LMRDA timeframes, but the election has been completed prior to OLMS receipt of the complaint, then OLMS will take no enforcement action. If OLMS receives a complaint regarding a union's ongoing failure to hold an election, and that failure was attributable to COVID-19, OLMS will promptly seek a voluntary compliance agreement with the union. The agreement would require the union to hold the election when practicable on a date certain. With such an agreement, OLMS will not seek a civil enforcement action based on the complaint, provided the election is held in conformance with the agreement.

Public Disclosure Reports: Labor unions, labor relations consultants, and employers affected by COVID-19 must make a good faith effort to file required public disclosure reports. The failure to file a timely and complete report is an ongoing violation of the LMRDA. OLMS has jurisdiction to file a civil enforcement action concerning a failure to meet reporting requirements. OLMS will not, however, pursue a civil enforcement action with regard to a delinquent or deficient report when these reporting violations are attributable to COVID-19. Unions, employers, and labor relations consultants wishing to take advantage of this enforcement policy should contact OLMS before the report is due, describe the circumstances necessitating additional time, and provide a date certain by which the report can reasonably be submitted. Under these circumstances, OLMS will not lodge a civil enforcement action to obtain the delinquent or deficient report.

HELPFUL ONLINE RESOURCES

UNITED STATES

World Health Organization

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

Center For Disease Control (US)

<https://www.cdc.gov/>

OSHA COVID-19 Guidance

<https://www.osha.gov/SLTC/covid-19/>

OSHA Protecting Workers Factsheet

<https://www.osha.gov/Publications/OSHA-FS-3747.pdf>

Union Plus

<https://www.unionplus.org/hardship-help/union-plus-hardship-help-benefits>

MPTF

<https://mptf.com/coronavirus/>

AFL-CIO

<https://aflcio.org/covid-19>

Actors Fund

<https://actorsfund.org/am-i-eligible-help>

CANADA

Public Health Agency of Canada (CAN)

<https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>

AFC Update

<https://afchelps.ca/news/covid-19-update/#>

AFC Personal Support

<https://afchelps.ca/personal-support/>

AFC Important Message

<https://afchelps.ca/news/important-message-regarding-covid-19/>

CEIRP 'Understanding The Market Reaction'

<https://ceirp.ca/en/the-coronavirus-understanding-the-market-reaction/>

Call time Mental Health (for BC film locals)

<https://www.calltimementalhealth.com/looking-for-help>

Call time Mental Health (for BC stage locals & all members outside BC)

<https://www.calltimementalhealth.com/public-resources>

For members, whose Locals are part of the IATSE Canada Health Plan, Canada Life offers these resources:

English: <https://www.canadalife.com/about-us/how-canada-life-is-supporting-you-during-covid-19.html>

French: <https://www.canadalife.com/fr/a-propos-de-nous/mesures-que-prend-la-canada-vie-pour-vous-soutenir-en-cette-periode-de-covid-19.html>

IATSE TRAINING TRUST FUND

SAFETY FIRST!

ONLINE COURSES ©

1. INTRODUCTION TO BASIC ENTERTAINMENT SAFETY
2. BIOLOGICAL HAZARDS
3. HAZARD COMMUNICATION: WORKPLACE CHEMICALS
4. CHEMICAL PROTECTION
5. ELECTRICAL SAFETY
6. FALL PREVENTION AND PROTECTION
7. ELEVATED WORK PLATFORMS AND AERIAL LIFTS
8. SCAFFOLD SAFETY
9. ERGONOMICS
10. NOISE EXPOSURE
11. CONFINED SPACE/SMALL SPACE AWARENESS
12. FIREARMS SAFETY
13. HAND AND PORTABLE POWER TOOLS
14. COMPRESSED GASES
15. RIGGING SAFETY
16. WELDING AND CUTTING

NEW COURSE!

17. HAZARD IDENTIFICATION IN THE WORK ENVIRONMENT

This course was designed to identify, give basic information, and share resources on hazards found in the work environment(s). It consists of a main course which gives an overview and 40 optional mini-courses on numerous workplace hazards so participants can customize the learning experience to their needs.

See our website for a complete list and description of the mini-courses.

www.iatsetrainingtrust.org/safetyfirst

These courses promote safe working conditions by providing information, tools, and resources to recognize potential hazards and minimize risks. Case studies from the various crafts are included, making the curriculum relevant across the IATSE workforce.

Individual workers can take the online courses in whichever order they'd like and start or stop at any point and pick up where they left off on any computer or mobile device.

Local trainers approved to use the curriculum can access the Instructor Led Training (ILT) website to teach in a group setting using audio narration. Trainers can facilitate interactive group courses by muting the narration if they wish or pausing to discuss their own subject matter experiences.

Apply for an individual or Local account today!





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UNLIMITED ACCESS

Choose from over 15,000 online tutorials covering business, creative, and technology topics

PERSONALIZED RECOMMENDATIONS

Explore the most in-demand skills based on your work experience

EXPERT INSTRUCTORS

Learn from industry leaders, all in one place

CONVENIENT LEARNING

Access courses on your schedule from any desktop or mobile device

HELPFUL RESOURCES

Reinforce new knowledge with quizzes, exercise files, and coding practice

CONNECT YOUR LINKEDIN PROFILE

Connect your LinkedIn Learning account with your LinkedIn profile and use one login for both

www.iatsetrainingtrust.org/lil

CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, January 27, 2020 in the Landmark Ballroom of the Renaissance Dallas Hotel, Dallas, 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 Jonas Loeb; Co-Directors of Broadcast Steve Belsky and Fran O'Hern; 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; Political/Legislative Director Tyler McIntosh; Assistant Political/Legislative Director Claire Pozek; International Representatives Ben Adams, Kevin Allen, Steve Aredas, Christopher "Radar" Bateman, Jim Brett, Justin Conway, Dan'l Cook, Jamie Fry, Don Gandolini, Jr., Ron Garcia, David Garretson, John Gorey, Benjamin Hague, Krista Hurdon, Kent Jorgensen, Mark Kiracofe, Daniel Little, Tanya Mahn, Peter Marley, Rachel McLendon, Julia Neville, Jeremy Salter, Stasia Savage, Allison Smartt, Lyle Trachtenberg, Wade Tyree, and Jason Vergnano; Special Representative John Gates, and Communications Coordinator Steve Chaussee; Staff members Leslie DePree, MaryAnn Kelly, Asha Nandlal, Jimmy Rainey, Nate Richmond, Vanessa Stacey, Alex 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; 7, Denver-Boulder, CO; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-

Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St. Benedict-St. Paul, MN; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 19, Baltimore, MD; 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; 30, Indianapolis-Kokomo-Richmond-Earlam College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 74, Southern Connecticut; 80, Hollywood, CA; 110, Chicago, IL; 112, Oklahoma City, OK/ Wichita Falls, TX; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 127, Dallas-Grand Prairie-McKinney, TX; 129, Hamilton-Brantford, ON; 161, States of NY, NJ, CT, AL, LA, MI, OH, TN, and IL; 205, Austin, TX; 209, State of Ohio; 212, Calgary, AB; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 347, Columbia, SC; 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; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 514, Province of Quebec; 540, Baton Rouge, LA; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 634, Sudbury and North Bay, ON; 665, State of Hawaii; 667, Eastern Canada; 669, Western Canada; 671, Province of Newfoundland and Labrador; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 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; 803, Dallas-Fort Worth, TX; 822, Toronto, ON; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 906, Charlottetown, PE; 924, Stratford, ON; USA829, United States; ATPAM, New York, NY; B27, Cleveland, OH; and B906, Charlottetown, PE.

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 127, 484, 600, 700, 796, 800, 803, and USA829 appeared to officially welcome

the members of the General Executive Board, Official Family, local union representatives and guests to Dallas, Texas. On behalf of the Host Locals, Local 127 Business Agent Gregg Pearlman thanked the General Executive Board for the opportunity to host this meeting.

The Official Family was also welcomed by Lorraine Birabil, lifelong Democrat running for State Representative, during the Host Locals' Breakfast Monday morning. Lorraine served in various capacities at federal, state, and local levels of government. She has also worked with several labor unions to shape legislation and policy for the benefit of working people. She wished those present a successful week and welcomed attendees to the great city of Dallas.

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 members of the Official Family:

Justin Conway, International Representative

Justin has been a union representative and organizer for over twenty years, having served since 2005 at IATSE Local 600. Prior to his time at Local 600, Justin worked with the U.S.W., A.F.S.C.M.E., The International Brotherhood of Teamsters, and the AFL-CIO's Organizing Institute, where he helped to train other organizers. He has a Computer Science degree with an emphasis in the arts, has

completed various certifications in Labor Studies from the University of Illinois at Chicago, and is a graduate of the I.A. Officer Institute. Justin's primary area of responsibility during his time at Local 600 was working with members in Motion Picture Production in the Midwest, although during his time with Local 600 he serviced and organized members all across the country. Justin has experience negotiating and organizing with Local 600 represented broadcast news affiliates in Detroit, Cleveland, Portland, and Seattle. Justin is an avid back country hiker and camper and serves as President of his local Parks Board and is a member of the National Eagle Scout Association.

Tanya Mahn, International Representative

Tanya comes to IATSE with twenty-five years of experience in the labor movement both in California and nationally. She originally became involved as a volunteer Organizing Committee member on her own organizing drive with the UAW for academic student employees throughout the University of California system. After graduating from UCLA, she continued on that campaign becoming the Northern California Coordinator responsible for organizing and bargaining during the first contract fight.

After a historic first contract at UC led to calls from academic student employees across the country who were interested in organizing their own unions, she worked for ten years helping people gain power to improve their workplaces from California to New York as an organizer and negotiator with the UAW. In addition to working with university workers, she also spent several years or-

ganizing in many other industries, including being the lead organizer on the successful campaign for 40,000 home-based child care providers in Michigan.

She then returned to California, and for seven years served as a UAW field rep for her home local and several of the new locals that had recently organized, including being chief negotiator for statewide negotiations with UC's Office of the President and CSU's Chancellor Office.

Most recently, Tanya was the Senior Rep/Organizer for IFPTE Local 21 in the Bay Area for four years and was the Organizing Director of AFSCME Council 57.

Tyler McIntosh,
Political/Legislative Director

Tyler joined the IA family in September as the new Political/Legislative Director. He is a passionate advocate for advancing workers' rights and fundamental Democratic ideals, utilizing professional experience in legislative advocacy, political fundraising, and grassroots activism to achieve positive outcomes for IATSE members and families. Tyler joined the IATSE after three years managing federal legislation at a trade association. Prior to that he spent multiple election cycles as a campaign finance consultant for Democratic organizations and candidates at various levels of government. His resume also includes stints at two nonprofit organizations where he worked on federal workforce issues and youth engagement in elections. Tyler got his start in politics as an intern for his then hometown Congressman, Rep. Frank Kratovil (MD-01) and is a proud graduate of Bucknell University in Lewisburg, PA.

Claire Pozek, Assistant Political/Legislative Director

Claire joined the IA family in September as the new Assistant Political/Legislative Director. She has a background working as part of small, dynamic teams. She is thrilled to continue her experience in Democratic politics supporting IATSE working families. Prior to joining the IA she served as Public Policy Manager at a trade association where she gained key skills in PAC management. She also has vast experience in business development and grassroots nonprofit fundraising. A 2014 graduate of the College of Charleston, Claire received a BA degree in Political Science.

Steven Chaussee,
Communications Coordinator

A native Minnesotan, Steven learned about the importance of unions at an early age from his firebrand grandfather. Later in life, he discovered his passion for the work of the labor movement while composing his senior thesis on income inequality at the University of Minnesota, Morris. He has worked in logistical and communications roles with both the International Association of Sheet Metal, Air, Rail and Transportation Workers, as well as the Service Employees International Union, helping to increase member engagement through strategic messaging. As Communications Coordinator, Steven manages daily news alerts, IATSE Facebook, Twitter, and Instagram pages, as well as assisting the Department Director in ongoing projects. Steven is very much looking forward to contributing to this vibrant and ever-growing union of skilled craftspeople.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Mid-Summer Meeting – July 22-26, 2019 – Montréal, Quebec

President Loeb called upon the General Executive Board to approve the Minutes of the regular Mid-Summer meeting of the Board held in Montréal, Quebec, the week of July 22-26, 2019.

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

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood reported to the General Executive Board on various affairs of the International.

IATSE Swag

The IATSE Store that is accessible through the IA website has been in existence for a few years but there have been numerous issues that have occurred with the vendor who operates the site. This resulted in a search for an alternative.

Classic Incentives was engaged to design and operate a new site and this week www.iatseswag.net will be launched and will be accessible either directly or through the IA website. The offerings on the new site will grow over time and will be promoted through the Communications Department. One of the new features will be the ability for individual members to order the "Union Behind Entertainment", "Growth = Strength" and the "IA Pride" pins as well as the recently introduced Women's Committee scarves and socks. Previously there was only the ability for a local union to put in an order and distribute the pins to their membership, but now members can order them

as well. Locals will continue to be able to order pins through the General Office.

Information Technology

As previously reported in Montreal, a project was commenced to move the visa immigration program off a dated Access program and make it part of the Finance Department system. This new program is now operational and is allowing for more efficient workflow for staff and superior reporting capabilities. Thanks were expressed to Jimmy Rainey and Davel Hamue for their work on this project.

In accordance with Article Nineteen, Section 29 of the International Constitution and Bylaws, all local unions are required to submit a membership list along with contact information at the commencement of each quarter. The online Quarterly Report submission portal is being modified to allow Locals to submit their membership list through the same secure connection as the Quarterly Report. Local unions will be receiving information on this new feature soon after the conclusion of the General Executive Board meeting.

The Quarterly Report portal has also been modified to automatically forward all submitted quarterly reports directly to the appropriate District Secretary. Previously this was a step that was often overlooked by local unions and resulted in Districts not having the most up-to-date membership numbers. This new automation will sync the Districts with the International.

In today's world of constant attempts to infiltrate various electronic systems the International has implemented multi-factor authentication for

all International email accounts. The implementation has been completed in the General Office and the setup for remaining International staff will be completed this week. This will help prevent unauthorized access to email accounts because a cell phone of the user is needed to verify sign in.

Local Union 2020 Supplies

The process of sending the 2020 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 2019 and had purchased the full number of per capita stamps for 2019.

As of the commencement of this General Executive Board meeting, all but 33 of the 363 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2020 supplies and membership cards.

Local unions that have not received their 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, 2020 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, and 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 2019 was 10,929 which is a historic record. This surpassed the previous record established in 2017 by almost 5% and exceeded the previous five-year average by almost 16%. Thanks were expressed for the hard work of Wesley Vega, Sundry Chan, Melanie Dalchand and Tanya Sweetie.

As of the time of this report the total membership of the Alliance stands at 149,423, but as the remaining outstanding 4th Quarter Reports come in the records will show that as of December 31, 2019 the I.A.T.S.E. membership surpassed 150,000.

President Loeb thanked General Secretary-Treasurer Wood and all International employees who assist in the administrative aspects associated with the continued growth of the IA.

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, 2019 through October 31, 2019 to the General Executive Board. Trustee Oyaas reported that the Trustees met in the General Office in New York from November 19, 2020 through November 21, 2019 and reviewed the books, records, and financial accounts of the International and found them to be in order.

The Board approved the report of the Trustees and President Loeb thanked the Trustees for their work.



Local 798 Live Theatrical Trustee Jennifer Bullock, Local 52 Shop Steward Mandie DeMeskey, Local 52 Political Coordinator Scott Templeton, Local 4 Trustee Mark May and Local 4 Executive Board member Jason Caccavo.

**APPEARANCE:
LOCAL NO. 4, BROOKLYN
AND QUEENS, NY AND
LOCAL NO. 52, STATES OF
NEW YORK/NEW JERSEY/
CONNECTICUT/NORTHERN
DE./GREATER PA.**

Re: Summer of Solidarity Event

Local 4 Executive Board member Jason Caccavo, Local 4 Trustee Mark May, Local 52 Shop Steward Mandie DeMeskey, Local 52 Political Coordinator Scott Templeton, and Local 798 Live Theatrical Trustee Jennifer Bullock appeared before the Board to report upon the successful “Summer of Solidarity” event held at Citi Field, in Queens, New York, home of the New York Mets.

Those reporting noted that during a recent IATSE Local officer training event, officials of New York Locals began discussions focusing upon ways to build solidarity during the summer months for IA members in the New York area. A decision was made to spend an afternoon at the Citi Field ballpark for a New York Mets game together in solidarity with fellow members and simultaneously raise awareness about the importance of the IATSE PAC.

After extensive discussions, the group developed a strategy that could both foster solidarity among IATSE Locals

and support the PAC. Members of the Alliance from around the tri-state area came together for the IATSE Summer of Solidarity event at Citi Field on September 15, 2019. Attendees raised more than \$11,000 for the IATSE PAC. Those reporting recognized expert support provided by IATSE’s PAC Services and the efforts of their representatives in executing this event. They further emphasized the importance of the education and networking opportunities that the International has offered, without which this event would not have taken place. Local 4 officials Caccavo and May particularly noted their appreciation for the camaraderie of the other New York Locals in carrying out this event. President Loeb has encouraged it and the Locals have followed through. Those reporting expressed their pride and thanks to the Alliance for support. All hope that this event will pave the way for future solidary events in all jurisdictions of the IATSE.

Due to the exceptional number of tickets purchased for this event, the Mets organization invited President Loeb to throw a ceremonial first pitch and also aired a version of the IATSE 125th anniversary video at Citi Field. These aspects

of the event introduced thousands of Mets fans to the prominence of the Alliance in the entertainment industry. Those reporting especially thanked the IATSE Communications Department for preparing a version of the 125th anniversary video that was shown at Citi Field by the Mets.

Again, those reporting emphasized that Locals around the U.S. interested in organizing a similar summer solidarity event should be in touch with the Locals that reported. There are 29 major league baseball parks across the U.S. and ballgames offer a tremendous opportunity to enjoy the comradery of fellow IA members while supporting the IATSE PAC. Any Local interested in organizing a similar event should be in touch concerning the resources necessary to complete such an event. Those reporting concluded by thanking President Loeb and the General Executive Board for their participation in this successful event. All participants were honored to be part of the Alliance under the leadership of the International Union.

Vice President Ford noted his thanks to those reporting for taking on this effort and emphasized the importance of learning from this process and creating a tem-

plate for other Locals wishing to build solidarity.

President Loeb noted that the Alliance's education programs have brought people together in both countries and paved the way for these relationships. The call was made to build solidarity. This is an example of doing the right thing and benefitting the IATSE and its members through the PAC. President Loeb thanked those reporting for this successful event.

APPEARANCE: LOCAL NO. 51, HOUSTON, TX

Re: Recent Activities and Organizing Efforts

Local 51 Secretary-Treasurer John Lowe reported to the General Executive Board regarding the Local's recent activities.

Secretary-Treasurer Lowe began by thanking International President Loeb for his support in the wake of Hurricane Harvey which devastated the city of Houston. One of the Local's members had to be rescued by boat, and lost his job, house, and cars. The financial and moral support that came from the International during that time were absolutely vital and buoyed the member and the Local as they recovered.

Secretary-Treasurer Lowe then thanked International Representative Christopher "Radar" Bateman for his leadership, insight, and strategy on the Local's organizing efforts in Houston. He also thanked International Representative Don Gandolini for bringing the AV Essentials training to Houston, and helping to strengthen the Local's relationship with Freeman AV. In addition, the support of the IATSE Training Trust Fund has been incredible.

Lowe concluded his appearance by recognizing the leadership of International President Loeb in creating the IATSE Women's Committee and IATSE Pride Committee, and fostering a culture of inclusiveness that has helped the Local in its organizing. These initiatives are changing perspectives on who can be organized and what a stagehand is "supposed to look like".

President Loeb thanked the Local for its report, remarking that he could not be happier about the direction of the Local. He told those gathered that the "leadership of the Local gets it", and the Local's organizing efforts have been tremendous. President Loeb remarked that it is great to see the Local moving forward. With respect to the hurricane, he noted that the Walsh/Di Tolla/Spivak Foundation provided several thousand dollars in assistance to members impacted by the storm.

President Loeb encouraged the Local to continue organizing because doing so becomes contagious. The Local can lock down the entertainment work in the city thereby strengthening its agreements and securing living wages for all members. President Loeb charged all local unions to cover under their collective bargaining agreements everyone working in the entertainment industry in their jurisdictions.

APPEARANCE: LOCAL NO. 74, SOUTHERN, CT

Re: Recent Activities and Organizing Efforts

Gardner Friscia, President of Local No. 74 made an appearance before the Board to report on recent contract victories and organizing activities by the Local within its jurisdiction in Southern Connecticut.

Brother Friscia noted that recent contract negotiations were completed for the Palace Theater. The negotiations were difficult until the Local requested assistance and strike authorization, which President Loeb granted. Thanks, in part, to the International's assistance a contract was attained with significant economic gains for the venue's stagehands. The report also noted recent, similar contract gains in an agreement covering Stamford Center for the Arts.

The report described the Local's ongoing organizing effort involving the College Street Music Hall in New Haven. As Brother Friscia reported to the Board, a National Labor Relations Board hearing was presently underway in connection with the stagehands at this facility.

The Local plans to continue working to represent the unorganized in its jurisdiction. It was noted that Local 74 has grown recently and work within the Local's jurisdiction appears busier in the coming year. The Local has several new venues on the horizon and it anticipates further requests for assistance from the IA. Brother Friscia thanked President Loeb in advance. In concluding his report, Brother Friscia also thanked Local 74 Business Agent James Shea as well as the Local's other officers and members.

President Loeb noted that the Local has roughly 220 members. The personnel at the venues the Local is organizing would be a sizable increase and would strengthen the Local considerably. President Loeb also noted the importance of having ongoing organizing targets. The Local is taking the steps necessary to secure its jurisdiction and that will help the Local continue to grow. President

Loeb and the Board will continue to offer the support the Local needs in order to succeed.

APPEARANCE: IATSE TRAINING TRUST FUND

IATSE Training Trust Fund Executive Director Liz Campos, joined by Trustees Patricia White and Murray Campbell, appeared before the General Executive Board to update the Board on the activities of the Trust since the last meeting.

Director Campos began her report by announcing that the Trust has moved into the new space they are renting on the 3rd floor of the IATSE West Coast Office building. She extended a very special thanks to General Secretary-Treasurer Wood, International Vice President Miller, and West Coast Associate Counsel Jacob J. White for their patience and understanding as the Trust went through its ERISA required lease agreement process with a Qualified Professional Asset Manager.

The Trust will soon be entering its 10th year and has updated its look for the occasion. The new updated logo and colors reflect the updated, modern, and vibrant Training Trust Fund of today. As part of that upgrade, a new Fact Sheet has been developed describing all the programs and how to access them. The fact sheet is available to Locals, individuals, and employers and may be downloaded from the Trust's website. (<https://www.iatsetrainingtrust.org/resources>)

Director Campos then reported on LinkedIn Learning which was previously Lynda.com. Local unions are strongly encouraged to have a sub-administrator/coordinator for their Local who curates content and recommends courses for

groups of members. Director Campos attended a training several months ago about the value of leadership being actively involved in assigning courses and learning paths. Seventy-five percent of learners will take a course assigned to them by leadership, and when leadership engages in curating courses, utilization almost doubles. The TTF will hold a webinar on February 11th for Local sub-administrators to learn how to create and assign collections and learning paths for members to ensure robust training programs. Locals without a sub-administrator should contact the Trust at lil@iatsetrainingtrust.org. There are currently over 12,000 LinkedIn Learning subscribers across the IATSE.

Campos reported that the Safety First! program continues to be popular. Sixteen of the courses are online for individuals to take at their own pace and for Locals to teach as group courses. One of the major projects of the Trust for this year is to help more Locals take advantage of the group courses that can be taught as part of, or after, meetings, as brown bag lunches, or as separate training events. The Trust is reaching out to Locals about using these courses. As a reminder, the courses are narrated so the course facilitator does not need to be an expert in the course content. The audio narration can be used for the entire course, not at all, or turned on or off as the facilitator chooses. The courses can also be paused so facilitators can insert their own commentary.

Director Campos reported on a new course in the TTF Safety First series – Hazard Identification in the Work Environment. The course is slightly different from the other courses because it is

comprised of a main course about hazard identification and processes to use to determine whether a hazard is present. Once completed that course leads the user to forty different hazard identification mini courses to choose from on topics that may be encountered at work. Topics include Abestos, Lead Paint, Chemical Exposure, Contamination and Mold, Crime and Drugs, Waste, Vermin, Lyme Disease, Flooding, Extreme Heat and Cold, and Hurricanes. In addition to the course, binders that contain all forty of these mini-course fact sheets along with information about Training Trust Fund programs and additional resources are being created. Each Local will be able to order its own binder from the TTF free of charge. The binder materials will also be available electronically.

On a related note, a participant workbook and an instructor guide for the Safety First instructor-led courses are being developed. These books will be available by the end of the year.

As of January 10, 2020, all AVIXA accounts should have been upgraded to Elite Status accounts, giving people access to even more classes. AVIXA has been developing new lessons available to Elite account holders, and users are encouraged to utilize the new benefits available through their Elite status accounts.

The Trust recently entered into a partnership with Vectorworks whereby IATSE members, and those working under IATSE agreements, are eligible for a 20% discount on Vectorworks' perpetual software when purchasing Vectorworks for the first time if they apply to the Training Trust Fund first for a unique discount code. Local unions are also eligible for

a 10% discount on group Vectorworks courses when going through them and using their instructors. The discount applications, along with more information about the partnership, will be available soon on the TTF website and in the newsletter.

Director Campos next reported on the growth of the Trust. In 2019, over 100,500 courses were taken for a cumulative total of 96,000 hours of training. These numbers include OSHA courses, AV courses, Train the Trainer sessions, and the Borrow Our OSHA Trainer courses taught by Bill McCord at Locals throughout the country. These figures also include the over 451 courses funded through the Course Reimbursement Program. Online courses taken through TTF Safety First! LinkedIn Learning and the Safety Pass courses also account for much of the growth. Since the inception of the Trust, it has provided over 104,661 lessons and courses and more than 534,957 cumulative hours of training.

Campos thanked President Loeb, General Secretary-Treasurer Wood, members of the General Executive Board, IA Representatives, and the IA Communications Department for all their work in support of the TTF. She specifically thanked President Loeb for his ongoing commitment to the Trust and for recognizing the value of training, education, and continuous learning. Special thanks were given to Vice President Miller for furthering the mission of the TTF. Appreciation was extended to the Trustees of the TTF for their hands-on hard work and dedication. She also thanked all the Locals and members that actively participate in, promote, and advocate for TTF

programs, and those that have embraced the curriculum and have made TTF programs part of their regular routine. Campos noted that the best measure of success is when Locals make training a habit. She noted that the Trust is here and successful because of the commitment and support of the International, Locals, and members who champion training and promote their programs and trainings. Special and heartfelt thanks were offered to the staff of the Trust, who work so hard each day to bring top quality programs and service to all. Campos stated that it was truly an honor to work with such a dedicated and talented group of people and to have the opportunity to create and bring programs to the IATSE workforce.

Vice President Miller recognized Director Campos and the Trust for their work on career pathways, training, and access in California. This work has placed the IA and TTF at the top of the list when people look for training across all crafts. He also stated that Director Campos recently provided a presentation to employers during a negotiation in support of the Union's request for increased funding and "hit it out of the park", resulting in the employers agreeing to the training proposal.

President Loeb thanked Director Campos for her report. He observed that it is hard to believe that ten years have passed; stating that it was vital for the Union to develop these training programs to fill an obvious need. There are now 1,500 employers paying into the Fund which has nineteen full-time employees. President Loeb stated that the Trust is quite obviously responsive to the

needs of the members and Locals, and is proactive about revising and developing programs. The importance of the safety courses cannot be underemphasized. President Loeb concluded his remarks by recognizing Director Campos for all of her hard work.

APPEAL: MATTHEW D. LOEB V. HEATHER L. PATTON

The General Executive Board considered Heather Patton's January 15, 2020 appeal of the decision of the Trial Board, dated December 20, 2019. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Patton's appeal and resolved to communicate this decision to Patton in writing in accordance with the advice of legal counsel. President Loeb and International Vice President Michael F. Miller, Jr. abstained from participating in any debate and/or vote in relation to this appeal.

BROADCAST SUMMIT

Broadcast Department Co-directors Steve Belsky and Fran O'Hern reported upon the Department's successful meeting of broadcast Locals in October 2019—known as the IATSE Broadcast Summit. IATSE Locals representing broadcast technicians share many common challenges. In order to work together towards common goals and share experiences, the Broadcast Department brought Local representatives together in Chicago for two days to share common understandings and build solidarity.

Representatives from nearly all Broadcast Locals were able to attend the meeting, along with Representatives from the West Coast Office, and other IATSE

Locals. Following an introduction from Department Co-Directors O'Hern and Belsky, the meeting commenced with a presentation from Co-Director Belsky on preparations for renewal contract negotiations. Attention was given to improvements that technicians favor in new contracts and on best practices for interfacing with the Broadcast Department. Further attention was also given to specific aspects of contract administration for Broadcast Locals. Officials of those Locals received important information about ways to stay in touch and share information. While the meeting was timed to minimize the impact on attendees' schedules, gathered representatives had an opportunity to interact with one another in an informal setting and enjoy this unique networking occasion.

Also, during the meeting, a major Chicago-based broadcast employer (with contracts in all of the IA broadcast markets) offered attendees valuable insight into changes in the industry and addressed various questions from representatives about their respective markets, including mobile technology.

Additional discussions focused on ways Local representatives may foster solidarity by using technology to involve members and focus upon the activities of each respective Local. The Department explored evolving technologies and techniques that Locals can employ to reach out and communicate with members. Discussions ensued surrounding the various advantages and disadvantages of certain networking platforms.

The group also received detailed information about the Department's various ways of organizing work in each

respective broadcast market, followed by a group discussion of Locals' organizing opportunities and experiences. The Summit concluded with a group discussion of common issues and priorities in the upcoming year.

The Department received uniformly positive reviews from attendees. Local leaders have been positively impacted and have taken advantage of new channels of communication established during the Summit. Overall, it was reported that the opportunity to learn together and strengthen the Locals' solidarity was invaluable. The Department hopes to make this gathering a regular occurrence.

President Loeb remarked that some of the Locals in this sector have been recently chartered. They should be connected with one another in order to share knowledge and experiences. He further noted the importance of standardization in broadcast contracts. He thanked the Co-Directors and expects they will continue this dialogue.

SPECTRA AGREEMENT

International Vice Presidents Michael Barnes, John Lewis, and Daniel Di Tolla updated the Board on the successful conclusion of the recent collective bargaining

negotiations with Spectra. Thirty-three local unions are covered under the Master Agreement; nine other Locals have direct agreements with Spectra. The Master Agreement expired in 2019. Proposals submitted by the International and local unions were presented to Spectra. After the parties concluded negotiations for the Master Agreement, the Locals each addressed issues specific to their individual agreements. The parties settled their negotiations in advance of the expiration date, achieving wage and benefits increases, premiums for ETCP-certified riggers, and quarterly meetings to discuss safety and training.

Vice President Barnes extended appreciation to Vice Presidents Lewis and Di Tolla for their stalwart advice; the Stagecraft Department for research, gathering documents, and marshaling the agreement to its conclusion. He also expressed sincere thanks to Local leadership for administering their agreements, representing workers, and providing seamless, professional and safe service to all covered facilities.

President Loeb remarked that the Spectra agreement is an extremely important collective bargaining agreement



International Vice Presidents Michael Barnes, John Lewis, and Daniel Di Tolla.

which has grown to thirty-three local unions in forty facilities. This agreement has resulted in significant work for Locals and the workers they represent. President Loeb highlighted the premium paid for those with ETCP certification. He encourages all IATSE members to continue their skills training and to take advantage of LinkedIn Learning and the courses offered by the Training Trust. President Loeb concluded that the relationship with Spectra is built upon the tireless work of Vice President Barnes and the Spectra agreement is an ongoing success story.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Daniel Di Tolla, John Lewis, Michael Barnes, Craig Carlson, and James J. Claffey, Jr., International Trustee Patricia A. White, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Peter Marley, Christopher "Radar" Bateman, Stasia Savage, Daniel Little, Allison Smartt, and Special Representative David Garretson, updated the Board on the activities in Stagecraft since the summer Board meeting in Montreal.

Vice President Lewis updated the Board on organizing, representational, and assistance with collective bargaining negotiations of stage and mixed Locals in Canada. He also provided an update on the status of the Canadian Pink Contract.

International Representative Smartt reported on the successful conclusion of negotiations between Local 768 and the Performing Arts Center of Los Angeles County. Substantial improvements were achieved in wages and conditions. Representative Smartt also reported on the negotiations involving the Pasadena Play-

house. The new contract includes significant improvements in health benefits. Local 363 won an election to represent workers at the El Dorado Casino Showroom. Negotiations have commenced. Finally, Representative Smartt thanked the Board for the opportunity to participate in the Theatre Workforce and Development Program and introduce young workers to the benefits of union representation.

International Representative Little reported on Local 22 negotiations with PSAV following a successful representation election. He also reported on the first contract between Local 200 and the Allentown Symphony following another fruitful representation campaign. Local 200 followed this success with a unanimous election victory for workers employed by the Zoellner Arts Center. Negotiations are ongoing. Representative Little also provided Continuing Organizing Membership Education Training (COMET) and Steward training to Locals 8, 12, and 501 and assisted the Education Department's revamped Organizing 2.0 class.

International Representative Bateman reported on the successful conclusion of negotiations between Local 803 and Dallas Summer Musicals. Significant progress was made in achieving pay equity with traditionally male dominated crafts. Representative Bateman provided a detailed synopsis of the public relations campaign directed at Rhino in the Pacific Northwest in conjunction with Locals 15 and 28. Employers have all responded to the pressure and have begun to engage in meaningful discussions for a direct relationship with the Locals.

International Representative Savage reported that Local 67 has ratified a five-year contract with the Des Moines Civic Center. She reported that the relationship between Local 190 and Century II Convention Center has been difficult, but progress is being made to resolve these differences and a new contract is imminent. Representative Savage updated the Board on the progress of negotiations for the BlueCross Arena. All the Locals involved are coordinating in defense of their contracts.

Special Representative Garretson reported on the success of Local 17 in servicing three festivals promoted by Danny Wimmer Presents. The Local staffed hundreds of positions often on the twenty-four-hour format of the festivals. Negotiations between Local 647 and The Barbara Mann Performing Arts Hall concluded with significant improvements for Local 647. The Local succeeded in improving overtime provisions, expanded jurisdiction and improved staffing in addition to substantial wage increases. Special Representative Garretson also reported on positive discussions concerning the Tanger Center for the Performing Arts which is under construction.

International Representative Peter Marley reported that an agreement has been finalized between Local 122 and the Old Globe Theater. This continues the trend of successfully organizing regional theaters in Southern California. Local 784 concluded negotiations for a new contract with Team San Jose. Once again wage parity was an issue and progress was made on this front. Representative Marley reported that Locals 16, 706, 784, and B-18 all obtained contracts for

the production of Harry Potter in San Francisco. Representative Marley advised the Board that Local B-18 won an election to represent front-of-house workers at San Francisco Jazz. The Local is preparing to begin negotiations. Local B-66 completed difficult negotiations with the Golden One Center. The Local also concluded negotiations for its contract with Cal Expo.

Vice President Barnes reported that the local union addendums for the Spectra contract have been completed and are being distributed to the Locals. He also reported that Local 501 has elected its first administration of Local officers and progressing rapidly towards autonomy.

Vice President Carlson reported on negotiations between Local 482 and the University of Illinois negotiations in Champaign-Urbana. The new contract contains wage increases, improved shift differential, premium pay and, importantly, recognizes the Local's referral system. A new agreement has been negotiated for the front-of-house workers at the American Film Institute. Vice President Carlson also assisted Local 87 in concluding negotiations with the Morris Performing Arts Center.

Assistant Director Harnett reported on COMET training for Locals 7, 82, and 97. Negotiations are ongoing between ASM Global and Local 7 for the Denver Convention Center, Denver Performing Arts Center, Denver Coliseum, and Red Rocks; Local 82 for Mohegan Sun Arena; and Local 97 for the Santander Arena. Local 862 successfully completed negotiations for a new contract with the Pittsburgh Symphony Orchestra. Assistant Di-

rector Hartnett updated the Board on the development of the Action Builder organizing application. He has been working with AFL-CIO developers to build the organizing application that will be accessible on smart phones to allow organizers to track and share organizing information during campaigns. The traveling employees outreach program continues with representatives visiting tours. Locals are encouraged to report any injuries among traveling members which may occur when tours are in a Local's jurisdiction. Assistant Director Hartnett reported on efforts to secure a contract for Local 12 at the MAPFRE Stadium in Columbus, Ohio. The Local's contract had been expired when new owners, the Cleveland Browns, took over the venue and claimed they had no bargain obligation. Special Representative Joseph Short was able to intervene and persuade the Browns in securing a contract with the promoter of the Breakaway Festival. Assistant Director Hartnett also reported that Special Representative Short assisted Local 747 to conclude negotiations for a new agreement with the Columbus Association for the Performing Arts. Finally, it was reported that another major union had filed petitions in a major market to represent workers in our traditional crafts. The failure to organize in these instances has compromised our traditional jurisdictional integrity and should be a wakeup call to all Locals.

International Vice President and Stagecraft Department Director Di Tolla reported on the successful conclusion of negotiations between Local 417 and the Durham Performing Arts Center for a first contract. The Local had been supplying stage, wardrobe and make-up and

hair workers to the venue for eleven years under a rate card. The contract resulted in significant improvements in wages, overtime, and other conditions. Director Di Tolla also reported on the contract extension between Local 868 and the National Theater. The Broadway League/Disney Pink Contract negotiations are ongoing. Updates will be provided to the Board as the negotiations proceed. Director Di Tolla reported on the compliance audits for both benefit contributions and overage payments of touring productions. Director Di Tolla updated the Board on local union organizing activity as reported in the Official Bulletin. Since 2015, local unions have reported their representation election victories, voluntary recognition agreements, first contracts, and rate cards converted to collective bargaining agreements. These achievements are then published in The Bulletin. Since 2015, local unions have reported consistent growth in all four metrics reflecting a sustained emphasis and growing their memberships.

President Loeb remarked that the work of the Department is extensive, noting that "a lot is going on." He observed that "Growth Equals Strength" has permeated the Stagecraft Department. He further noted that the quest for wage parity has to continue until it is no longer necessary. He encourages Stage Locals to take advantage of the International's training and education programs because, as can be seen from this report, those two ingredients are extremely helpful in organizing drives.

President Loeb took some time to address the existential threats to stagecraft that are posed by labor contractors

and unfortunately by other unions. He reminded those in attendance that labor contractors anchor down wages that the International and its Locals have fought for over the last 125 years. Additionally, he noted in particular two recent instances where other unions have sought to represent workers in classifications that are the domain of the IATSE. He expressed dismay that local unions have allowed non-IATSE unions to come in and represent workers who should be in the Alliance. President Loeb remarked, “this is not accidental. Make no mistake; this is a plan by other labor organizations to go after work and workers that are traditionally IATSE. If we want other unions in our business, then continue to do nothing about it and watch other unions take our work. If you have any venues in your jurisdiction that are not organized, then you must reach out to those workers. Unfortunately, in one jurisdiction, we are talking about what has happened. We are now on the defensive. The first domino has fallen. Let it be the last. Another union negotiating with our employers is not a good idea.” He reminded Locals that they owe it to their members to organize non-union venues and the International can help with organizing efforts. He noted that while the Stagecraft Department’s report was replete with organizing successes if Locals allow entertainment venues to remain non-union, then other labor organizations will come in. He remarked further that the IATSE must defend its jurisdiction.

He concluded by expressing sincere thanks to everyone who reported, noting their assiduous work, and to the all the Locals who are backing the Department.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION

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

Vice President Miller reported on the continuing turbulent evolution of streaming services and content. This is an unprecedented time of growth and corporation consolidation. According to the New York Times, 495 scripted original series aired in 2018, an 85 percent increase from 2011. In 2019, there were more than 530 comedies, dramas, and limited series in the United States, and all indications are that growth will continue through 2020.

“Every three decades, or roughly once a generation, Hollywood experiences a seismic shift. The transition from silent films to talkies in the 1920s. The rise of broadcast television in the 1950s. The raucous “I Want My MTV” cable boom of the 1980s.

It is happening again. The long-promised streaming revolution — the next great leap in how the world gets its entertainment — is finally here.” (“The Streaming Era Has Finally Arrived”, New York Times, 11/18/19)

The three biggest studio-style media companies – Disney, NBCUniversal and WarnerMedia – as well as behemoth tech company Apple - have launched or are about to launch their streaming services. Disney+, which was hoping for 8 million subscribers before the end of the year, has already surpassed 10 million. WarnerMedia’s HBO Max will launch in May and Peacock is also scheduled for a spring debut. Industry research shows that the growing list of “must have” streaming services is beginning to frustrate viewers. However, demand for high-end TV and film content has never been more robust.

Since early 2019, there have been more than 110 Netflix projects done under IA Agreements. These include scripted series, animation, and features. The films are made not only for streaming distribution; many have initial distribution in cinemas. This is an unprecedented amount of content.

Quibi, a soon-to-debut phone and tablet-based app, is taking a different approach different than the other streamers. It is targeted specifically at Millennials and their love of watching videos on their phones. Quibi is a play on “quick bites” and will have short episodic series, many from high-profile creators, that are less than ten minutes long, for “in between moments” of downtime or as a more portable option for watching content. It remains to be seen whether younger generations will be willing to pay a monthly fee to watch something that is not available on their televisions. Quibi also produces content in a manner that is consistent with feature film production which is then edited into small episodes. As traditional television models do not account

for episodes of such short length, this type of programming will need to be addressed in the upcoming Basic and Area Standards Agreements negotiations.

International Vice President and Director of Canadian Affairs John Lewis discussed motion picture production in Canada. The International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements include the BC Master Agreement, the Local 873 Term Agreement and the Local 411 Term Agreement. There are now 384 companies signatory to the Canadian Binder Agreement and eighty to the Canadian Local Unions Term Agreements.

Production levels across Canada are very high and exceeded the record numbers from 2018. There were 271 productions under IA agreements in 2019. 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, extending to every single jurisdiction across the country.

The Union has been very busy with organizing efforts in a number of jurisdictions which are documented in other reports. The Union has focused most of its effort, time, and resources on low budget organizing in BC, animation organizing, expanding jurisdiction in the province of Quebec, reality TV organizing, retaining jurisdiction in Northern Ontario, and expanding into the Ottawa region.

Vice President Lewis discussed three particular efforts:

LOCAL 709 NEWFOUNDLAND / LABRADOR - Accountants

In late 2018, Local 709, which was granted a charter in 2013, was approached by a number of accountants working in the motion picture industry in the province of Newfoundland and Labrador, eventually offering the accountants membership and representation. The International continues to work with the Local to resolve the Directors Guild of Canada's jurisdictional claim to representational rights for accountants.

LOCAL 667 EASTERN CANADA – On-set VFX Organizing

By virtue of the Status of the Artist Legislation in Quebec, Local 667 represents on-set visual effects artists in the province of Quebec. Over the last number of months, the Local sought the permission of the International to expand its representation of on-set visual effects artists throughout its jurisdiction. To date the Local has offered membership to several individuals working in the industry and also secured bargaining rights for a number of independent US and Canadian productions that engage VFX employees. The Canadian Office will be looking to meet with US studios in the near future with a view to including VFX employees in Local 667 collective agreements.

LOCAL 411 ONTARIO - Animal Wranglers

Animal wranglers are non-union in the province of Ontario. The International continues to work with Local 411 to organize this category and implement a collective agreement governing the

terms and conditions of employment with animal wrangler companies directly and, eventually, with the Canadian Media Producers Association.

International Vice President Miller outlined a few recent favorable NLRB and arbitration rulings. In August, the Department received a favorable arbitration award on the low-budget film production "The First". The film, a Mary Pickford biopic, exceeded its budget by 20% and failed to self-report. As a result, the arbitrator has ordered them to retroactively pay the IATSE-represented crew at rates two tiers higher than under their contract, with corresponding benefit contributions.

Over the summer, the West Coast Studio Locals and the IA organized another low budget production called "Casting the Net". After the Union obtained representation cards, the employer promptly fired the crew and began hiring scabs. Incredibly, the production informed the crew that they were fired specifically for attempting to organize. This was announced at a public meeting where production also demanded a show of hands as to who supported the organizing drive.

Unfair labor practices charges were filed against the company with the NLRB. As a result, the company has agreed to pay over \$60,000 in wages to the twenty-eight original "Casting the Net" crew members for eleven days lost work. In this political climate, this is an important win for both the Union and the unfairly fired crew. The monies have been distributed to the crew members. The International does not give up, will not back down, and will never stop fighting for workers' right to organize.

The Pay TV Agreement, which was reported on at the 2019 Winter Board meeting, covers television series on HBO, Showtime, and STARZ. The International's core priorities in these negotiations included both financial improvements and quality of life enhancements.

HBO Entertainment's new 2019 Film Agreement, covering its mini-series and long-form productions, incorporates all the gains from the Pay TV Agreement, as well as increasing mini-series wages from the Long Form Rates to the Episodic Television wages of the Major's Agreements. This boost in wages will address the high-budget nature of HBO's mini-series productions and many job classifications will see increases in excess of 25%.

In addition to incorporating the gains from the Pay TV negotiations, including annual wage increases, National Benefit Fund contributions will increase in each year and will remain at or above the corresponding contributions in the Majors Agreements. In Production and non-Production cities, National Benefit Fund contributions will increase.

Rides and rooms must now be provided upon request after any 14+ hour day, including on pilots. Improved turn-around provisions were negotiated with further enhances the superior daily turn-around conditions already contained in the Agreement. Improvements in payments to distant, nearby and local hires were also achieved.

The living allowance for Nearby hires will increase over the life of the agreement and all crew (local, nearby, and distant) who are involved in prep or wrap days will have a guaranteed eight hour minimum daily call.

The scope of the agreement was expanded to include work overseas, and weekly benefit contributions will be made consistent with the appropriate Majors' Agreement. Also, Costume Department Coordinators are now covered in New York, and Location Department Employees are covered per the terms of the ASA. In addition, more workers will qualify for unworked holiday pay.

In early December, Vice President Miller and Representative Fry visited Salt Lake City to attend a meeting of motion picture and television techs in the jurisdiction of Local 99. More than seventy-five people were in attendance. These workers are eager for information, training of all types, and representation. The Department is developing a schedule that includes skills training, safety training, presentations from the National Benefit Funds, and additional meetings with the crews. The Department has also met with the Teamsters and believes there is an opportunity to bring more productions under IA contracts in the state. Follow-up MPTV Department meetings are being coordinated. The members of Local 99 will be a key component to the success of Local 99 post-trusteeship.

Producers still occasionally take a run at shooting non-scripted competition shows non-union. These productions typically employ highly skilled IATSE technicians, which creates a tremendous amount of leverage. Two recent success stories stand out, one involving a network primetime show for FOX and the other a holiday show. Both were successfully organized and brought under IA agreement.

A low-budget pilot, "Holiday Gingerbread Showdown" required no strike, and

the crew were covered after the IA visited the set location and organized the crew.

The contracts for these series have enhanced daily and weekend turn-around, meal penalties, triple time, improved daily work hour minimums, extra vacation days and more.

The 2019 AICP Agreement is still in its final stages of drafting. There were several significant changes to the agreement including pay equity increases, improved non-discrimination language, and wage, health, and pension increases. In the field, organizing will be necessary during the re-sign period. The advertising business continues to change as more commercials are made for the internet rather than traditional broadcast spots.

The year 2019 was extraordinarily busy in the Department administratively. The contracts department processed over 1,300 agreements, representing an estimated 85% increase over 2018. This is reflected in the amount of work reported by the affected Locals as well as the reports of the various benefit funds.

Obtaining deposits remains a top priority within the Department. Deposits ensure that financial protections are in place for IATSE members prior to, during, and until the post-production period is finished. Currently, there is approximately \$45 million on deposit for 353 projects. These projects had initial deposits of over \$97 million. IATSE Representatives work closely with the Locals and payroll companies to ensure money is not released until all issues are resolved. This has become an immensely time-consuming administrative undertaking and additional administrative resources will need to be allocated to this program

in order for the International Representatives to focus on organizing and contract administration.

Vice President Miller next reported on the game and visual effects industries.

Given the explosive growth of this part of the entertainment industry, the IATSE has re-energized and redoubled efforts to organize game workers, which has been ongoing. Representative Mahn is also attending industry conferences and events. The IA plans to hire several organizers in 2020 to help scale up this organizing.

Concerning non-union film and television production along the Eastern seaboard and into the southern states, the International remains aggressively engaged in organizing efforts. There are no free passes and the IA will continue to maintain its presence, protect industry standards, and build relationships with any new producers that are beginning to make professional content.

The IA's aggressive organizing posture has paid collateral dividends. There are increasing numbers of very low budget productions (as low as \$500,000) that are now coming under contract as a direct result of the deterrent effect of the IA's commitment to field organizing. Loui-

siana and Georgia continue to be hot beds for organizing efforts as productions continue to venture into more and more, rural areas. Thanks to the efforts of Locals 52, 161, 209, 478, 479, 480, 484, 492, 494, 600, 700, 798, 800, and USA829, the Department has been very active in successfully organizing projects like "Anti-Life," "Electric Jesus," "Greatest Week Ever," and "Death in Texas." It is important that members call in their work, and it is equally important for Locals to communicate amongst themselves to protect and serve the members of the Alliance.

This year will bring a number of challenges to the Department. Growth in the motion picture and television production industry will need to be efficiently managed. Major negotiations are gearing up and will likely begin to set the table for how streaming is addressed.

The Department will continue to prepare for 2020 and 2021 collective bargaining negotiations, while at the same time organizing and negotiating agreements and productions across the U.S.

Vice President Ford thanked Gabrielle Yedid for her hard work in the West Coast Office.

President Loeb thanked the Department for its report. He reiterated that

streaming is evolving and production is at a feverish pace and represents another seismic change in the industry. There does not appear to be an immediate end in sight for the booming production levels. The anecdote, he continued, always, is organizing. As long as the IA represents the workforce, it will have the power to negotiate appropriate agreements. President Loeb said he was pleased to hear of the efforts to organize more workers and productions in Canada. The new Pay TV and AICP contracts are full of improvements. He emphasized that the Union must not be complacent when it comes to the commercial advertising industry. The IA will continue to invest in organizing game workers as they are entertainment industry workers that need the protection of strong IA contracts. President Loeb closed his remarks by expressing his appreciation for Vice President Miller's leadership and the hard work of everyone in the Department.

IATSE TRADESHOW AND DISPLAY DEPARTMENT

International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders, International Vice President C. Faye Harper, International Trustee and Representative Carlos Cota and International Representatives Mark Kiracofe, Donald Gandolini, Dan'l Cook, James Brett, John Gorey and Ben Hague.



International Vice President and Director of the Tradeshow and Display Work Department Joanne M. Sanders, International Vice President C. Faye Harper, International Trustee and Representative Carlos Cota and International Representatives Mark Kiracofe, Donald Gandolini, Dan'l Cook, James Brett, John Gorey and Ben Hague.

sentative Carlos Cota and International Representatives Mark Kiracofe, Donald Gandolini, Dan'l Cook, James Brett, John Gorey and Ben Hague provided an update of Departmental activities since the General Executive Board meetings held in Montreal, Quebec.

PSAV and Freeman AV - Canada

Local 58 – Toronto, ON

PSAV's challenges to the certification of Local 58 as the exclusive bargaining agent for full and part-time audio visual technicians working at the Sheraton Centre Hotel in Toronto, which included a judicial review application, have come to an end with the Ontario Superior Court's dismissal of the application. The Local is now engaging in bargaining for a first collective agreement.

Local 58 continues to pursue several grievances against Exhibition Place in Toronto in response to PSAV doing audio visual work at Hotel X with non-union labour. The Local was successful in the first three grievances which were referred to arbitration.

As previously reported, Local 58 was certified as the bargaining agent for audio visual technicians at the Metro Toronto Convention Centre who were employed by Encore Event Technologies, doing business as Freeman AV in Canada in 2018. The Local is now in the process of trying to finalize a first collective agreement with PSAV following PSAV's purchase of Freeman.

Local 105 – London, ON

Local 105's collective agreement covering full time employees at the Freeman AV shop in London, Ontario expired on December 2019. The Local has provided

PSAV notice to bargain a renewal agreement but no dates have been set yet.

Local 118 - Vancouver, BC

Local 118 filed a grievance against PSAV taking issue with PSAV's continued refusal to use Local members as over-hires under the terms of the National Agreement. The grievance remains outstanding as the parties discuss the prospect of settlement.

Freeman AV National Agreement, Canadian Addendum

Negotiations to include four Canadian cities on the Freeman National Agreement (US) continue.

Tradeshow Participation

The Canadian Office participated in the Canadian Institute of Theatre Technology's annual Rendezvous Conference and Tradeshow in Whitehorse, Yukon. The Canadian Office has been invited to exhibit at the upcoming Actsafe Entertainment Safety Conference and Tradeshow being held in March at the River Rock Casino and Resort in Richmond, British Columbia and at the CITT Expo Scene in Montreal, Quebec as well.

Training

Customer Service Training was again provided to Local 58 in January 2020.

Negotiations

Representatives of the Department assisted local unions in negotiating or renewing a variety of Area Standards Agreements since the last General Executive Board. The Department then proceeded to highlight some of those assignments.

Local 7 Denver

Representative Mark Kiracofe was assigned to assist Denver Local 7. Ne-

gotiations for the twenty-two Exhibitor Appointed Contractors that are signatory to the Local 7 Tradeshow Area Standard Agreement in Denver were concluded in November 2019 with industry standard economic package over the new 3-year term.

The nine General Service Contractors agreed to a 3-year successor term with a similar economic package. These contracts cover all out of town exhibition contractors producing shows in Denver Metro and are extended to events in Colorado Springs under separate agreements with Local 62.

Local 8 Philadelphia, PA

International Vice President Barnes has been in communications with Vice President Sanders regarding updates to the area standard tradeshow agreements to cover Czarnowski and Renaissance. Both employers will be servicing exhibitors at the Philly Auto Show to be held February 2019.

Local 15 Seattle, WA

Local 15 has been engaged in protracted negotiations with PSAV on behalf of in-house technicians following the Local's successful organizing campaign and representation certification. As follow up, NLRB charges were filed stemming from an information request by the Local in September of 2016. After several appeals, PSAV was ordered by the NLRB to provide the Local at least part of the information it requested. The balance of the ruling is currently scheduled to be heard by the 9th Circuit Court of Appeals in March 2020.

In late spring of 2019, another unfair labor practice charge was filed

against PSAV arising from its failure to pay merit increases to employees in the same manner as it had in the past. In August 2019, Representatives Cook and Cota were assigned to assist the Local in bargaining. As a result of discussions at the bargaining table in October 2019, a dispute relating to the merit increase and the production of payroll information was effectively resolved. Representatives Cook and Cota continue to work with the Local with a view to getting a first agreement and keeping bargaining unit members updated on the status of bargaining.

Local 17 Louisville, KY

The Local's contracts with Stetson Convention Services and Expo Labor Plus expired in December 2019. Successful negotiations resulted in a new three-year agreement with wage and benefit increases of 3% per year. Representative Gandolini assisted the Local.

Local 31 Kansas City, MO

Representative Gandolini was assigned to assist Local 31 in the negotiation of several renewal agreements, including Paramount Convention Services, International Expo, Exhibit Associates, and Accent on Cincinnati. The employers became part of the area standards agreement that covers American Convention Services, Freeman Expositions, Heritage Trade Show Services, Shepard Expo, UPA Productions, Lancaster and GES which were also renewed at various times throughout 2019. All are subject to annual wage and benefit increases and will expire on December 31, 2021.

Local 39 New Orleans, LA

The freight agreement with Freeman

Expositions, LLC expired on December 31, 2019. This was a first contract that was reached after eighteen months of contentious bargaining back in 2015 with the assistance of Vice President Sanders and Representative Gandolini. Since the conclusion of the agreement, Representative Gandolini worked to establish a good working relationship such that bargaining a renewal agreement went more smoothly. Under the renewal agreement, workers will receive annual increases split between wages and benefits. An added annuity and increased vacation contributions were also negotiated. Other highlights included an update to language addressing employee tenure and wage rate entitlements, increases to steward and lead rates, and an increase to turnaround from six to eight hours.

Local 76 Birmingham, AL

The Tradeshow Department has been a party to a national agreement with Show Services, LLC for the last several years. As Local contracts expire, the IA and the company have agreed to streamline negotiations by adding new cities to this national agreement. This year, under the guidance of Representative Gandolini, Show Services agreed to add Local 76, Birmingham. In accepting the area standard conditions, annual wage increases were also reached.

Local 99 Salt Lake City, UT

Representative Kiracofe was assigned to assist the Trustees of Local 99 in negotiations with General Service Contractors Modern Expositions and JP Display for renewal agreements that expired in December 2019. A tentative agreement with JP Display has been reached but bargain-

ing with General Services Contractors Modern Expositions remains ongoing.

Local 336 Phoenix, AZ

Over the past few months, Representative Dan'l Cook has assisted Local 336 with negotiations involving Freeman, Brede, GES, Shepard, Czarnowski, Fern, Event productions (EPI), McNabb, CSI and Steele. The Local ratified all of the agreements covering three year terms with increases to hourly rates and benefit packages.

Local 363 Reno, NV

Representative Gorey assisted newly elected officers of Local 363 with the negotiation of an agreement with Shepard Expositions which expired on December 31, 2019. The Local was successful in obtaining a three-year agreement with an annual wage increases.

Local 415 Tucson, AZ

Negotiations with Shepard Expositions began in May of 2019 with the assistance of Representative Cook. Concerns with overtime provisions were eventually resolved and the renewal agreement was ratified.

Local 423 Albuquerque, NM

Local 423's contract with Convention Services of the Southwest expired at the end of 2019. Representative Cook assisted the Local in bargaining a renewal agreement which includes increases in all three years, with an increase to the annuity in year one. The "favored nations" clause was removed, meal language was improved, and the non-discrimination language was updated. The Local ratified the agreement.

Local 720 Las Vegas, NV

As reported earlier, Vice President

Sanders and Representative Gorey assisted Local 720 in securing an extension to its Freeman AV contract since December 2018. Negotiations focused on hourly rate increases as well as language changes that addressed concerns which had previously given rise to a grievance. A deal was reached that has since been ratified by the Local.

Florida Locals Exhibitor Appointed Contractors

In the last of several long-term contracts covering Florida Locals 60, 115, 321, 412 and 835, Vice President Sanders assisted Locals in their negotiations with statewide Exhibitor Appointed Contractors (EACs). This agreement covers more than thirty employers who are contracted directly by exhibitors to provide skilled tradeshow technician booth and exhibit set up. The major players – Allied Brede, Czarnowski, Nth Degree, Renaissance and Shepard - participated in negotiations. With some creative bargaining, a five-year agreement was reached which includes significant economic package increases. The contract was ratified by the Locals in late October.

Organizing

Southern California Convention and Tradeshow Organizing

Over the last couple of years Representative Cota has spent a considerable amount of time assisting Local 33 and other Southern California Locals in the organization of tradeshow workers. Resources have been invested in training, education and relationship building to corral the audio visual industry in the market. Skills upgrade training was

offered to members interested in breaking into the field. Simultaneously, unrepresented freelance technicians already doing the work were identified. Local 33 hosted five AV Essentials classes, several OSHA 10 classes, and a host of individual training and education courses specifically tailored to prepare for future convention and trade show work. As a result, the Local secured a number of shows at the Los Angeles Convention Center (LACC) including The Adobe MAX Creativity Conference, CABI 2019, and the Disney/Marvel world premiere of Avengers: Endgame. The event was a great success as acknowledged by Disney, the LACC, and several production companies involved. Local 33 was also able to secure tradeshow work in connection with the California Democratic Convention held in November at the Long Beach Convention Center. The success of the California Democratic Convention by Local 33 members has given rise to discussions for a facility agreement with the Long Beach Convention and Entertainment Center.

Training

The Tradeshow Department continues to stress the importance of customer service training in the tradeshow industry. The Department had been using the Freeman AV model and has incorporated it into the AV Essentials training program to assist members in developing skills in customer service. Since the last General Executive Board meeting, the Department delivered Customer Service Training to Locals 15, 28, 51, 126 and 127. The IA's partnership with AVIXA has also opened new avenues to the training and education required to be successful in

industry. Since August 2019, Representatives Cook, Cota, Gandolini, Gorey, and Hague participated in AV Essentials training with Locals 8, 15, 18, 38, 51, 99, and 205. Future trainings are being scheduled for Locals 251 and 363.

Industry Tradeshow Events

Exhibitor Services and Contractors Association (ESCA) Winter Board Meeting and IAEE EXPO!EXPO!

The ESCA Winter Board Meeting and Annual Awards Ceremony was held in Las Vegas December 1-4, 2019. Vice President Sanders, Representatives Cota, Gandolini, and Kiracofe, attended the Annual ESCA Awards Ceremony. Vice President Sanders and Representative Gandolini both serve on the Council and attended meetings which included a robust discussion about recruitment and retention of tradeshow workers across the country. The council is in the process of finalizing a video that will be used to promote the tradeshow industry, the service contractors and unions.

The week also included IAEE Expo!Expo!, dubbed as the "tradeshow for tradeshows" which was held at the Mandalay Bay, where the IA booth was staffed by Sanders and Representatives Cota, Gandolini, Gorey and Kiracofe,

In addition to IAEE Expo!Expo!, Representative Kiracofe facilitated the IA Booth at Siggraph in Los Angeles and LDI in Las Vegas.

Corporate Campaigns

The Tradeshow Department continues to engage in research on several industry employers to identify organizing opportunities. Vice President Sanders facilitated the development of a research

team with Julie Farb from the AFL-CIO. The team is comprised of Representatives Cota and Hague, Assistant Stagecraft Department Director Hartnett, and two AFL-CIO researchers, Patrick O'Meara and Edward Keyser. The team holds regular conference calls to exchange information and determine how best to disseminate it.

National Agreements

PSAV

As reported earlier, Locals continue to experience issues across the US and Canada. In an effort to rebuild relationships in some parts of the country, Vice President Sanders and Representatives Cota and Gandolini began discussions with the PSAV Director of Business Development in Dallas.

Freeman AV

The IA's relationship with Freeman AV continues to grow as the two work in collaboration to provide customer service training and equipment training to IA members.

The IA's agreement with Freeman

provides creative incentives encouraging members to acquire certifications, including hourly rate incentives for ETCP and SPRAT riggers and ETCP electricians. In November of 2019, Representative Gandolini's negotiations to add Local 205 Austin to the Freeman AV national agreement were finally completed.

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. As reported earlier, a national term agreement was signed in late 2018. At this time, fourteen Locals are covered by the agreement. Currently, Locals 127, 205, and 927 are pending.

In 2019, AV Tranquility was awarded the Auto Show contract for Fiat Chrysler. Representatives Cota and Hague worked with Local 33 in Los Angeles to ensure a successful start to the Auto Show season with AV Tranquility.

Show Services LLC

As mentioned earlier, Representative Gandolini successfully added Birming-

ham Local 76 to the Show Services LLC National Agreement. This was a direct result of previous negotiations. This provides a more efficient relationship between the IA and Show Services LLC.

President Loeb thanked the Tradeshow Department for its detailed report. In doing so, President Loeb confirmed the IA's commitment to protecting and expanding its jurisdiction over tradeshow work and to collaborating with industry players to ensure IA members are able to meet the ever-changing demands of the industry through training opportunities.

IATSE COMMUNICATIONS DEPARTMENT

Director of Communications Jonas Loeb, Communications Coordinator Steven Chaussee, and International Representative Krista Hurdon provided the General Executive Board with an update on the developments and activities of the Communications Department since the last General Executive Board Meeting in July.

The second half of 2019 was an exciting time of transition for the Communications Department. In July, Jonas Loeb



Director of Communications Jonas Loeb, International Representative Krista Hurdon, Communications Coordinator Steven Chaussee.

became the third Director of Communications for the International. Following the Mid-Summer Meeting of the General Executive Board in Montreal, Director Loeb immediately began implementing plans for expanding the capabilities of the Department and restoring it to its former size.

In August, the Department welcomed Steven Chaussee as Communications Coordinator. Steven was selected out of nearly three hundred applicants for his experience working in Communications for SEIU in Minnesota and the Sheet Metal Workers International Association Local 28 and has since proved to be a great fit for the union. He attended the Minneapolis Officer Institute in October, which provided an opportunity to connect with local union officers from around the Alliance and helped immerse him in the culture of the union.

The Communications Department continues to broadcast and amplify the Alliance's message effectively on social media, and the official IA social media pages have seen impressive growth since the Summer 2019 Board Meeting in Montreal. The official IATSE Facebook Page grew by over four thousand likes to pass the 30,000 mark, and the @IATSE Twitter grew by 6.8% since July to eclipse the 15,000 followers mark. Growth of the IA Canada Facebook page has also been strong, with 1,200 new likes and year over year growth of 22%.

The Department went on to present the best performing social media posts of the second half of 2019. Posts that referenced well known productions under IATSE contracts continued to be exceptionally popular across social media

platforms. One of the quarter's most successful posts was a video time-lapse of Metropolitan Opera IATSE stagehands mounting four productions over the course of forty-eight hours. Other "IATSE-made" content, including the Golden Globes, the Democratic Presidential Debates, and various NHL broadcasts have also performed well above average, and have been important in bringing attention to the high-quality work of the membership.

Humorous observations pertaining to the everyday work lives of IATSE members have seen sustained popularity, particularly on the IATSE Canada Facebook page. For example, a post observing that "bacon is the gaff tape of food" reached 112,000 people and earned nearly 10,000 engagements, ranking as one of the most successful posts of 2019. The popularity of these posts demonstrates how social media can be used to create a sense of shared experience and community amongst entertainment workers.

General Pro-Union and Pro-Worker messaging also continued to be a staple of IATSE's social media. In September 2019, a tweet posted by the Department in September 2018 went viral on reddit, prompting increased attention on Twitter during the month. The tweet was a response to a Bloomberg article about how economics textbooks have left labor unions out of the conversation when discussing the rise of the middle class. The tweet received over 2,000 retweets, including one from now-prominent freshman Congresswoman Alexandria Ocasio-Cortez, who amplified our message to her 5.78 million followers.

The Communications team contin-

ues to use Twitter as a tool to reach out to the larger entertainment and labor community. In multiple instances, the Department made posts encouraging and showing solidarity with Hollywood Assistants fighting for fair treatment as part of the #PayUpHollywood movement. Additionally, branded graphics with the IA logo expressing solidarity with striking Chicago teachers and GM workers were effective in connecting the IA with the greater labor community and were shared by the AFL-CIO as well as other labor organizations.

In order to better engage the membership, the Communications Department has been testing ways to facilitate two-way conversations with members using social media. In the fall, members were asked about what kind of content they would like to see more of on the IA's social pages. Multiple members stated time-lapses of IATSE builds would be of interest, and when the Department eventually shared some, they were extremely popular. The Department also facilitated an open-ended survey on behalf of the IATSE Green Committee asking members for feedback on how the IA can help to improve environmental sustainability throughout the industry. The Communications team not only manages several Facebook groups, including IATSE Young Workers, IATSE Political Coordinators, and IATSE Communicators, but it has also been emphasizing informal participation in various unofficial Facebook groups to build rapport, facilitate inter-member connections, and field hard-to-answer questions.

The Communications Department continues to implement a more data-informed approach across all digital media

assets, but especially on social media. By tracking a new metric called “Conversion to Social Action”, the Department can measure what kind of content resonates most with members and inform future content decisions. Director Loeb thanked Social Media Strategist and Trainer Beth Becker for her role in researching, developing, and subsequently sharing this metric with the IA Communications team.

The Department remains available to support local unions and active members in their own efforts to utilize social media effectively. In December the Department released the third edition of the International’s Social Media Guide to reflect the 2020 versions of Facebook, Twitter, and Instagram. The guide also features information on free tools the International uses to create and find content to post. This guide will serve as the basis for the next iteration of the one-hour “Social Media for Union Action” training presentation, which is slated to be first presented at the 2020 Young Workers Conference. Director Loeb encouraged those who manage social media accounts on behalf of their Locals to connect with the Department for training and best practices.

Email continues to be the most effective way to communicate directly with members. The Department sent thirty mass email broadcasts from Action Network in the second half of 2019, spanning a variety of topics and departments. Emails sent from the International during the period had a median open rate of 52%, compared to 47% for all email blasts sent since 2016. In one instance, the Communications team broadcasted Behind the Scenes Charity’s “Survey to Assist in the Development of a Mental

Health and Suicide Prevention Initiative in the Entertainment Technology Industry” to all members. This email proved effective, as it drove roughly 2,000 IATSE members to the online survey.

The International’s email program is benefiting from the Department’s shift towards a more data-informed strategy.

The Communications Department is emphasizing helping Locals bolster their own email programs. Action Network, the email platform used by the International, is available for FREE use through the AFL-CIO, and demonstrations and training are available through the Department. Interested Locals should reach out to the Communications Department to get started.

Both email and social media play essential roles in collaborating with other Departments. For example, the Department continued to use email and social media to inform members of the educational opportunities available to them. Social media posts and emails that solicited applications for the various courses offered by the Education & Training Department have generally been effective in filling those classes. Additionally, the Department has continued posting about the offerings of the Training Trust Fund each Tuesday with the #TTFTuesday hashtag. Communications Director Loeb thanked TTF Executive Director Liz Campos and Communications Coordinator Luz Vasquez for continuing to provide TTF branded graphics and catchy captions for these posts.

The Communications Department has also emphasized collaboration with the Political/Legislative Department. Shortly after the International welcomed

Director Tyler McIntosh and Assistant Director Claire Pozek in the second half of 2019, the two departments have held weekly Poli-Comms meetings to discuss joint strategy ahead of the monumentally important 2020 election cycle. In these meetings the Communications Department assisted in the development of many of the Political and Legislative Department’s new resources, including providing graphic design for the PAC one-pager and assisting on language in the 2020 Federal Issue Agenda. Additionally, the Communications team broadcasted key information to members in Louisiana, Virginia, New Jersey, Mississippi, and Kentucky regarding elections being held in 2019. The election results in Virginia and Kentucky proved to be a massive win for IATSE families and the Department assisted in publishing statements on the IATSE website and on social media. Finally, the Communications Department continues to play an integral role in engaging the Political Coordinators through email and the IATSE Political Coordinators Facebook Group.

The Department’s collaborations with the Canadian Affairs Department have effectively engaged and informed IATSE Sisters, Brothers and Kin in Canada. The Department distributed several press releases by the Canadian Office about organizing victories and volunteer opportunities, as well as information for the Canadian Federal Election, which was covered more comprehensively in the Canadian Political Report. International Representative Hurdon reported that the Department teamed up with Reelworld Film Festival, which screens films and provides professional

development for Canada's racially diverse and indigenous filmmakers. In pursuit of improving diversity and inclusion in the IATSE, Hurdon helped publicize a survey to Canadian BIPOC (Black, Indigenous, People of Colour) members to get a sense of how many BIPOC are working in the Canadian film industry, what type of work they're doing, and what kind of assistance Reelworld might be able to provide. As a result, the festival saw a noticeable uptick in survey participants.

Going forward, the number one priority of the Communications Department is to expand the IA's communications capabilities and establish a comprehensive cycle of engagement that is capable of having a meaningful impact on organizing and contract negotiations campaigns. The IATSE Communications Department has re-established the infrastructure and best practices necessary to add mass mobile texting to the arsenal of tools available to assist IA organizers in their campaigns.

Finally, the Department has been exploring a more modern solution for the website. In addition to being an information repository, the next generation IATSE website will serve as a digital or-

ganizing hub for members and entertainment workers in general. Completion and launch of this website are scheduled to be around the 2020 Mid-Summer meeting of the General Executive Board.

Director Loeb reported that having all five spokes of the cycle of engagement (email, social media, SMS texting, press relations, and a website up to current standards) will become necessary to run effective comprehensive digital campaigns in the next decade. The International is addressing these issues to ensure the IA continues its growth well into the digital age.

President Loeb thanked the Communications Department for its work. In doing so, President Loeb noted that the Communications Department's collaboration with the rest of the IA departments is crucial to the IA's future success on all fronts and that the IA will continue to identify and support communications initiatives to better serve and engage the membership.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia A. White, Assistant Department Director Robyn Cavanagh, International Repre-

sentative Ben Adams, IATSE Safety Committee Chair Kent Jorgensen, and ICAP Chair Alan Rowe reported on the recent activities of the Education and Training Department.

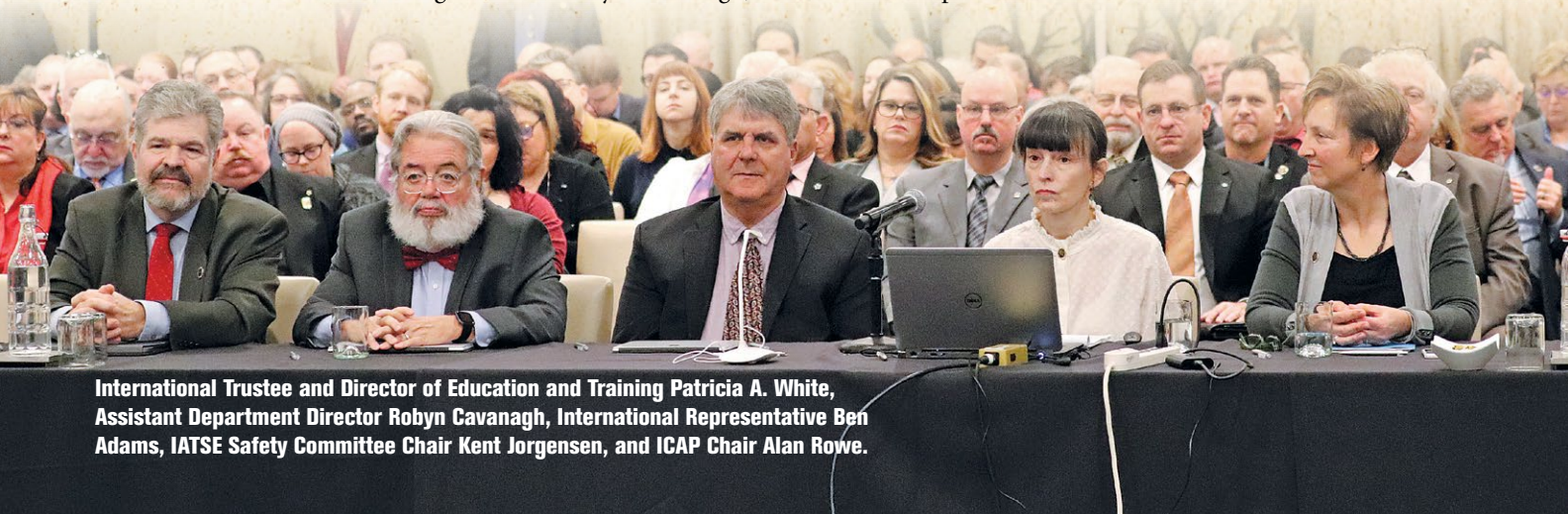
Union Leadership Training

Leadership Development Week

Last year's popular and successful IATSE Leadership Development Week returns this spring, with a mix of repeat and new classes from which local leaders can choose. This format for leadership training was designed to enable local union leaders to customize their learning by selecting anywhere from one to three classes over the course of the week. This year, the sessions will be held in Chicago, IL from April 27 – May 1, 2020.

Courses will be:

- Collective Bargaining
- Labor Law
- Local Union Trustee Training
- Strategic Research for Local Union Organizing 101
- Power of IDEA – Inclusion, Diversity, Equality and Acceptance
- Internal Organizing 101
- Mentoring and Succession Planning in Your Local



International Trustee and Director of Education and Training Patricia A. White, Assistant Department Director Robyn Cavanagh, International Representative Ben Adams, IATSE Safety Committee Chair Kent Jorgensen, and ICAP Chair Alan Rowe.

Applications will be in the next IATSE Bulletin and are available now on the IATSE website. Local leaders are encouraged to apply as soon as possible, as courses are expected to sell out.

Advanced Organizing 2.0

Organizing 2.0 course is improved with input from the focus groups conducted at last winter's GEB meeting which offered clear and concrete suggestions about the educational needs in the Locals to move IATSE Organizing to the next step. This input led to a revamp of the course curriculum.

The course was expanded from three to four days. The class continues to teach the core components in any campaign: labor law, research, communications and preparing for employer anti-union activities. It will also integrate the above into scenarios that are case studies of both a "Step by Step" model, (common in Stagecraft and fixed facility organizing) and a short "Urgent Model" that has been used successfully in Motion Picture and Television and Broadcast Departments.

Two sessions under the new format have been held thus far, October 1-4 in Columbus, Ohio and December 10-13 in Houston, Texas, with a total of 56 organizers attending.

2020 sessions of this course will be held September 14-20 in Las Vegas, Nevada and December 1-4 in New Orleans, Louisiana. There is no prerequisite. Applications can be found on the IATSE website, and in the next issue of The Bulletin.

Advanced Secretary-Treasurer 2.0

The Advanced Secretary-Treasurer 2.0 class was held December 11-13 in

Houston, Texas, with thirty-one attendees from twenty-five Locals from both Canada and the U.S. The course is open to those who either have attended the Officer Institute 1.0 and/or who serve their Locals as Secretaries and Treasurers. It provides crucial information for those who oversee the finances, books and records of their locals, and does so in a way that is comprehensive and understandable.

The next Secretary-Treasurer 2.0 training will be held in Cleveland, Ohio from October 5-8, 2020. This class will be expanded from three days to four, to permit more time for questions and for in-depth study, in response to input from attendees at the class.

Local Union Trustee Training

The Local Union Trustee Training was held November 14 and 15, 2019 in New York City for twenty trustees from fifteen different Locals. Trustees gain the important knowledge they need to do their work, and they participate in a mock audit, using and learning simple procedures for auditing the books and records of their local unions.

The next session of this class will be offered at IATSE Leadership week, on April 27 and 28, 2020 in Chicago. This is a unique chance to learn about the duties and role of Trustees in a Local, discuss how their work fits in with the other work of the union, and deepen your understanding of good financial practices and fraud prevention.

IATSE Officer Institute

The original, five-day Officer Institute Training is now in its seventh year, boasting 886 graduates from 202 different

Locals from Canada and the U.S. Last fall, forty-four students from both countries attended the most recent session in Minneapolis, Minnesota.

2020 will bring the 20th and 21st classes, February 10-14 in Phoenix, Arizona, and October 5-9 in Cleveland, Ohio. Applications are online and, in the Bulletin, and for this class only, financial subsidies are available for small Locals.

IATSE Training and Outreach Materials

Materials for IATSE Steward Training are now available to local unions. Since that time, more than sixty Locals, large and small, have requested this presentation and made it their own, tailoring it to fit their Locals and contracts. The presentation runs about two to three hours long and it is customizable to fit each Local's needs. The training is available upon request from the Education and Training Department in versions for both U.S. and Canadian Locals.

"Passion and Pay", shows the importance of union membership as part of economic security for entertainment industry workers. This resource is available upon request.

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. There are versions for both U.S. and Canadian Locals.

Since the Summer GEB meeting, the IATSE has sent instructors to Local 11 in Boston and Local 44 in Los Angeles, where both Locals shared the opportuni-

ty to attend with the other local unions in their towns. This presentation is particularly relevant now, as the U.S. prepares for Federal Elections this fall.

GEB Education Session

On Wednesday, January 29, two educational workshops were held, one for local leaders from the United States and another for Canadian leaders. Those from the U.S. learned about changes that have happened at Government Agencies since the 2016 elections. Canadian leaders had a tutorial on Canadian Labour Laws.

Staff Training

As is now our annual practice, the General Executive Board, International Representatives, and key staff will participate in the annual staff training from April 20-23, 2020. President Loeb, General Secretary-Treasurer Wood, and the members of the General Executive Board, and all representatives participate in this 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 convention.

Labor Education Assistance Program (LEAP)

The Labor Education Assistance Program continues to provide reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. As of December 31, 2019, local leaders were reimbursed this year a total

of \$19,863.76 in the U.S. and \$9,636.61 in Canada for a total of \$29,500.37 in 2019. The total program spending since the inception of the program in fall of 2009 to December 31, 2019 is \$104,883.58 in Canada and \$259,298.55 in the U.S. for a grand total of \$364,182.13. Local officers are reminded that this benefit is available through the International, and are encouraged to visit <http://www.iatse.net/member-education/leap>.

Craft Skills and Safety Training

Entertainment Technician Certification Program (ETCP)

The Training Trust Fund reimburses IATSE workers the complete \$550 exam fee and re-certification fees to members who pass any of the ETCP certification tests. Members are strongly encouraged to take the ETCP examinations in order to achieve certification in their areas of expertise.

INTIX Tradeshow

The Education and Training Department assisted the Treasurer and Ticket Seller Locals again this year at the INTIX conference. Members from Treasurer and Ticket Seller Locals from Chicago, Los Angeles, New York, DC, and Philadelphia attended INTIX 2020, including an IATSE networking breakfast hosted by Local 751. They attended various education sessions and explored new ticketing, marketing, and customer-service technologies.

No group is being more affected by change and digital technology more than the workers in this craft, and attendance at events such as this highlights the need for organizing, communication, and outside the box thinking.

Digital Technology and Audio-Visual Education

The new Computer Essentials course was offered during the week of October 21, 2019 as a beta class for Local 99 in Salt Lake City. Five segments of the two-day class were offered, and after some refinements, the class was taught again during the week of November 12 prior to AV Essentials classes. It is ready for use by and for local unions. The course teaches basic computer literacy, which is a must for modern technicians in our business. It is available on request from the IATSE Training Trust Fund.

To go along with this training, the Department, in partnership with the Training Trust Fund, has developed a "Computer Essentials" train the trainer program—a training program for Local instructors with good computer skills to teach this course themselves. In this way, any Local can help members who have few to no computer skills accelerate their working knowledge of working with a computer.

It has been a busy six months since the last General Executive Board meeting, with AV Essentials classes have been conducted in Philadelphia (Local 8), Kansas City (Local 31), Salt Lake City (Local 99), Austin (Local 205), Houston (Local 51), Seattle (Local 15) and Detroit (Local 38).

The Department has also presented Networking classes in Seattle and Phoenix. These courses represent a new offering from AVIXA, and present in one day most of the critical components workers need to understand Networking. Local unions may request this training through the Training Trust Fund, as well as a one-day Install class.

All local unions are encouraged to check out the Training Trust Fund website, where information on how to bring these and other classes to your Local is available. They can also encourage their workers to take advantage of the AVIXA partnership, which includes free admission to the InfoComm Trade Show, which will be held in Las Vegas, Nevada this year, from June 13-19, 2020. Attending the show is a great way to keep up with the rapidly evolving technologies that impact not just traditional Audio-Visual, but also crafts such as design, camera, art direction, audio, and lighting.

IATSE Craft Advancement Program (ICAP)

The ICAP seeks to make sure that the IATSE works 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. These members work to review and update current courses provided by the Training Trust Fund, develop new courses, teach classes themselves, participate in industry standards-writing, and give presentations at industry trade shows and events, such as the recent NAMM show, held in Anaheim, CA earlier this month.

OSHA

ICAP members and TTF staff have been at work developing an IATSE entertainment industry specific OSHA 30 course, which has been taught as a beta class in Las Vegas and in Northern California. This course will be available for qualified IATSE instructors to teach at their Locals by the summer, and is already

available, on request, from the Training Trust Fund, especially in states and towns where OSHA 30 has become a legal requirement for department heads. An entertainment industry specific OSHA 10 Construction course has just entered the development phase and should be available by the end of this year.

In his first speech as President of the United States, Donald Trump pledged that every decision he made would be to benefit the nation's workers, but his administration's actions regarding OSHA reveal this promise as hollow. Data released by OSHA reveal that enforcement is steadily declining each year under the Trump administration. OSHA has drastically cut back on the more complicated and impactful inspections. OSHA also has the lowest number of inspectors on board at any time in the agency's history, and the lack of staff is contributing to the decline in enforcement activity. Further, OSHA has all but stopped issuing public notices about its enforcement activity, thereby abandoning the deterrent effect this publicity creates. Cutting back on workplace safety enforcement has detrimental consequences for workers.

IATSE workers are encouraged to understand the laws and best practices regarding entertainment workplace safety, such as those provided in the OSHA trainings, so that workers can continue to be safe on the job, irrespective of how the political winds blow in Washington. Everyone must keep IATSE workers, coworkers, and the general public safe in workplaces.

Safety and Health Observances

Spring and summer will bring annual observances highlighting worker health and safety.

March is National Ladder Safety Month (American Ladder Institute) in the U.S. and a great time to teach workers about fall prevention and correct use of a common and often-misused tool.

Worker's Memorial Day (US)/National Day of Mourning (Canada) will be on Tuesday, April 28th, which will be observed by the IATSE with its annual moment of silence, across both countries.

Safety and Health Week, also known as North American Occupational Safety and Health (NAOSH) Week is once again celebrated during the first full week of May.

OSHA's Heat Illness Awareness campaign kicks off in May, and continues through the summer, and in August we will celebrate OSHA's "Safe and Sound" week, for which the IATSE is an official partner.

Behind the Scenes Suicide Prevention and Emotional Wellness Initiative

Behind the Scenes is an industry charity that provides financial assistance to entertainment workers due to serious illness or injury. The Fund provides early access to mental health and addiction counseling by assisting with the associated financial burdens. For individuals seeking counseling, funds are issued as a subsidy on a per visit basis to encourage a longer-term client/therapist relationship. Grants are also available for in-patient or intensive out-patient recovery programs.

There is great demand for these programs, and last fall, in response to concerns about the rising number of suicides and the prevalence of alcohol/substance misuse with our industry, BTS began work on a suicide prevention and

emotional wellness initiative. The goal of the initiative is to provide easily accessible information, tools and resources to members of the entertainment technology industry that will offer:

- Resources for individuals to make it easier to self-identify issues and seek help in early stage as well as crisis situations.
- Tools and training that will increase industry members' confidence about how to reach out and help individuals in need of support.
- Employers and supervisors with tools and resources to become effective leaders in:
 - Changing the culture regarding mental health.
 - Identifying and supporting at-risk individuals.
 - Responding to a mental health crisis such as suicide or accidental overdose.
 - Reintegrating individuals who have been impacted by a mental health or substance misuse crisis back into the workplace.

The International is one of the primary stakeholders joining in developing this initiative, along with other groups, including NBCUniversal, The Broadway League, MusiCares and individuals and subject matter experts from around the country willing to share their unique knowledge of this subject.

The first step in developing the program was a survey conducted in November, circulated widely through the industry. The survey received good response from the industry with over 3300 people completing the survey, many of them self-identifying as belonging to the

IATSE. Many people shared their stories about personal challenges and struggles or those of friends and family.

For those who did not participate in the survey but would like to be kept informed of the initiative's progress or participate in future surveys, please email mh@btshelp.org. Locals and individuals can also help by making a donation, large or small, to behind the scenes at <https://wp.behindthescenescharity.org/product/donate/>.

Student Outreach

Roundabout Theatre Partnership

Roundabout Theatre/IATSE Workforce Development Program is beginning to bear fruit. The fifth cohort begins this spring and tangible progress is being made toward breaking down barriers that prevent young New York City students from joining the industry. The program is cultivating a more diverse technical theatre workforce. Fellows of the first three cohorts are taking calls with Local One, and one passed Local One's highly competitive Apprentice Exam. Another is already a member of Local 764 and developing a reputation as an in-demand milliner, and two will soon take the USA 829 Apprentice test. Almost all are busy getting experience at a range of theatres, festivals, and shops, both on and Off Broadway.

Hidden Career Path Days, now in its eighth year, started the momentum for this kind of outreach. This program exposes New York City high school students to career paths in technical theatre and raises awareness about the IATSE and unions. Local One member-volunteers led mini-lessons this fall on skills in Elec-

trics (October 25), Stagecraft (November 15) and Sound (December 6). The program has existed for such a long time that the wonderful Local One members who assist are literally too numerous to mention, but International Vice President and Local One President Jim Claffey and Local One Trustee/Sisters Committee Chair Eileen Macdonald are constant leaders and strong supporters and inspire their volunteers.

The Education and Training Department also participates in many one-day student outreach programs, speaking to students and attending career fairs such as the New York City Central Labor Council's third annual Future in Focus: Exploring College and Careers Teachers, held this year on October 31, where representatives from several New York City Locals shared details about the work they do with over 200 high school students.

President Loeb remarked that education and training are integral to everything done by the Alliance. He noted specifically that the ICAP guides industry training priorities and its work in that regard is exemplary. He acknowledged the difficult subject of emotional health reminding those in attendance that the Fourth Quarter of the Bulletin was focused on mental health and wellness. He stated that "there must be a place where members can go if they are in trouble and in need of help." He noted that the student outreach continues to expand and is introducing diverse workforce to the Union. With regard to skills and certifications, he emphasized that every stage worker should have whatever ETCP certifications are available for their fields of expertise, noting



Broadcast Department Co-Directors Steve Belsky and Fran O'Hern along with International Representatives Rachel McLendon and Kevin Allen.

that there is no excuse not to especially when the Training Trust Fund will pay for it. He also encouraged local unions to bring into membership everyone in their jurisdiction who already has the various ETCP certifications because these workers already have jobs in the arenas and venues. Regarding INTIX, he reiterated that the Treasurers and Ticket Sellers must be present at these trade shows and must become adept with the technology in ticketing if they are to remain viable, going concerns. Any box office unions which are not attending such conferences should contact the Education and Training Department for information.

Vice President Barnes recalled that ten years ago, President Loeb talked about a vision for the Alliance that included education and skills training. Now, these are the foundations of every report and are intertwined in everything done by the International. Barnes observed that President Loeb's "idea is 100% successful."

President Loeb acknowledged Vice President Barnes remarks and observed that this training, skills and safety program is unmatched in the United States and Canada, teaching IATSE members to be the best leaders in the

labor movement. He noted specifically that the programs are always improving and developing tools to build upon successes. He remarked that the program is only ten years old yet has yielded dividends that are unmatched. On behalf of the Board and the Alliance, President Loeb expressed his appreciation to Directors White and Cavanagh for their tireless efforts; to Representatives Adams, Jorgensen and Rowe for their tremendous joint efforts; and to the local unions for their support.

IATSE BROADCAST DEPARTMENT

Broadcast Department Co-Directors Steve Belsky and Fran O'Hern along with International Representatives Rachel McLendon and Kevin Allen reported on recent developments within the Broadcast Department.

The Department has been active in several established as well as new areas, working with members, Locals, and employers to further new and existing labor-management relations. In connection with these efforts, the Alliance continues to pursue new organizing efforts while sustaining competitive wages and benefits for broadcast technicians. Further, efforts

have been made to promote consistency among local, regional, and national contracts while receiving important feedback from members about their interests.

In California, technicians in Los Angeles will soon have an opportunity to ratify another major employer's contract covering broadcast personnel. Members remain active around Los Angeles with numerous organizing opportunities arising. The Department and West Coast IA Locals representing broadcast technicians expect to capitalize on these opportunities. In the Bay Area, preparations are underway for new circumstances facing members. National crewer Program Productions has joined notable Bay Area employer SAAMCO as a principle player in the market. Local 119 representatives have been instrumental in exploring options for this unique situation.

Bargaining progress moves forward in certain areas concerning technicians in the Pacific Northwest. Successor contracts with approximately six crewers have been completed and executed covering Midwest markets. Direct negotiations for successor contracts with regional sports networks in Minnesota and Wisconsin are upcoming. As previously reported, these

networks have recently been acquired by Diamond Sports Group, an indirect subsidiary of Sinclair Broadcast Group.

In recent months, the Department has commenced negotiations with Golf Channel for a new contract. Negotiations are ongoing. With the predecessor contract now expired, the parties should be reminded that the last time Golf Channel technicians stood together, they achieved significant gains by going on strike. The Communications Department has been engaged to assist with outreach regarding the negotiations and has been instrumental in publicizing the status of contract talks. It was noted that President Loeb recently travelled to visit a Golf Channel crew in Georgia. Crew members were grateful for his visit. The Alliance and the Golf Channel bargaining committee are committed to attaining a fair contract with improved conditions and economics. Meanwhile, Golf Channel steward training has been conducted in various locations. Representative McLendon has also conducted recent utility training for technicians, which will ensure that IATSE-represented utilities are well-positioned to serve on golf productions.

An agreement was reached with Big Ten Network (BTN) to cover technicians working in BTN's Chicago MICR studio, which provides central switching, mixing, graphics and capture playback services for most events broadcast on BTN. Through a series of meetings over recent months, the parties narrowed their differences and a contract has been reached offering technicians economic stability and putting them on a path toward equalizing their status with technicians doing similar

work at remote sites. BTN MICR technicians will receive annual wages increases, benefit contributions, and improved working conditions. These are significant increases and substantial gains for a previously unrepresented workforce.

Broadcast technicians who overwhelming won IATSE representation in South Florida were recently rebuffed by their employer Fox Sports Florida, which refused to recognize and bargain with the union. The Alliance filed unfair labor practice charges, and Department representatives took deliberate steps to maintain solidarity and prepare for a protracted battle. The Department also explored other means of settling the dispute. In January 2020, a deal was achieved. Another prominent signatory employer is poised to take over the crewing operations of this South Florida network. In preparation for contract talks South Florida technicians have maintained routine contact with the Department.

The Department has a number of organizing initiatives. The Department's report described progress made in these various local and national markets. Representatives Allen, Conway and McLendon have been instrumental in these efforts. Those reporting expressed their thanks to President Loeb and the Board for the ongoing education, support and training that the Department's newest representatives have received in connection with ongoing organizing.

The Department's report also noted the continuing recent growth of e-sports. Representative Allen attended the SVG e-sport stadium tour in Arlington, TX. Along with Co-Director O'Hern, he also attended the SVG e-sports summit in

Los Angeles. These visits offered valuable knowledge about the industry and its participants. The growth of e-sports will continue to be closely watched by the Alliance.

The Department also noted recently closed collective bargaining negotiations. Locals 745 and 796 have successfully concluded negotiations with a major employer. New contracts will provide future gains for technicians working in each Local's respective market. An agreement is also forthcoming between Local 762 and a major Chicago employer, replacing a contract that expired in October 2018. Technicians in Chicago have been receiving new economic benefits while the detailed contract (which also brings additional work under Local 762's jurisdiction) is finalized.

It was also noted that Co-Director O'Hern has assumed a seat on the Arts, Entertainment and Media Industry council of the AFL-CIO's Department of Professional Employees. He attended a meeting of the council in December. Participation in the council will keep the Department abreast of industry trends and may provide opportunities for bringing additional work under contract.

President Loeb remarked on the dramatic change within this industry. While we often encounter well-known employers, we also see others who are less collaborative. The only solution is to continue growing IA density. The Alliance is the best-suited union to provide freelance technicians in broadcast crafts (including e-sports) the conditions they deserve. Existing and emerging markets require skilled technicians and they will need representation. The IA will continue

to support those technicians. He noted that the Broadcast Department is on the right track and will have his continuing support as well as that of the General Executive Board.

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 and Canadian Legal Counsel Ernie Schirru as well as District 11 member invitees Local 906 President Greg Mountain, Local B-906 Secretary Ashley Peck and Local 924 Business Agent Margie Bruer reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Montreal, Quebec (not covered in separate reports).

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

Activism

Vice President Lewis presented a chart detailing the various activism initiatives of the thirty-nine Locals in Canada. These projects included, among other things, clothing drives, food bank drives and fundraising for women's shelters as well as community clean-ups, participation in climate strike protests and marches and participation on strike lines in support of IATSE's various labour allies.

In addition, under the direction of the Canadian Office, International Representatives attended several provincial labour organization conventions along with local area representatives in the past six months, including conventions in Newfoundland and Labrador, Prince Edward Island, Nova Scotia, Quebec, Ontario and Saskatchewan. The Canadian Office is also in the process of coordinating the attendance of its fifty-one delegates at the Canadian Labour Congress Convention scheduled to take place in Vancouver, British Columbia in May 2020, where IATSE CLC Delegate Siobhan Vipond will be running for a senior officer position. Vice President Lewis confirmed the IATSE's support of Vipond's candidacy and the assignment of Representative Salter as Vipond's campaign manager.

Education

The Canadian Office's Continuing Organizing Member Education Training (COMET) initiatives have recently been revised to include a mapping exercise, spearheaded by Representative Vergnano. The change was made to motivate and teach participating Locals how to identify organizing opportunities in their respective jurisdictions. In addition, the Canadian Office has also been encouraging

Locals to invite their permit workers to the COMET training sessions provided by the Canadian Office in an effort to both identify potential salting opportunities and spread the word that IATSE is a union interested in representing all workers working in the entertainment industry.

Bargaining

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotiations in which the International is assisting Locals. In total, the Canadian Office is assisting in twenty-seven negotiations involving twenty-two Locals. A few of the bargaining assignments are still open and were not reported on. Some of the concluded assignments are summarised below.

Local 129 Hamilton – Stage

Local 129 secured bargaining rights through the certification of the Milton First Ontario Performing Arts Centre in September 2018. This is an interdisciplinary arts venue which is home to the 500-seat Mattamy Theatre, the multi-purpose MinMaxx Hall, the Holcim Gallery, the Del Ridge Community Room, and two art studios. A first agreement was reached which provides: jurisdictional protection, health and retirement benefits that increase over the life of the agreement, the introduction of daily overtime, monetary increases, minimum hours on callbacks, and an eight-hour turn-around. The Local unanimously ratified this first agreement in November 2019.

Local 168 Vancouver Island – Stage

International Representative Julia Neville assisted Local 168 with securing

bargaining rights with the Mary Winspear Centre in Sidney, British Columbia located on Vancouver Island in December 2018. In November 2019, Representative Neville also assisted the Local to secure a first collective agreement which was subsequently unanimously ratified in December 2019. Highlights of the three-year agreement include the inclusion of three assistant technical director positions (lighting, sound and audio/visual) in the bargaining unit, dental plan coverage and improvements to minimum staffing obligations and annual wage increases.

Local 210 Edmonton - Stage

Local 210 secured a renewal agreement with the Local's largest employer, the Citadel Theatre, which includes the Shector Theatre (proscenium stage); the Maclab Theatre (thrust stage); The Rice (a cabaret-style venue originally a black box theatre); Zeidler Hall, and the Tucker Amphitheatre. These negotiations were extremely contentious as a result of, among other things, the Alberta Provincial Government announcing significant cuts to the Theatre's funding. After one failed ratification attempt and the appointment of a mediator, the parties reached a renewal agreement in December 2019 which has subsequently been ratified. Highlights of the renewal agreement include improvements to vacation pay and wage increases.

Local 262 Montreal – Operators

Local 262's efforts to negotiate a first collective agreement for front-of-house employees working for Cineplex at two theatres following the Local's certification in 2014 have finally come to pass. As previously reported to the General Executive

Board over the years, with the assistance of the International's Defence Fund, Local 262 efforts to reach a first collective agreement included conciliation, an interest arbitration and a judicial review as well as a further interest arbitration, a further judicial review and appeal and then a further interest arbitration. In December 2019, the Local, again with the assistance of the International, reached an agreement with Cineplex which sets the terms and conditions of employment not only for the two theatres certified in 2014 but also terms and conditions for the renewal agreements applicable to the nine other theatres which the Local holds bargaining rights for with Cineplex. Although the parties' lawyers are currently in the process of finalizing the written terms of the agreement, highlights of the agreement which will operate until May 2022 include wage increases as well as retro pay of \$125,000 for the employees who were the focus of the litigation since 2014. The agreement also confirms all Union positions will be paid a starting hourly rate of no less than \$0.10 above minimum wage with regular increases based on years of service and/or changes in inflation indexes and/or minimum wage rates.

Local 667 Eastern Canada – Camera

In addition to representing camera personnel on scripted productions, Local 667 also holds bargaining rights for all technical, administrative and on-air talent at three CTV regional television stations in Northern Ontario which are owned and operated by BellMedia, one of the largest telecommunication companies in Canada. Representative Peter DaPrato was assigned to assist the Local in negotiations for a renewal agreement

that expired in August 2019. Highlights of the renewal agreement ratified by the membership include better travel language, better language for temporary upgrades, and improved safety when travelling as well as wage increases.

Local 212 Calgary – Stage

Although not a collective bargaining initiative, it is worth noting that Calgary recently played host to the Canadian Football league's Grey Cup festival in November 2019. Local 212 secured work relating to seventeen individual popup entertainment venues giving rise to 168 different shifts and on game day, in addition to a massive stage for the Keith Urban half time concert, setup by 120 qualified hands in 345 seconds.

Local 295 Regina/Moose Jaw – Mixed

Again, although not a collective bargaining initiative, it is also worth noting that Local 295 successfully secured the work preparing the Mosaic Stadium located in Regina, Saskatchewan for the October 2019 National Hockey League winter classic game between the Winnipeg Jets and Calgary Flames. The Local received rave reviews from the NHL for the Local's skill and expertise.

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

With the assistance of Representative Brett, Local 822 reached a renewal agreement with TO Live's Meridian Hall (formerly the Sony Centre for the Performing Arts). Highlights of the three-year renewal include annual wage increases and, most importantly to the Local, improved language regarding the Local's jurisdiction as it relates to third-party users of the facility and the use of in-house

wardrobe equipment as well as costume construction and maintenance.

Organizing

Representatives Hurdon and Salter were assigned to review and update the Canadian content of the organizing section of the International's website with a view to making it more user friendly and accessible. Since this website update, the Canadian Office has seen a significant increase in the volume of email contact by workers visiting the website seeking information about work opportunities and possible representation from the IATSE. This contact has also given rise to legitimate organizing leads which the Canadian Office continues to pursue. As part of this pursuit, the Canadian Office has developed an English and French organizing pamphlet with the assistance of Operations Manager Richmond and Representatives Hurdon and Salter.

The Canadian Office continues to investigate the prospect of using electronic membership evidence in certification applications. Vice President Lewis reported that the Ontario Labour Relations Board recently issued a decision approving the use of electronic membership evidence in connection with applications for certification in Ontario, which adds to the decisions by the Quebec and British Columbia labour boards as well. The Canadian Office is now working with legal counsel to implement processes that will allow the Canadian Office to make use of electronic membership evidence in its various organizing initiatives.

A review of current organizing campaigns spearheaded by the Canadian Office was then provided by Vice President Lewis.

Building off of Local 669's success in securing bargaining rights for approximately fifty low budget productions in British Columbia each year with its Low Budget Agreement the Canadian Office is working with Local 891 to devise a strategy to secure bargaining rights for technicians also working on low budget productions in British Columbia as well.

Work continues with Locals 56, 262, 523, and 863 to identify and pursue organizing targets in the regional theatrical stage industry in Quebec with a view to securing both craft and front-of-house bargaining rights. Similar efforts are being pursued with Local 118 to identify and pursue bargaining rights for theatrical stage industry venues in the British Columbia Interior, and in particular the Okanagan area.

The Canadian Office continues its work with visual artists working in Vancouver, British Columbia with a view to organizing the industry.

The Canadian Office continues its strategic alliance with the Art Babbit Appreciation Society (ABAS) on initiatives to organize the animation industry in British Columbia and beyond. Since IATSE's signing of the strategic alliance with ABAS at the last General Executive Board meetings in Montreal, Quebec, the Canadian Office has held meetings with ABAS to identify roles and responsibilities. More recently, the parties have created and delivered training with the assistance of Vanessa Kelly, an animation industry worker and member of ABAS recently hired by IATSE to assist in this initiative. In addition, IATSE and ABAS continue to lobby and advocate on behalf of animation industry workers with gov-

ernment officials in British Columbia as well. IATSE's alliance with ABAS and joint efforts to date have given rise to meetings and opportunities with animation workers in Halifax, Montreal, Toronto and Ottawa as well.

The Canadian Office continues to work with Local B-173 as well as Locals 58 and 822 on a Front-of-House Organizing Committee to identify and pursue front-of-house organizing opportunities. A website, Facebook page and paper pamphlets have been designed and produced to assist in this initiative. The Committees efforts have already given rise to organizing over sixty front-of-house employees working at the Yonge Centre for the Performing Arts as well as Artscape's venues.

Finally, the Canadian Office continues to pursue its organizing initiatives in the reality television industry with the Communication Workers of America to identify and pursue organizing targets.

Canadian Entertainment Industry Retirement Plan

Vice President Lewis reported that the Canadian Entertainment Industry Plan (CEIRP) continues to grow at an unprecedented rate while also continuing to offer additional services to members. With this growth, CEIRP is in the process of hiring its third full-time staff member, a communications and education specialist. Vice President Lewis then reviewed a chart confirming CEIRP now has assets in excess of \$655 million and, as a result, has also secured Investment Management Fee savings of 32%.

Canadian Office Renovations

Vice President Lewis concluded his report by advising that the renovations to the Canadian Office located on St. Joseph

Street in Toronto, Ontario are now complete. CEIRP continues to be a tenant in the building but now rents the entire ground floor. The first floor now serves as the Canadian Office's reception area while the second and third floors serve as office space for Canadian Office staff. Vice President Lewis thanked Operations Manager Nate Richmond, for his oversight of this project.

President Loeb thanked the Canadian Department for its work, noting the local activism, organizing and service to members and Locals reported upon was commendable. President Loeb also confirmed the IA's support for CLC Delegate Vipond's campaign for the leadership of the CLC.

IATSE LEGAL AFFAIRS

General Counsel Samantha Dulaney, Canadian Counsel Ernie A. Schirru, Associate Counsel Adrian D. Healy, and Associate West Coast Counsel Jacob J. White reported on recent developments in legal matters in the United States and Canada.

Counsel Schirru provided an overview of recent notable labor and employment decisions in Canada. In Ontario, the Ontario Labor Relations Board has confirmed, for the first time, that it would accept electronic membership evidence in connection with an application for certification as an exercise of Board discretion and policy (as opposed to legislation). Additionally, the Ontario Superior Court, in a case involving Local 58 and PSAV, unanimously dismissed a judicial review application seeking to overturn Local 58's certification as the bargaining agent for audio visual workers at the Sheraton Centre Toronto Hotel.

Elsewhere, the Quebec Superior



Court found the Province's back-to-work legislation breached the Canadian Charter of Rights and Freedoms because it did not include a meaningful mechanism to resolve bargaining impasses. In British Columbia, the workers compensation tribunal recognized an employee's claim for compensation in connection with a respiratory illness as result of regular exposure to smoke/haze/fog while on a television production set. It was noted that this was the first provincial workers compensation tribunal to award compensation to a worker for such exposure.

The report also focused upon the Trump administration's impact upon the United States federal courts, and the National Labor Relations Board. General Counsel Dulaney reported that along with Congress, the Trump administration impact on the judicial branch has been profound. As of the Department's report, President Trump has appointed 187 judges to the federal bench. This includes two Justices to the Supreme Court, fifty judges to the U.S. Courts of Appeals, 133 judges to the U.S. District Courts, and two judges to the U.S. Court of International Trade. He has appointed roughly

sixty-three judges per year, more annually than each of the past five Presidents. It was noted that an increasing number of vital U.S. Courts of Appeals have a majority of judges appointed by a Republican president.

The current Supreme Court, with two Trump-appointed justices has decided significant labor law cases (*Janus v. AFSCME*, eliminating security agreements in the public sector; *Epic Systems v. Lewis*, allowing certain class action waivers by employees). It has also issued significant election law cases focused on partisan gerrymandering and registered voter purging. Pending before the Supreme Court this term are additional cases that may have an impact on working people. Currently pending are cases focusing on civil rights (whether federal civil rights laws protect the LGBTQ+ community), immigration (the Trump administration's decision to end Deferred Action for Childhood Arrivals), and abortion (a challenge to a state's restrictive abortion law).

Counsel Healy noted that the National Labor Relations Board (NLRB) has five seats, filled by presidential nominees who are confirmed by the Senate. Historically, the NLRB has been comprised of three members of the President's political party, and two minority members from the President's opposing party. The Board has had four members since August 2018 when Obama-appointee Mark Pearce's term expired. In mid-December 2019, the remaining democratic member of the Board, Lauren McFerran's, term ended. The Board now has only Republican appointees for the first time in its almost 85-year history. Member McFerran, the

NLRB's last remaining appointee of President Obama had been the sole dissenting voice at the NLRB in Washington. She had been critical of recent Republic-majority decisions and proposed administrative rules that will disadvantage workers.

Up to and including President Obama's term, the NLRB had only engaged in administrative rulemaking sparsely (only four times over 80-plus years). The current Chairman of the Board has expressed interest in more administrative rulemaking by the agency. Importantly, the Legal Department described recently issued administrative revisions to the NLRB's election rules. In December 2019, the Board issued new rules to take effect April 16, 2020. They largely revise the representation case procedures in ways that significantly undermine the reforms implemented by the NLRB during President Obama's presidency in 2015. Under the primary changes of the new rules, virtually every time period is extended, prolonging the NLRB's election process. Under the revised rules, the minimum expected period from filing a union election petition to a completed election and NLRB-issued certification in contested cases is expected to increase from 23 days to 78 days.

Other rules proposed by the Board (which are now pending and not yet issued in final form) include further changes to representation election procedures to allow a union election regardless of whether an Employer has been alleged to have committed unfair labor practices. More significantly, the NLRB's proposed changes would alter its policy surrounding voluntary recognition of unions by Employers. The proposal would repeal

current protections against decertification for a voluntarily recognized union. Instead, employers would be required to post a notice stating that it has voluntarily recognized the union and provide employees a 45-day period to petition for an NLRB-conducted secret-ballot election. Former member McFerran noted these proposals would clearly discourage establishment of bargaining relationships by voluntary recognition. Also pending are NLRB proposed rules regarding the joint employer standard to be applied when determining whether two firms attain joint employer status.

Counsel White discussed a document available for distribution by the Department, which consists of summaries of thirty-two significant decisions and several memos by the NLRB's General Counsel since Trump took office. The document is available to any Local of the Alliance upon request. Attorney White described ten of these decisions during the Department's report.

These decisions will have significant impacts in future organizing cases and unfair labor practice cases. The Board overruled a 2011 decision that enabled Unions to seek elections in smaller bargaining units. As a result, it will be easier for employers to pack employees into a union's preferred bargaining unit, and therefore make it harder for unions to win representation. In a subsequent case, the Board ruled that it will now consider the "shared and distinct interests" of employees excluded from a proposed unit to determine whether they should be included (for example in this case, involving the Boeing Company, the Board decided that the only appropriate unit

at a manufacturing plant was the entire plant).

Counsel White explained that in 2018 and 2019, the Board issued three decisions effectively limiting union access to workers at their worksites and the ability to engage in concerted activities on properties of third parties. As a result, union organizers may not have protected access to public areas at an employer's facility unless the employer has permitted other activities that are similar in form and purpose to union organizing. Importantly, Tobin Center, a 2019 case involved symphony employees who rehearsed and performed at a performing arts center (the facility itself was not their employer). The Board held that facility could block symphony employees from leafletting on its property, concluding that access to the property would only be permitted if the third party symphony employees "regularly and exclusively" worked on the property and there was no other means for them to communicate their message. Since the symphony employees worked at this facility only eighty-five percent of the time, it was not their exclusive place of work and they could be banned from conducting their publicity.

The Board has also affirmed that it was not an unfair labor practice for an employer to misclassify employees as independent contractors. Consequently, employees who have been incorrectly told they are independent contractors will likely be reluctant to organize for fear that their activities would not be protected by federal law.

In Apogee Retail, a 2019 the Board decided to give more power to employers

to enact policies requiring employee confidentiality during workplace investigations, including sexual harassment investigations. Under other notable decisions, employers will no longer be required to deduct dues from employee paychecks after expiration of the collective bargaining agreement. The Board also upheld a retail's employee uniform policy, which restricted buttons and stickers, including union buttons and stickers.

Finally, General Counsel Dulaney updated the Board on the Legal Department's recent and upcoming professional activities within the AFL-CIO Lawyers Coordinating Committee, the American Bar Association and in academia.

President Loeb thanked the legal department for its report. He noted the importance of these updates to the Board and others in attendance. This shows the importance of political activism. Electoral politics can lead to significant legal developments in the agencies and courts. Without reliable, pro-worker government leaders, judicial appointments and decisions that are bad for workers may have longstanding, destructive impacts on the Alliance and its members.

IATSE POLITICAL AND LEGISLATIVE AFFAIRS

Political/Legislative Department Director Tyler McIntosh and Assistant Director Claire Pozek with Special Representative John Gates reported on the IATSE's legislative priorities, departmental events, 2019 election results and outlined the IATSE 2020 political program with an overview of the 2020 election.

Legislative Wins

In the final legislative week of 2019, Congress passed a bipartisan spending

deal that funds the government through September 2020. The budget agreement includes a full repeal of the forty-percent health benefits excise tax – known as the misnamed “Cadillac tax”. For nearly a decade, the IATSE and organized labor have been fighting to stop the tax from going into place. This victory for working families is the result of those efforts. Repeal of the forty-percent excise tax on high-cost health plans will protect IATSE members' hard-won, quality health care benefits.

The budget deal also increases federal arts funding for the National Endowment for the Arts (NEA), National Endowment for the Humanities (NEH), and Corporation for Public Broadcasting (CPB) in Fiscal Year 2020. The NEA and NEH are funded at \$162.25 million and CPB is funded at \$485 million – increases of \$7.25 million and \$40 million, respectively, from 2019 funding levels. This increased funding will enhance support of IATSE working families, promote IA crafts, and ensure all will have access to the arts and entertainment.

Protecting the Right to Organize Act

Another bill with positive forward momentum in the House is H.R. 2474 / S. 1306, the Protecting the Right to Organize (PRO) Act. The PRO Act is a comprehensive labor law reform bill that restores fairness to the economy by strengthening the federal laws that protect workers' right to organize a union and negotiate for higher wages and better benefits. This bill continues to be a top priority for the IATSE and the rest of organized labor.

Director McIntosh recognized International Vice President Daniel Di Tolla and all those involved with the “Stand

with Rhino Workers” campaign, who helped coordinate a timely letter from Local 15 President Jennifer Bacon to Congresswoman Pramila Jayapal (D-WA) detailing the plight of Rhino workers in the Pacific Northwest. Director McIntosh delivered the letter to Representative Jayapal's staff and the Congresswoman mentioned the Rhino workers in her comments during the successful markup of the PRO Act in of the Education & Labor Committee on September 25th.

The bill has 219 cosponsors in the House. A successful vote in the Democratically controlled House of Representatives is anticipated in the next few weeks, at which point the bill will move to the Senate where Majority Leader Mitch McConnell and the Republican majority will likely not consider it, or, worse, vote it down. This will be one of the key issues for Democrats and organized labor to frame the 2020 elections.

Multiemployer Pension Reform

The nation is facing a looming crisis of failed multiemployer pension plans, such as the Teamsters Central States plan, that have been labeled as critical and declining.

In July 2019, the House passed H.R. 397, the Rehabilitation for Multiemployer Pensions Act, also known as the Butch Lewis Act, on a bipartisan basis. The IATSE-supported bill would establish a federal loan program for troubled plans meeting certain criteria. However, Senate Majority Leader Mitch McConnell has not brought the Senate companion bill up for a vote.

In November 2019, Senators Charles Grassley (R-IA) and Lamar Alexander (R-TN) put forward a proposal that

would precipitate the collapse of the multiemployer pension system by shifting the burden to healthy multiemployer plans and their stakeholders via increased premiums, lowering of the discount rate, and a disgraceful new tax on existing retirees. This proposal would impose hefty new costs that even healthy plans – like the IATSE National Pension Plan and Motion Picture Industry Pension Plan – would be unable to survive.

Grassley-Alexander is merely a proposal and was not accompanied by legislation – but regardless, the IATSE submitted a letter expressing grave concerns to the Senate committees with jurisdiction of multiemployer plans, rejecting the proposal outright, and redirecting focus to the House-passed Butch Lewis Act. The IATSE opposes any proposals that would weaken the IA's financially stable, healthy pension plans and harm the IATSE's ability to provide retirement security to workers.

Trade / USMCA / Section 512

An area of significant legislative activity in recent months has been copyright enforcement as it relates to trade deals and passage of the new United States–Mexico–Canada Agreement (USMCA). The IATSE supports the labor improvements made in USMCA, but the trade deal includes an overbroad, outdated copyright safe harbor provision that allows online service providers to shirk responsibility for copyright violations on their platforms. Known in the U.S. as Section 512 of the Digital Millennium Copyright Act, it allows internet media businesses to profit from the theft of copyrighted movies and television programs exhibited on their platforms

without paying creators.

On December 5, 2019, Director McIntosh participated in a meeting of Department for Professional Employees (DPE) affiliates with U.S. Trade Representative (USTR) Deputy Ambassador C.J. Mahoney to discuss Section 512 and make a final appeal to exclude it from USMCA. Ambassador Mahoney contended that USTR's mandate from Congress is to export U.S. trade law abroad and Section 512 is law in America. Director McIntosh explained that this provision perpetuates digital theft and takes money out of the retirement and health plans of working people.

Director McIntosh has raised this issue with the staffs of Representative Linda Sanchez (D-CA) and Representative Judy Chu (D-CA), who brought the IATSE's concerns to the House Ways and Means Committee and urged exclusion of this rule from future trade deals.

Performing Artist Tax Parity Act

The 2018 Tax Cuts and Jobs Act eliminated Unreimbursed Employee Expenses as a tax deduction. IATSE W-2 workers lost the ability to deduct expenses, often significant, such as equipment, travel for work, and even union dues. This meant an industrywide tax increase for working class, union creative professionals.

Congresswoman Chu has introduced a new bipartisan bill, H.R. 3121, the Performing Artist Tax Parity Act that the IATSE has endorsed and is helping to advance on Capitol Hill. To restore tax fairness, the bill would update the "Qualified Performing Artist" tax deduction (QPA). Signed into law in 1986 by President Ronald Reagan, the QPA is a provision of tax law unchanged by the 2018 Tax

Cuts and Jobs Act that allows performing artists the option to deduct expenses incurred in the course of their employment as an "above the line" deduction. However, the eligibility for the QPA has remained unchanged since it was passed – limiting the adjusted gross income ceiling of the taxpayer to \$16,000. This bill would increase the eligible income thresholds for the deduction to \$100,000 for individuals and \$200,000 for married joint filers – to make working class creative professionals whole again.

The Bill is in the early stages of building Congressional cosponsors. Locals will be hearing more in the coming months about how to help advance this bill into law.

Department Events Update

Since September, the Political/Legislative Department has met with twenty-three Members of Congress and twenty-seven Capitol Hill staff in a political or legislative capacity. The Department also participated in two prominent events that showcased the behind-the-scenes work of IATSE members in the entertainment industry.

Anatomy of a Movie: Crazy Rich Asians

On October 29, CreativeFuture brought the creative team behind *Crazy Rich Asians* to Washington, DC for a panel on Capitol Hill, hosted by the Creative Rights Caucus. The panel included Costume Designer Mary Vogt, a member of IATSE Local 892, who shared fascinating behind-the-scenes insights into her craft and how the costumes came to be. The event was filmed and photographed by Bill Gray of Local 600.

Beyond the Red Carpet

On November 14, IATSE gathered with Members of Congress for the “Beyond the Red Carpet: Movie & TV Magic Day” on Capitol Hill in Washington, DC. The event offered lawmakers and their staffs a behind the scenes look at the creativity and talent of the film and entertainment industries. It also featured interactive booths including IATSE members Matthew Silva and Tess Fondie from Make-Up Artists and Hair Stylists Local 798 who transformed a model into an alien. The event was photographed by Frank McPartland of Local 600 and Local 22 was hired for the setup. Assistant Director Pozek recognized Business Agent Dan Dashman and Secretary-Treasurer Jack Curtin of Local 798 for making this event a reality and covering significant event costs in partnership with the International. Local 600 Associate National Executive Director Chaim Cantor was also recognized. Local 600 covered the rate of the still photographer.

2019 Election Recap

Statewide elections took place in several states last fall with significant victories for pro-labor candidates. In Louisiana, John Bel Edwards was reelected as Governor with vital support from the IATSE. Director McIntosh recognized International Vice President Phil S. LoCicero and Cory Parker of Local 478 for their tireless efforts in that race.

Democrats flipped both chambers of the Virginia General Assembly, giving the Democrats a trifecta in the state for the first time in over twenty-five years. In Kentucky, Democratic state Attorney General Andy Beshear defeated the unpopular, anti-labor Republican Governor

Matt Bevin. In New Jersey, the pro-labor Democratic majority was maintained in the General Assembly. Unfortunately, the Republican trifecta was maintained in Mississippi—though Republican Governor-elect Tate Reeves won by one of the smallest margins (6%) in recent state history over Democrat Jim Hood, a positive sign in a deeply Red state. Director McIntosh congratulated IATSE member Braxton Winston on his landslide re-election to the Charlotte City Council.

Political Coordinator Recruitment

Local union Political Coordinators are the primary infrastructure of the Alliance’s political and legislative activism. Special Representative Gates reported that 2019 was spent building and supporting that infrastructure and thanked President Loeb for his support.

Special Representative Gates reviewed the status of each District in terms of the percentage of Locals that have a Political Coordinator and reported that the Department has begun targeting Locals in key swing states.

Hart Research Survey Results / New Resources

Assistant Director Pozek reported that in June and July of 2019, Hart Research Associates conducted an online survey of over 600 current IATSE members. Key takeaways from that survey helped to identify priorities for the political program and necessary preparations for the upcoming election cycle. IATSE members want to see an increase of transparency, communication, and accessibility. The Department is designing resources that address these concerns. The Department is launching a quarterly newsletter to all IATSE PAC contributors

that will detail IATSE PAC contributions from the previous quarter, along with legislative and political updates. In addition, a new Request IATSE PAC Support Form gives IATSE PAC contributors a simple method to request IATSE PAC support for a specific candidate or committee.

In January, the Department rolled out 2020 election one-pagers for each state to support Local voter registration and turnout efforts. This sheet provides important election information including election primary and caucus dates, voter registration and absentee application deadlines, as well as resources on where to find voter ID requirements and polling locations.

A 2020 election year timeline of political activism is in production and will be rolled out in the coming weeks. The timeline will highlight effective political activities and events that Locals can plan and the ideal time this election year to host them.

The IATSE PAC Report provides an update on the new, streamlined IATSE-PAC.net website and user-friendly PAC Guide which every Local is being sent a copy.

2020 Election Outlook

Director McIntosh urged every Local to develop a plan to engage their members in the 2020 elections. Local union leadership is one of the most trusted sources of information about politics.

The 2020 elections feature an unpredictable and unpopular president, a Democratic primary field bigger than any in history, and a narrow Republican Senate majority that will determine whether the next White House can achieve anything. The ability of the next president to carry

out his or her policy agenda will depend on which party controls the House of Representatives and Senate in 2021.

Presidential

President Trump can afford to lose thirty-six electoral votes from the 2016 race and still win a second term.

Until the identity of the Democratic presidential nominee is known, it is difficult to gauge both parties' strengths and how they match up against each other state-by-state. The Political/Legislative Department is wasting no time in working with the rest of organized labor to develop and amplify messaging about this President's growing record of anti-labor positions since taking office.

Senate

The 2020 Senate map is well-defined. Democrats need to net four seats next year to guarantee a majority — but can control the chamber beginning on Jan. 20, 2021, if they net three seats and win the presidency. Republicans are defending significantly more territory than when they held their majority two years ago, but most of them are in solidly Republican or red-leaning states. The GOP is defending only two seats in states Trump lost in 2016 — Colorado and Maine.

Democrats appear likely to make modest gains, but Senate control still leans Republican by a razor thin margin at this point.

House of Representatives

Democrats currently hold 232 House seats — a 14-seat majority. Democrats appear likely to hold onto their majority in the House of Representatives.

Gubernatorial

There are only eleven governorships up next year, with most states choosing to hold those elections during midterm years. Currently the most competitive races will be in Montana — where Democratic Governor Steve Bullock was term-limited; North Carolina — where Democratic Governor Roy Cooper is running for reelection; and New Hampshire — where Republican Governor Chris Sununu, is running for reelection.

Democrat incumbents are favored to prevail in Washington and Delaware. Republicans incumbents are favored to prevail in Utah, North Dakota, Indiana, Missouri, West Virginia, and Vermont.

President Loeb thanked the Department for its very comprehensive report, noting that it was the best report he has heard from the Department. It is com-

forting to hear about the work of the Department. The information provided was wide-ranging, clear, and directional. It is vital for the IA to have a voice in legislation and policymaking that benefits the lives of IA members and their families. The Union must be politically active to do that. Political activism is one of the tools the Union has, and it must be used effectively to benefit the members. With the current composition of the Senate, there is no hope of getting progressive legislation enacted into law. President Loeb highlighted the importance of the Political Coordinators who are crucial to establishing a structure that will get the members activated in all states, but most importantly swing states. He encouraged members to be on the alert for the upcoming newsletters and updates from the Political Department during this critical election year.

IATSE DISASTER RESPONSE COMMITTEE

International Vice President Damian Petti, International Trustee Andrew Oyaas, Motion Picture and Television Department Assistant Director Daniel Mahoney, International Representative Wade Tyree, IA Safety Committee



International Vice President Damian Petti, International Trustee Andrew Oyaas, Motion Picture and Television Department Assistant Director Daniel Mahoney, International Representative Wade Tyree, IA Safety Committee Chairman Kent Jorgenson and Local 478 Secretary-Treasurer Dawn Arevalo.

Chairman Kent Jorgenson and Local 478 Secretary-Treasurer Dawn Arevelo delivered a report on the IATSE Disaster Relief Committee's actions and initiatives. The Committee actively responded to recent wildfires in California, potential flooding events in the Southern U.S., and hurricanes on the East Coast.

The Committee reported that during the 2019 wildfire season, several incidents led the Committee to write and test response protocols for dealing with fires. To communicate information to IA members, International Vice Presidents and District 2 Co-Chairs Michael F. Miller, Jr. and Thom Davis authorized use of the District 2 website as a clearing house for information. Email announcements and notifications were distributed to Locals providing information and resources available for members. The information circulated included: fire and evacuation information along with specific links to the evacuation pages for fire-affected areas; locations of shelters (specifying those that accepted pets); air quality websites with information about protections against smoke exposure; and traffic information. This process was repeated several times before the West Coast wildfire season was over. Information about services available from the Walsh/Di Tolla/Spivak Foundation and other agencies like the Motion Picture Television Fund, and The Actor's Fund was made available to members who needed help recovering from the fires. The Committee learned important lessons from these events and was proud help people needing assistance.

During the late summer and early fall of 2019, the Committee maintained contact with IA Locals in Texas, Louisi-

ana, and Mississippi regarding tropical storms and the potential flooding impacts from them. Fortunately, none needed assistance. In late August, Hurricane Dorian threatened Puerto Rico before veering away from the island. In preparation for a possible impact in Puerto Rico, the Committee assisted Local 494 with member communications and preparedness resources. As the hurricane's track changed, the Committee assisted Local 477 leadership with similar efforts as it appeared Dorian would strike Florida. Also, in the U.S. Atlantic region, the Committee made contact with Local 494 regarding potential needs from the effects of recent Puerto Rico earthquakes. As of the Committee's report, the Local expressed no immediate needs. On a Local level, Local 491 has designated funds to create emergency response packages for members, similar to the response package detailed in the Committee's last report at the Board's Mid-Summer 2019 meeting.

It was noted that Committee leadership has recently worked with the Communications Department on a statement of purpose about the Committee, which could be published on a new IATSE website. The Committee continues to work with the Communications Department on website content.

In conclusion, to create a stronger network, the Committee urged Locals to determine whether individuals within their membership would like to assist the Committee by serving as Local Relief Coordinators.

The Committee proposed other matters to consider and discuss at a Local level, including: Membership meeting talks and brainstorming on some of the

Committee recommendations; considering Local cyber plans in connection with disasters; phone call and email protocols (e.g., are emails prepared with the emergency procedure information that can be quickly dispatched and has a sender been designated); consider the resources that can be easily accessed; assess the best ways each Local may support members and how can Locals help each other. Trustee Oyaas noted that the Alliance is a family and we all should be prepared to help our family when needed.

President Loeb observed that the Committee is developing important knowledge about disaster response and stands prepared to make resources available to members in need. He noted that the Committee is fully capable of providing such support and the Alliance will continue to support the Committee's work.

IATSE GREEN COMMITTEE

International Representative Stasia Savage and Local 891 President Keith Woods reported to the General Executive Board on the activities of the IATSE Green Committee since the last meeting.

The Green Committee has reached out to various groups and individuals across the U.S. and Canada to determine how the Committee might assist in promoting sustainable practices.

In the fall, with the assistance of the Communications Department, a successful survey and social media post gained several suggestions on how to reduce the carbon footprint within the entertainment community. The responses ranged from small-scale efforts within households to large-scale endeavors that could be taken on.



International Representative Stasia Savage and Local 891 President Keith Woods.

The top three most popular suggestions were:

- donating used and leftover materials such as props, sets, costumes and other items to colleges and community groups;
- sending unused and leftover catering and craft services to those in need; and
- eliminating single use plastic water bottles.

Other popular suggestions were producing less paper, creating incentives for utilizing public transportation, idling rules for transportation vehicles, requiring compostable catering materials, and mandatory recycling for productions.

Many of the suggestions were met with further discussion on the different challenges that members have faced in trying to implement some of these practices. In some communities donating leftover food is prohibited; in some jobs carrying a re-useable metal water bottle is hazardous; and often productions find it easier and cheaper to dump leftover goods than take the time to sort and donate. There was an overwhelming theme from those who participated that the industry in general is wasteful and

getting the conversation started is valuable and necessary.

Survey participants wondered what the IATSE offices are doing to promote sustainability. In Toronto, the office tries to maintain as little paper as possible. File cabinets have been removed as everything is scanned and stored electronically. During recent renovations, the office switched to LED lighting and all documents for the Canadian Convention are now distributed electronically rather than printed.

In the General Office, New York City and state mandates on recycling are strictly followed. The office also encourages practices such as reusing paper for scratch or printing double sided and uses recycled paper for copying and printing. As these offices are newer, they also have energy efficient lighting, heating and cooling systems and use cleaning products that are safe for the environment.

During the move and renovation, the West Coast Office incorporated a variety of environmentally friendly materials and systems to optimize energy efficiency and healthy work environments. The carpeting is made from recycled materials and

the landscaping is all drought tolerant planting material.

All the IA offices have recycling bins readily available. Additionally, they recycle toner cartridges, and encourage staff to reduce and reuse as much as possible. The Canadian Office has outdoor charging stations for electric vehicles, and they will also be installed in the West Coast Office.

As the Convention in 2021 approaches, the Committee would like to encourage Locals to consider purchasing swag items from environmentally friendly resources that are made either in America or Canada.

Some of the Canadian Locals have been working on a Pact for Sustainable Action that was spearheaded by the Creative Industries Pact in connection with Green Spark Group. The Pact is an aspirational document for the creative industries, encouraging voluntary action. It references international agreements to ensure the industry is aligned with and committed to local and global climate goals and encourages any organization to work toward the outlined goals and objectives in their own way and context.

The Pact applies to corporations, public agencies, member-based organizations, film schools, film commissions and any organization working in or with the creative industries that is willing and able to work toward the pledges within.

Numerous organizations and guilds are supporting this pact and the Committee is conducting further research to determine if this falls in line with the goals and values of the IA. The Committee will present further information on this when it is available. Anyone interested in

further information about the Pact, can visit www.creativeindustriesspect.com.

The Committee continues to have a dialogue with the Broadway Green Alliance. The BGA aims to implement Green captains on every Broadway and off-Broadway production, on Broadway tours, and in touring venues across the country. There are chapters in Chicago and Philadelphia and in IA Locals One, 764, and 798. The Alliance has a variety of programs in place to encourage recycling, reducing waste and in general promote environmentally friendlier practices at shows and in the theater community. The Committee recently caught up with a few of the IA captains and will highlight their work in an upcoming Bulletin article.

To further the conversation about what the IA can do to promote green practices or to suggest an IA member or event to spotlight please reach out to iatsegreen@iatse.net.

President Loeb thanked the Committee for its report. These ideas and plans require cooperation, including cooperation from the employers. The examples in British Columbia provide a great example of how this can work in the industry amongst all stakeholders. The Union must continue to do its part in this area,

and the Committee is doing a great job in providing direction.

IATSE NATIONAL BENEFIT FUNDS

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

The increased growth in employer contributions in calendar year 2019 was 13.73% over the same period in 2018. Receipts for the year were almost \$475 million. Net assets of the Funds have surpassed \$2.2 billion as of December 31, 2019 which is a 20.66% increase in net assets from a year ago. Compared to total net assets of \$1.2 billion as of December 31, 2014, asset levels have increased by over 81%.

As of January 1, 2020, the IATSE National Health & Welfare Fund provides health coverage to almost 51,000 lives in one of its eight different plan options. This represents an increase of 25% since 2016.

The IATSE Annuity Fund now has over 83,000 active accounts with retirement account balances in individual self-directed accounts at the Wells Fargo Re-

tirement Services division. As previously reported, this division has been acquired by The Principal Group. A formal transition is expected to occur in the spring of 2021. Principal has an excellent reputation in retirement services and the National Benefit Fund Trustees are confident that the transition will be smooth. Preparation work for this transition is already occurring.

The IATSE National Pension Fund provides retirement benefits to 2,600 pensioners and there are approximately 20,000 participants in the Plan eligible for, or working towards, retirement benefits.

Newly designed, easier to navigate, Summary Plan Description booklets (SPDs) for Pension Plans B and C, the Medical Reimbursement (MRP) Guidebook, the Health and Welfare Fund's Benefits at a Glance, the Retiree Only MRP Guidebook and the Employer Contributions & Collections Guidebook have all been updated and restyled. They have been distributed and are easily found on the Funds' website. The newly designed booklets have hyperlinks on the website to make navigation much faster and easier. Health Plan SPDs for Plans A and C are in final review and should be dis-



General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, Joanne Sanders and International Trustee Patricia White.

tributed and posted within the next few months.

The Funds' newsletter, "Behind The Scenes," was reorganized and restyled to be visually consistent with new SPDs. Its debut issue was mailed to all participants in November 2019.

It was also noted that the Funds' response time when participants call, email, and fax the Fund office continues to improve. The addition of specialty services, including dedicated Annuity Fund and MRP claims representatives have advanced this process.

The Funds will soon begin the process of refactoring, redesigning, and adding new features (including pension estimates) to its website. The project is expected to take between 18 and 24 months to complete.

The Funds are also continuing to work with a vendor on a new computer software database system. This is expected to take between four and five years to complete but it will (among other features) allow electronic employer contributions. It is expected to improve performance and response time to participants.

In conclusion, General Secretary-Treasurer Wood noted the exponential growth of the National Benefit Funds since 2002. At that time the Funds were valued at approximately 360 million dollars. As previously noted, in comparison as of December 31, 2019, the Funds' were valued at approximately 2.2 billion dollars.

President Loeb thanked the Union trustees for their report on the status of the plans. The National Benefit Funds have offered local unions of the Alliance an opportunity to bargain meaningful

benefits into their contracts and provide significant assets to IA workers. The plans are in excellent financial shape and President Loeb again expressed his thanks to the Union trustees for their contributions to the successful management of the Funds.

IATSE PAC REPORT

General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis, John Ford and Craig Carlson, and Political/Legislative Department Director Tyler McIntosh with Assistant Director Claire Pozek updated the General Executive Board on the status of the IATSE PAC since the last Board meeting.

General Secretary-Treasurer Wood began by reporting that for the period July 1, 2019 to December 31, 2019, the IATSE PAC received \$166,276.47 in contributions and made disbursements of \$56,200.00.

There were six significant one-time contributions which made up almost one quarter of the contribution amount. These were \$11,677 from Locals 4 & 52 at the Summer of Solidarity Event, \$14,410 from Local 764's Quilt Raffle, \$1,757 from Local 839's Post-It Fundraiser, \$2,142 from Local 705 & 892's Mixer Event, \$1,533 from the NYC Labor Day Parade and \$4,090 from District Convention events for a total of \$35,609.50.

There are presently 1,353 monthly credit card and payroll contributors (an increase of 101 from the summer Board meeting) from 180 different local unions (an increase of 27) and those contributions amounted to \$130,666.97 during the time period.

The contributions of \$56,200 from

the IATSE PAC were contributed to twenty different campaigns and the State and Local PAC contributed \$19,000 to two campaigns.

New lapel pins have been designed for the three levels of PAC participation (President's Club, Leader's Club, and Activist's Club) and coincide with the \$40/\$20/\$10 per month contribution levels. Contributors in attendance at the General Executive Board meeting were given their pins. Those not in attendance will receive their pins in the mail. All Locals are encouraged to inform their members of this new incentive. Future contributors will receive the appropriate pin.

New IATSE PAC Website

Assistant Director Pozek reported that the Political/Legislative Department has launched a new, streamlined IATSE PAC website (www.iatsepac.net) with several new features to make it more user friendly and accessible. Features include:

Member lookup / username reset – each IATSE member has a pre-created account based on information provided by each Local. A lookup feature has been added for members to easily reset their username with their last name and birth date. Members will receive an email with a link to reset their username. This information is updated monthly.

Updated payment portal / reoccurring contributions – when members visit the website to make a contribution, they can set the frequency – one-time or reoccurring – directly on the credit card contribution form, without a PayPal account, or leaving the portal. The portal still uses PayPal to process the payment securely on the backend.

"My Account" tab – with the new



International Representative Rachel McLendon, IATSE Canadian Office Manager of Operations Nate Richmond, Local USA829 Business Representative Carl Mulert, Local 884 Business Agent Doug Boney and Local 631 Secretary-Treasurer Kimberly Holdridge.

credit card feature, members will be able to use the “My Account” tab to track their previous IATSE PAC contributions made through the website.

“Resources” tab – the current and future resources outlined in the Political/Legislative Department report will be accessible in the portal on the “Resources” tab for members to download, print, and share at meetings and events.

New IATSE PAC Guide

Each Local will receive a copy of the new, revised IATSE PAC Guide. It is also available electronically on the IATSE PAC website via the “Resources” tab. The guide includes detailed information about the IATSE PAC including who can participate, ways to contribute, how to engage membership, FEC guidelines and compliance rules, and IATSE PAC fundraising. The revised guide will better serve members when they have specific questions about getting involved with IATSE PAC.

The fundraising guidelines include a step-by-step process members can follow to plan an event, information to ensure compliance with FEC regulations, and a list of several types of fundraising events.

Director McIntosh recognized Broth-

ers Mark May and Jason Caccavo from Local 4 and Scott Templeton from Local 52 for planning and executing a Summer of Solidarity Event at Citi Field for a New York Mets vs. Los Angeles Dodgers game. The event raised \$11,677 for IATSE PAC. Brother Steve Kaplan and Sister Leslie Simmons from The Animation Guild, Local 839 were recognized for planning and executing a Post-It Note Show that raised over \$1,500 for IATSE PAC. Director McIntosh thanked all those involved in planning these events, and those who attended. These innovative events serve as a model for other Locals to benefit IATSE PAC.

President Loeb expressed his thanks for the report, as well as the efforts to streamline the process to make it easier to contribute to the PAC. He suggested strongly that now is the critical time to put ideas in this area into motion. The IA’s leaders must lead. They must motivate the members to get involved because these efforts will directly benefit them. He noted that the response from the members when they are given the opportunity to get involved has been tremendous. Now is the time to engage in this critical work.

IATSE PRIDE COMMITTEE REPORT

International Representative Rachel McLendon, IATSE Canadian Office Manager of Operations Nate Richmond, Local USA829 Business Representative Carl Mulert, Local 884 Business Agent Doug Boney, and Local 631 Secretary-Treasurer Kimberly Holdridge reported to the General Executive Board on the IATSE Pride Committee’s activities.

The Committee reported that approximately fifteen members of the Alliance attending the last meeting of the General Executive Board in Montreal took part in the Committee’s pride lunch, which is open to all individuals of the LBGTQ+ community. The Committee planned a similar meeting for the current General Executive Board meeting and expects that it will become a recurring event at all future meetings of the Board.

The Committee also reported upon a recent meeting at the IATSE West Coast Office, which included members of the West Coast Locals. That group had useful discussions about the best ways to support transgender and nonbinary members (including ways to offer resources and support for members in transition).

The Committee also noted recent stances taken by the Trump administration before the Supreme Court concerning LGBTQ+ protections under Title VII of the Civil Rights Act and the concerns identified by federal government agency staff in executive branch agencies. Officials within the Trump administration's Department of Justice, it was noted, have made legal arguments stating that the federal Civil Rights Act does not bar discrimination because of sexual orientation. The Committee also presented a map of LGBTQ+ protections in each U.S. state; pointing out that an employer could still fire people based on their orientation in seventeen U.S. states. In Canada all provinces prohibit similar forms of discrimination.

The Committee concluded its report by offering a brief presentation describing the use of preferred gender pronouns (e.g., "he, him, his;" "she, her, hers;" or "they, them, theirs"). The report, which

had previously been given to representatives of Canadian Locals at their most recent Districts' meeting in Winnipeg, emphasized the importance of understanding the meaning of transgender and nonbinary within the range of gender identities. The pronoun "they" for instance can be used as a singular pronoun. The Committee stated that mistakes may happen in addressing an individual with their preferred pronouns. If that occurs, the mistake can be simply corrected. The Pride Committee plans to develop pronoun pins for circulation to interested members and Locals within the Alliance. President Loeb noted that people everywhere are making progress toward understanding and inclusivity. However, it is often a long and hard road to change. He emphasized that every person deserves dignity, equality, and respect. The Alliance must be welcoming and understanding and celebrate humans for what they are. He noted that the lack

of legal protections for workers that were described in the report are intolerable. However, as an organization the IA will continue to work toward inclusivity and fairness. He thanked the Committee for its report.

IATSE WOMEN'S COMMITTEE

International Vice Presidents Joanne Sanders and Colleen Glynn, Canadian Labour Council Delegate Siobhan Vipond, Representative Stasia Savage, and Local 487 Secretary-Treasurer Ellen Popeil updated the General Executive Board on the extensive activities of the Women's Committee since the Board's summer meeting in Montreal.

Women's Committee Activities

At this mid-winter meeting, the Committee debuted new scarves and socks. By the end of their first day on the market, the scarves sold out. They, as well as the socks which also sold out during the meeting, are available for purchase



The Women of IATSE wore white to celebrate the women's suffrage movement.

through the IA online store. Vice President Sanders expressed sincere gratitude to Executive Director of Costumers Guild Local 892 Rachael Stanley and Melissa Brooks of Classic Incentives for their assistance with the designs for the scarves and socks.

The Committee held its semi-annual meeting on Monday, January 27, 2020 with more than forty women in attendance. The major topic of discussion was how to mobilize IA women to get involved in the 2020 election and, in turn, motivate others to follow. The group also is developing a Women's History Month program this March, celebrating key figures who played a role in the Suffrage movement. A sub-committee was assigned to research individuals and compile profiles that will be posted on social media. A proposal was also submitted to create Monthly Activities for Local Women's Committees to increase activism. A sub-committee will develop this further and submit their ideas. Those Locals that participate will provide photos for posting on social media (or by other means) of the activity they chose. Further discussion included the continuing need for news articles to be submitted for the Women's Committee Bulletin page and planning for the 100th Anniversary Suffrage Celebration at the Summer GEB.

On Wednesday evening the Committee hosted the Women's Event at The Oaks in Dallas—more than seventy-five women joined in for an evening of networking and camaraderie. The 2020 focus on political activism continued by fundraising for the IA PAC. The group collected more than \$2,900 in cash and enrolled several monthly contributors

to the PAC. Many of the women were already regular contributors to the PAC.

The program began with a celebration of women who were recently elected to Local office. Not counting those who were returned to office, more than a dozen women made history as the first female Business Representatives, Presidents, Trustees, At-Large Board members, and various first-time appointees to positions never previously held by women in IA local unions. Young women were well represented in the group and will serve as role models for others to step up and step out. Claire Pozek, Assistant Political/Legislative Director, briefly reinforced the 2020 Political Plan and encouraged attendees to get involved at their Local and with community wide labor events to mobilize voters. Vice President Sanders acknowledged Sister Popeil's diligence regarding organizing the semi-annual networking dinners.

Local Women's Committees

Local 52

Local 52 continues to encourage women attending Union Summer Schools and will again sponsor two women to the 45th United Association for Labor Education Northeastern Women's Summer School in 2020. The Local encouraged new female members to run for Executive Board positions, resulting in the largest number of women ever elected to the Board. They are partnering with the IA Young Workers' and Green Committees to help make film sets more sustainable. Local 52 joined all NYC Locals for the Women's March on January 18th.

Local 476

The Chicago Studio Mechanics'

Women's Committee has been focusing on teaching the new IA Steward Training class, union organizing, and Anti-Harassment class.

The work of the Women's Committee is helping to develop Local 476's Pride Committee.

Local 478

The Committee presented its newly developed and initiated Parental Leave Program which is available to other locals by request.

Local 600

Reported on their ongoing discussions and efforts regarding all aspects of the #MeToo Movement. Members continue to illustrate the importance of equalizing opportunities which hopefully will change the culture.

Local 667

The Women's Committee hosted a Self Defense class at the Academy of Self Defense in Mississauga. The Committee compiled a survey to measure the needs of the female members of the Local to better understand their issues.

Local 212

The Committee hosted a panel discussion which included a fundraising component for Global Girls in Film and Television (GIFT) Foundation. This event raised \$4,000 to support philanthropic projects focused on children, health, women and social help. In November, the Committee collected items for Handbags with Heart, run by Women in Need. The bags were filled with toiletries, gloves, personal hygiene items, etc. Twenty-nine handbags were filled and distributed. Toys were also collected. A Blood drive is scheduled for February

8, 2020 in memory of Leonard Schmidt who passed away in December of 2017. In celebration of International Women's Day, the Local 212 Women's Committee and Diversity Committee are planning to hold a fund raiser for the Skipping Stone Foundation, committed to supporting and empowering transgender and gender diverse youth and their families.

IATSE 669

The Committee distributed a survey to determine its focus for the coming year.

The results included professional development workshops, events showcasing members' projects, guest speakers providing technical development, community engagement, and soft skills development. To support the Downtown Eastside Women's Shelter, the Committee packed purses and backpacks with toiletries, feminine hygiene products, socks, granola bars, water bottles etc.

IATSE 873

Local 873's Women's Committee held two events with guest speakers and time for all to mingle and get to know one another. The Committee also recently

created a survey for all members who identify as woman or non-binary in order to gather information to help ensure the future objectives of the Committee better serve the women of the Local.

Local 800

The Committee was established by members of Local 800 who also serve on the Art Directors Guild council. The Committee hosted a Negotiation Workshop Masterclass, is developing a speakers' bureau highlighting successful women, and adopted the charity Together We Rise during the holiday season for which they raised \$1,200. All IA Locals in the Los Angeles area were asked to support the charity. The Committee participated in the 2020 Women's March. They are also working to empower and educate at-risk members by promoting the safety hotline and the Actors' Fund mental and legal counseling options. They also distributed a #TimesUp information packet providing members with the many options available to persons reporting abuse.

President Loeb applauded the new monthly contributors to the PAC. He

remarked that he could not be more pleased to hear this report cataloging the extensive activities of Women's Committees throughout the International. He observed that the women of the International are the best and brightest in the labor movement. He remarked that the outreach, assistance, philanthropy, education, and activism exhibited by these Local Unions' Committees are extremely impressive; these efforts have led and will continue to lead to greater solidarity in the Alliance. In less than five years, the Committees have permeated the International and the Locals, enhanced the International's profile, and strengthened the Alliance.

IATSE YOUNG WORKERS COMMITTEE

Communications Director Jonas Loeb, International Representatives Allison Smartt and Wade Tyree, Communications Coordinator Steven Chaussee, and Canadian Office Operations Manager Nate Richmond reported to the General Executive Board on the activities of the Young Workers Committee.



In conjunction with the General Executive Board meeting the Young Workers Committee hosted a meet up at Ferris Wheelers Backyard and BBQ.

The Committee reported that the second IATSE Young Workers GEB Social Networking outing at Pub St-Paul in Old Montreal, held during the 2019 Mid-Summer meeting of the General Executive Board, was a great success. The event brought together at least thirty-six members from around the Alliance to engage in conversations about current activities and trends in the entertainment industry. Montreal was well represented, and members in attendance took the opportunity to learn more about their Montreal kin members and their work in Quebec. The Committee thanked IATSE Local 262 Young Worker Stephane Ross for his assistance in planning the event.

The Hollywood IA Young Worker Coordinating Committee (HIAYWCC) hosted an entertainment industry open house event at the West Coast Office. This event focused on voter registration, familiarizing voters with the new Los Angeles voting system (VSAP), which will be utilized during 2020 election, and raising awareness about industry services. Representatives from the Motion Picture Television Fund, Actors' Fund, Motion Picture Industry Pension and Health Plans, First Entertainment Credit Union, and Contract Services hosted tables at the event. The event was well attended, and the Committee is hoping to hold one of these open houses biannually for new and prospective members. One of the benefits of the HIAYWCC is that Locals of all sizes and crafts with young worker committees at different stages of development can participate at whatever level makes sense for them. These Local young worker committees helped to create and set up volunteer committees, provide funds, hang

posters, spread information about the open-house event on social media, design the art for the event, and provide swag for raffle baskets. The HIAYWCC teamed up with the L.A. County Fed to help collect toys for working families in LA. A total of 1,500 toys were donated by the West Coast Office and the Hollywood area Locals that participated.

Richmond reported that, in October 2019, Canadian Young Workers Committee (CYWC) Co-Chairs Andrew McAllister and Harrison Bye began holding bi-monthly video calls with all Committee members to discuss various issues of relevance to the CYWC and that he has participated in these calls as a representative of the International. These calls have served as a positive forum for IATSE young workers to both connect and share ideas. The CYWC is in the process of determining whether young workers from other entertainment industry unions in Canada will be extended an invitation to participate in future calls.

Finally, the Committee reported that it has been busy planning and facilitating the 2020 IATSE Young Workers Conference. YWC2020 will be held April 14-16 at the Millennium Hotel in Minneapolis, Minnesota. The conference will feature sessions including: History & Structure of the IATSE, Planning a Voter Engagement or Registration Event, a truncated version of COMET, Social Media for Union Action, Starting a Young Workers Committee in Your local, a round robin discussing the PAC, Committees, General Community Activism, E-board, Goal Setting, and guest speakers.

The committee has been busy facilitating the nomination and registration

process, and 80 out of 100 young workers have already locked in their spots. The remaining spots will be released on a first-come, first-served basis.

Communications Director Loeb reminded local union officers to submit their nominations funding pre-approvals as soon as possible to guarantee their young workers a spot at the conference. Additionally, Director Loeb reminded Locals who have already submitted their nominations to ensure their young workers are booked to stay in the Millennium under the IA block of rooms. The final day to book is March 15th, 2020. Director Loeb encouraged anyone with questions about this process to email YWC@iatse.net.

President Loeb thanked the Committee for its report. The energy, ideas, and enthusiasm that result from the efforts of young workers will secure the Union for the future. The connections these workers are making with each other will be a great benefit to the Alliance.

LOW BUDGET AGREEMENT

International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr. with International Vice President and Director of Canadian Affairs John Lewis, Assistant Motion Picture Director Vanessa Holtgrewe, International Representatives Wade Tyree and Lyle Trachtenberg, General Counsel Samantha Dulaney, West Coast Associate Counsel Jacob J. White, and members of the Bargaining Committee Doug Boney, David O'Ferrall, Chaim Cantor, Cecilia Friederichs, Colleen Donahue, Robert Denne, Randy Sayer, and John Fundus reported to the General Executive Board regarding the

Low Budget Theatrical Agreement negotiations.

Negotiations for a successor to the Low Budget Theatrical Agreement were recently concluded. The Agreement covers low budget features produced in the United States and Canada.

President Loeb appointed a committee representing Locals with projects produced under the agreement. Proposals were solicited over the summer from all the motion picture Locals, which were then consolidated and reviewed by the bargaining committee. The following key priorities were developed during these meetings: increasing wages and benefits, improving working conditions (and using these new conditions as a springboard for inclusion in other agreements), and finding parity for wages with long-standing discrepancies.

Negotiations took place at the new West Coast IATSE offices in Los Angeles in early November. The Producers' desperately wanted very large tier increases, interchange of job duties within the technical and stagecraft departments, and the creation of "nearby hires", while protecting the Agreement's double time provisions.

As with most negotiations, working conditions were addressed first, and financial proposals were addressed at the end. Much was achieved in the first two days: twelve-hour turnaround (triggered after a seven-day workweek); the wage floor was increased for ultra-low budget productions; and, overtime was improved in years two and three of the agreement.

Rides or rooms will now be available to the crew after fourteen-hours worked, there will be an eight-hour minimum

for prep and wrap days, Non-Deductible Breakfasts must now occur an hour before or after regular crew call and can be up to thirty minutes long. The off-production crew will be provided meals when working at the same site and time as the shooting crew, restrictions were imposed regarding cancellation of calls. The contract now contains stronger anti-discrimination language, with a clear dispute resolution process, for crew working in states with weak non-discrimination laws.

On distant location, weekly employees will be paid for holidays falling within their workweek, and a weekly employee cannot be changed to a daily employee to evade holiday pay.

Major progress was made in addressing wage parity. A long-standing disparity between hair and makeup artists, two positions that work side-by-side but have had a noticeable difference in wages across most of the Majors Agreements, has finally been corrected in a national agreement. Also, Production Coordinators and Assistant Production Coordinators wages have been increased significantly. These are important first steps towards correcting long-standing wage issues.

Script Supervisors are now guaranteed at least two days of script prep pay, and timing of scripts will be calculated separately and in addition to those two days.

Safety was addressed as well: safety hotline number(s) will be included with start paperwork, on set, and on call sheets. Any safety reports prepared by an environmental consultant shall be provided to the union.

The employers acknowledged that

coordinators performing traditionally covered work will be covered by the contract, regardless of their department. Also, the Employer will give first consideration to a list provided by the affected Local when the Industry Experience Roster does not apply. Finally, workers will have a contractual right to obey a lawful picket line at their job.

The agreement also includes weather permitting/cancellation of call language from the Area Standards Agreement, proration for certain weekly employees, sick leave waivers consistent with the Majors Agreements, as well as limited Canadian holiday swaps in the same manner as the Basic Agreement. To address issues of diversity and inclusion, producers may consult with local unions on the hiring of one person per production from a bona fide training program.

The new agreement also contains annual wage increases, benefit increases that match the Area Standards Agreement in each year of the agreement, and the creation of new positions with set wage rates.

This is an important contract for many in the motion picture industry, and the International expects the production of low budget independent films to remain vibrant and healthy in North America for many years to come.

Chaim Cantor stated that the committee did not consider the employers' more onerous proposals and remained unified throughout the negotiations. He thanked Vice President Miller, Assistant Director Holtgrewe, and Counsel White for their work during the bargaining.

Doug Boney highlighted the importance of the improved no-discrimination

language in the contract, and thanked Vice President Miller for doing such a strong job in defending the proposal.

Colleen Donahue expressed her thanks to Vice President Miller and the bargaining committee for obtaining the long overdue wage increase for the production coordinator classifications.

Randy Sayer thanked the committee, Vice President Miller, and Assistant Director Holtgrewe, and highlighted the importance of achieving wage parity in the hair and makeup classifications. Vice President Miller noted that the bargaining committee remained unified throughout the negotiations on that issue.

President Loeb thanked the committee for their report, noting that the improved conditions in the new contract speak for themselves. It is difficult to achieve out-of-pattern wage increases. Achieving them here is a major accomplishment. President Loeb highlighted the importance of the improved no-discrimination language. The IA has done a tremendous amount of organizing in the low budget world, which has dramatically improved the lives of countless workers. He concluded his remarks by thanking the committee, and especially Vice President Miller, for their hard and successful work.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr., Thom Davis, and John Ford, along with other MPIPHP Directors Scott Bernard, Colleen Donahue, Chuck Parker, 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, 2019, was approximately \$10 billion, an increase of almost \$800 million since year end 2018. The Pension Plan held \$4 billion in assets, followed by the IAP with \$5 billion. The Active and Retiree Health Plans held \$1.1 billion and \$98 million, respectively. As of October 31, 2019, the MPI Pension investment returns for 2019 were up 8.5% and through December an additional 2% return. The MPIPHP Directors reviewed the MPIPHP asset allocation earlier this month and its impact on the benefit funds at all points in a market cycle. The Pension portfolio is designed to provide downside protection to the fund in the event of a market decline or economic downturn and benefit from uncorrelated assets. This is achieved through increased diversification. This allocation and diversification creates a portfolio designed to achieve the plan goal of 7.5% annual return with the least amount of risk. This portfolio has about 40% less risk than peer portfolios.

Through October, contributed hours into the MPIPHP were 89 million. This is a 6.4 million hour increase over the same period last year. Employer hourly contributions are \$892 million through October, an increase of \$79 million from the same period last year.

Residual receipts of \$362 million have been received through October 2019. This represents a \$27 million increase from the same period in 2018. Residual receipts into the MPIPHP in 2018 totaled \$450 million through October and it appears they will exceed last year's residual contributions. The Directors continue to anticipate that these assump-

tions are appropriate in the near term as more content is being licensed in secondary markets. There are also new provisions in the Basic Agreement regarding streaming content that will generate increased contributions into the plans for theatrical length content. Due to the 2018 Basic Agreement, as previously reported, Netflix made large residual contributions into the MPIPHP in 2019. Those contributions are about one half of the increase in residuals from 2018.

There are currently almost 20,000 pension recipients. The Active Health Plan has over 54,000 participants and more than 109,000 covered lives. This represents a 4% increase in the number of eligible plan participants. The Retiree Plan consists of 15,000 eligible participants and 23,000 covered lives.

The MPIPHP reported that the reserve levels were at over twenty months in the Active Plan and almost thirteen months in the Retiree Plan through October. The reserve levels in both plans at year end exceeded the amounts necessary to trigger the thirteenth and fourteenth checks which were paid this past November to eligible retirees.

Recently, the MPIP with Aris Investments, Bridgewater and plan actuaries performed a Pension Stress Test to determine how the Pension Plan would fair in the event of a market decline. Vice President Miller reviewed this with the Board. The key takeaways from this stress test is that the portfolio is well positioned to withstand a serious economic downturn and will likely outperform while being 40% less volatile than peer portfolios. The expected return is .6% above peers with a significantly lower equity allocation. The



International Vice Presidents John Ford, Craig Carlson and Colleen Glynn, Local 11 Secretary-Treasurer Patrick Keogh, Local 2 Vice President Frank Taylor; Local 110 Business Agent Steve Altman; Local 311 Recording Secretary Michael McCabe and Trustee Lucia Aloï; Local 476 Business Agent Mark Hogan and President Bradley Matthys; Local 769 Business Agent Thomas Pusateri; and IT Administrator Jimmy Rainey.

primary reason for the better return-risk ratio for the pension versus peer portfolio is because of the lower equity and higher alternative investment allocations.

ARIS Investments summarized the study in six key takeaways. The pension has a long-term objective to achieve 7.5% average net return with as little risk as possible. Risk is measured by volatility and probability of material loss. The plan is currently structured to meet this objective. The Pension Plan's expected return is higher and volatility lower than the typical peer portfolio and the odds of material loss are markedly lower based on simulations going back to 1926. The primary reason the plan is more efficiently allocated than its peers is because it is more diversified. This does not mean defensive. In fact, over 80% of plan assets are invested to have an equity-like return. The pension is structured to produce better performance (higher return/lower risk) than equity-concentrated peer portfolios over the long term. Due to a lower equity allocation, it is likely to underperform during strong equity markets and outperform during economic downturns.

President Loeb thanked the Directors for their report. He noted that it is vitally important that the Union remain politically active to stave off threats to the

member benefit plans. He stressed that Plan investment returns and hours into the plans have exceeded assumptions over the past decade, keeping the plans in healthy shape. He observed further that the dip in funded percentage in the Pension Plan was anticipated as a result of the pension increase negotiated in 2015. It was also anticipated that the funding percentage would then increase, and that is what is happening now. President Loeb stated that, simply put, there is no crisis in the Pension Plan. He noted his appreciation to the Directors for their tireless work in maintaining the assets for Participants and their families.

OPERATION WARM 2019

International Vice Presidents Craig Carlson, John Ford, Colleen Glynn, and Patrick Keogh (Local 11); Frank Taylor (Local 2); Steve Altman (Local 110); Michael McCabe and Lucia Aloï (Local 311); Mark Hogan and Bradley Matthys (Local 476); and Thomas Pusateri (Local 769) reported on Operation Warm (OW), a not-for-profit organization providing warmth, confidence and hope to children in need through the gift of brand new winter coats. Vice President Carlson stated that Local 2 and he have volunteered with OW for the past three years. This year, seven IATSE local unions collaborated

with neighborhood libraries and OW to provide between 150 to 400 coats each to under-served children in the Locals' jurisdictions. In addition to distributing coats, the Locals sponsored interactive games, sing-alongs, and gave books to the children. In order to participate, Locals only need to make a \$5,000 contribution; OW takes care of the logistics including purchasing the coats and working with libraries to distribute the coats. Vice President Carlson observed that the International's involvement with OW by helping people in need reflects not only the Activism Pillar of Success but also is of the highest calling. He noted that personalizing a coat for a child is the most heartwarming thing he has ever been asked to do. Vice President Carlson said activism in communities provides opportunities for growth which strengthens the Alliance.

Vice President Ford expressed his appreciation to the Local 52 Executive Board and to Vice President Carlson for their encouragement and support. Sister Aloï stated that Local 311 has worked with OW for two of the last three years and the Local's involvement has garnered favorable attention, raising its profile in its jurisdiction. She thanked President Loeb and Vice President Carlson for their assistance and leadership.

President Loeb challenged local unions to expand the footprint of OW to every jurisdiction served by the International; observing that OW—at its most basic foundation—is merely people helping people. And, to demonstrate the importance he assigns to initiatives like OW, President Loeb and the General Executive Board pledged up to \$25,000 to Operation Warm for 2020-2021.

POLITICAL AFFAIRS REPORT – 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 since the last General Executive Board meetings in Montreal, Quebec.

IATSE Engagement

The Canadian Office continues to work with its retained lobbyist, Isabel Metcalfe, on issues directly affecting the entertainment industry and IATSE members. To this end, the Canadian Office has established strong relationships with all major federal political parties through various meetings including Vice President Lewis and Representative Hurdon's meeting with Conservative Heritage and Culture Critic Steve Blaney and other conservative staffers in May 2019. With the assistance of IATSE Local 514 Business Agent Christian Bergeron, this meeting was followed up with Blaney attending a Quebec production set in August 2019 along with Vice President Lewis, Bergeron and IATSE Local 667 Business Agent Christian Lemay. In addition, Vice President Petti and IATSE

Local 210 Business Agent Peter Gerrie had meetings with two Alberta Members of Parliament in their home ridings in Alberta. In August 2019, the Canadian Office worked with IATSE Local 873 to also coordinate the attendance of then Liberal Government's Heritage Minister, Pablo Rodriguez, at the Local 873 offices and training facility to tour the facilities and discuss the importance of the motion picture industry to the Province and country. The Canadian Office also continues its lobbying efforts for a national pharmacare program and election reform.

The Canadian Federal Election took place in October 2019, resulting in the re-election of the Trudeau Liberal Government, this time with a 157 seats to form a minority government with the Conservatives taking 121 seats (up from 99 in the previous election), the Bloc Quebecois taking 32 seats, the NDP taking 24 seats (down from 44 in the previous election) and the Green Party taking 3 seats. Organized labour has traditionally fared well under minority governments and the hope is that trend will continue and will translate into, among other things, the implementation of a national pharmacare plan.

IATSE members across the country volunteered their time to engage in door-knocking, fundraising, literature drops and sign posting as party of the IATSE's engagement in the election process. In addition to IATSE and a number of Canadian Locals contributing close to \$150,000 to support the progressive messaging of pro-labour lobby group Engage Canada leading up to and throughout the election campaign, the IATSE was also

involved in the entertainment industry's "Just Ask" campaign which had members commit to going to one campaign event to ask one question of candidates. The IATSE also had four members, from Local 891, run in the election as well.

In November 2019, the Trudeau Government announced its new list of Liberal Cabinet Ministers. Following this announcement, Vice President Lewis and Representative Hurdon attended a roundtable discussion with New Heritage Minister Steven Guilbeault to discuss the motion picture industry and to communicate matters of importance to the IATSE. In the weeks since the federal election, Green Party leader, Elizabeth May, and Conservative Party leader, Andrew Scheer, announced their resignation as party leaders, although both plan to stay on as Members of Parliament for the time being.

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, emphasizing its importance to the long-term interests of organized labour.

PRIDE AT WORK

Local 884 Business Representative Doug Boney reported to the General Executive Board about various Pride at Work events and activities since the last Board meeting.

In September, Boney attended the 20th Annual Los Angeles Equity California Awards. Equity California is the largest LGBTQIA+ advocacy organization in the United States. The awards honor individuals and organizations that work to create a world that is healthy, just,

and fully equal for all LGBTQIA+ people. Two of the honorees this year were Jill Soloway and Ana Navarro.

The Equality Visibility Award was given to Jill Soloway for their work in telling the stories of transgender people in their shows, such as *Transparent*, and for their initiative 5050 by 2020, which aims to bring equity for people of color, persons that identify as LGBTQIA+, and people with disabilities to Hollywood by asking that leadership in the industry reflect the diversity of America in their executives and decision makers.

Ana Navarro, a Republican strategist and political commentator, received the Ally Leadership Award for being an outspoken supporter and ally for the LGBTQIA+ community and standing up to her own political party (Republican) to fight for equality. Ana held nothing back as she criticized members of her own party for their stand on queer rights and promised to continue her fight for the community.

In January, Boney attended the AFL-CIO Martin Luther King, Jr. Civil and Human Rights Conference in Washington, D.C. The theme was "Give Us the Ballot". The conference attendees heard speeches from AFL-CIO President Richard Trumka, AFL-CIO Secretary-Treasurer Liz Shuler, Dr. Toni Lewis from the A. Phillip Randolph Institute, and Glynda Carr from Higher Heights for America. There were two panel discussions on voting rights and the upcoming census. A reception was held on the first evening at the National Museum of African American History and Culture, with a panel discussion with Donna Brazile, Yolanda Caraway, Bishop Leah

Daughtry, and Minyon Moore. The insight and wisdom these strong women shared was very inspirational and lit a fire under all who attended. Though they were forceful in their presentation that we must all fight for the voting rights of all, there were plenty of laughs among us as these old friends reminisced. Boney was also able to spend time with Vangeli Kaseluris and Kimberly Butler-Gilkseson of Local 764.

On the second day of the conference, Boney joined with a group that passed out boxes of food to elderly residents in a housing complex owned by a local church. Boney then attended three workshops. At the first, "Be the Change You Want to See", attendees heard from local union leaders who ran for public office. At the second, "When We Vote, We Win", attendees learned how to combat voter apathy. At the third, "The Struggle for Voting Rights", attendees learned the history of voter suppression and the importance of having strong voter protection laws.

Boney remarked that the conference was incredibly rewarding, and he left feeling inspired and ready to work hard in 2020 to make sure every person in the United States is counted in the census, and to make sure progressives, and labor allies, are elected up and down the ballot.

Members who wish to get involved can visit the AFL-CIO website and join the following coalition groups: Black Trade Unionists; Asian-Pacific American Labor Alliance; The A. Phillip Randolph Institute; The Coalition of Labor Union Women; The Labor Council for Latin American Advancement; and, Pride at Work.

In March, Boney will attend the Pride at Work National Executive Board Meeting in Seattle, Washington.

President Loeb thanked Boney for his fine work in representing the IATSE at Pride at Work. The IA needs to not just be part of the landscape at these events, but part of the work that is being done. President Loeb concluded his remarks by offering the continuing full support of the Union.

WEST COAST OFFICE REPORT

General Secretary-Treasurer James B. Wood, International Vice President Thom Davis, International Vice President and Motion Picture and Television Department Director Michael F. Miller, Jr., and International Representative Peter Marley reported to the Board on developments in the West Coast Office.

The new SoFi Stadium, which will house the Los Angeles Rams and Los Angeles Chargers, will open next season and host the Super Bowl in 2022. The Stadium is subject to a labor peace agreement. This is not just a stadium, it is an entertainment complex that will host concerts, awards shows, and other events. The SoFi Stadium will be the subject of future reports to the Board.

The International is engaged in discussions concerning several convention centers in Southern California. This Union's political activism has played a key role as the IA looks to organize work that has traditionally been non-union. This is an opportunity to expand work for IATSE members in the live event, theatrical, and trade show areas.

Vice Presidents Davis and Miller continue to represent the IATSE at the Cali-



General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis and Michael F. Miller, Jr., and International Representative Peter Marley.

fornia Labor Federation, and currently serve on the Tech Organizing Committee along with other labor organizations.

There were recent changes at the Los Angeles County Federation of Labor. Teamsters Local 396 Secretary-Treasurer Ron Herrera, a good friend of the IATSE, has been elected president of the County Federation. Vice President Davis had served as interim president after former president Rusty Hicks was elected chair of the state Democratic Party. Vice President Davis continues to serve as Chair of the County Federation.

The California IATSE Council (CIC) continues to be active. Assembly Bill 5 (A.B. 5) was recently enacted into law. It was written by Assemblywoman Lorena Gonzalez, a friend of the IATSE. The new law will require employers to properly classify workers as employees, as opposed to independent contractors. Tech companies are committing huge resources to stopping the law, and Assemblywoman Gonzalez needs the continued support of the Alliance. It is imperative that we continue to assist politicians who support working families and organized labor.

Another piece of CIC-backed legislation, Senate Bill 271, will require employ-

ers to make contributions to California's State Disability Insurance program when they send employees to work out of state. This law went into effect in January.

Assembly Bill 1611 is currently before the California legislature and is being backed by the CIC. It would prevent surprise medical and emergency room billing.

Activism continues to be of vital importance to the West Coast Office. Dozens of members recently participated in the Dr. Martin Luther King Breakfast, and scores of IATSE members marched in the Women's March. International Representative Allison Smartt and West Coast Office staff member Carolyn Benane spearheaded the Union's participation in the March, which included a banner and matching t-shirt. The Motion Picture and Television Fund ("MPTF") Day at the Races event was replaced last year with the MPTF Day at the Lanes. The event raised a record \$180,000.

President Loeb and Vice President Miller continue to serve on the Hollywood Commission for Eliminating Sexual Harassment and Advancing Equality. The Commission hopes to promulgate a

mission statement, and develop reporting guidelines and mechanisms as part of its 2020 agenda.

The new West Coast Office building has been completed, and staff moved in at the end of August. General Secretary-Treasurer Wood discussed this multi-year project. The old office building was sold for a significant profit. Renovations on the new building were substantial and have increased the value of the building while providing a welcoming and professional work environment.

The new office features five meeting rooms/board rooms, spacious workspaces for staff projects, and room to host approximately 100 people in the largest conference room. Vice President Miller noted that the Union has already been able to host two negotiations, three card checks, various events and committee meetings, and training sessions at the new West Coast Office. In addition, the IATSE Pride Committee hosts its meetings at the new office. There was a noticeable increase in staff morale after the move. It is exciting to have the entire office staff working together on one floor. The third floor was also renovated and is now home to the IATSE Training Trust Fund.

Vice President Miller thanked the General Executive Board for recognizing the need for the building, and President Loeb and General Secretary-Treasurer Wood for their patience and for recognizing that providing sufficient workspace for the staff will be of benefit to the membership of the Alliance. These new facilities now reflect the IATSE's prominence as a labor organization in Los Angeles.

President Loeb expressed his appreciation for the report. He observed that the International simply outgrew the previous building. The new office will be a prominent and permanent home for the IATSE in Los Angeles. The International now has a great, beautiful, functional asset to use going forward. President Loeb thanked General Secretary-Treasurer Wood for his work in shepherding the renovation of the new building, and thanked Vice President Miller for handling the entire process in seamless fashion.

With respect to all the other work referenced in the report, President Loeb remarked that the Alliance is clearly reaping the benefits of the West Coast Office's activism, setting an example for Locals and members.

LOCAL NOS. 8, 752, 799, AND B29, PHILADELPHIA, PA

Re: CBA with The Regional Performing Arts Center

International Vice President and Local 8 President Michael J. Barnes, International Representative Daniel Little, and Local 8 Secretary-Treasurer Christopher O'Shea reported upon recent collective bargaining negotiations with Philadelphia's Regional Performing Arts Center (RPAC).

RPAC includes the Academy of Music, the Merriam Theater, Pearlman Theater, and the Verizon Hall (the latter two of which are in the Kimmel Center, which also includes ancillary spaces where IATSE-represented personnel work). In combination, these make up the largest theatrical employment sites of IATSE workers in Philadelphia.

The four Locals having agreements with this employer – Local 8 stagehands, Local 752 treasurers and ticket sellers, Local 799 wardrobe, and Local B-29 front of house – agreed to convenience bargaining in accordance with their previous bargaining strategies. Each of the four Locals requested and were granted assistance from the International in connection with renewal negotiations for contracts set to expire September 30, 2019.

During July 2019, the parties held a series of meetings to establish ground rules for bargaining, and ultimately the Locals would be bargaining separately with International Vice President Barnes serving as lead bargaining representative pursuant to the Locals' request for assistance. The parties met several times each week throughout August and late September. On September 26, 2019, the employer asked for an extension of the existing contracts. Having previously engaged in a 2009 strike for a renewal agreement, the Locals refused to extend, insisting upon no givebacks by any IA workers. Consequently, representatives of the four units met together with the employer on the date of contract expiration in order to reach agreement. Agreements were reached with all Locals with the last memorandum of agreement signed at 3:00 a.m.

For Local B-29, agreement was reached to offer certain ushers future recognition, there will be a more fair and consistent rotation of workers throughout the facilities, ushers will receive a double-digit wage increase over five years and a \$15 per hour base rate. Additionally, annuity contributions will increase in each year of the contract. The new contract will also eliminate certain employee penalties.

Local 799 wardrobe workers will work under a single contract (to be merged from two separate predecessor agreements). The conditions in Merriam Theater will match the Academy of Music. The scope of their agreement will include additional department responsibilities and jurisdiction. Wage rates and health and welfare benefits will increase across the board. Wages in particular will be increased over five years. Equipment rental increases will also benefit these workers.

Treasurers and ticket sellers represented by Local 752 will be protected by added 'just cause' language. The wage rates for these workers will increase significantly during the life of the contract. Annuity and health and welfare benefits will also increase at competitive rates.

Local 8 stagehands also merged separate contracts covering the Merriam and RCAP into a single agreement. The scope of jurisdiction for the new agreement will include added work jurisdiction. The conditions in Merriam Theater and the Pearlman Theater were also synced with those in the Academy of Music, providing positive changes related to overtime, staffing, and minimum calls. The Kimmel Center will include certain full-time jobs and Local 8 workers will receive signifi-

cant wage, pension, health, and annuity increases.

Each Local ratified memoranda of agreement and those terms are currently being set forth in final contracts. Vice President Barnes noted the importance of the solidarity among these Locals in their push for new contracts. The success of these negotiations is owed to the strategic planning and mutual endeavor of the involved Locals. The Locals stayed together and made responsible decisions. He commended the respective bargaining units for doing so and credited the leaders of each Local for their vision. On behalf of Locals 8, 752, 799, and B-29, Vice President Barnes extended sincere thanks to President Loeb and the General Executive Board for the Alliance's support and guidance.

President Loeb reiterated that this was a coordinated effort with the Locals supporting each other. They used their coordination and leverage together to every worker's benefit. He commended Vice President Barnes and the Local leaders for their efforts.

LOCAL NO. 18, MILWAUKEE/ WAUKESHA, WI

Re: Riverside Theater

On behalf of Local 18 President and Business Manager Michael Griebel and Thomas Gergerich, International Vice President Craig Carlson along with International Representative Ben Hague and Local 2 Vice President Frank Taylor reported on Local 18's successful organizing of the stage workers at Milwaukee's Riverside Theater.

Named for its location along the Milwaukee River, The Riverside Theater is one of the most opulent of Milwaukee's

theaters, welcoming high caliber artists. Following its victories at the Fiserv Arena and Alpine Valley Music Theatre, Local 18 directed its efforts to organizing other non-union venues, including the Riverside Theater. The International assisted the Local which provided human resources to support the workers, who voted 2-to-1 in support of unionization. The Local has reached a first-ever collective bargaining agreement with the Theater. Vice President Carlson expressed appreciation to President Loeb for his direction and to the International Defense Fund for financial support making this organizational effort sustainable and fruitful.

President Loeb congratulated the Local for positioning itself strategically. He observed that time-and-again after a Local organizes a new group of workers that union rounds out its strength by organizing other venues. He thanked Vice President Carlson for his tireless and relentless efforts for Local 18. President Loeb remarked that he looks forward to Local 18 repeating its success by organizing other non-union venues in the Milwaukee environs.

LOCAL NO. 52, STATE OF NEW YORK/NEW JERSEY/CON- NECTICUT/NORTHERN DE./ GREATER PA.

Re: Reel Works Partnership

International Vice President and Local 52 President John Ford and International Trustee Patricia A. White reported to the Board on a partnership with Netflix entitled "Reel Works". Reel Works is a New York City not-for-profit educational organization that mentors, inspires and empowers underserved NYC youth to share their stories through filmmaking, creating a springboard to successful

careers in media and beyond. After a year of planning, in the fall of 2019, together with IATSE Local 52, Reel Works launched their first Studio Mechanics Boot Camp, with Electrician Training led by Local 52 instructors. A short video was shown, describing the program, which targets the New York City young adults who participated. Its motto is "Change the Storytellers, Change the Story", and eight of the nine students successfully completed the training and are eligible to work as Local 52 technicians. The next Studio Mechanics Boot Camp, for grips, will begin this spring. Vice President Ford thanked all the instructors in the program, Trustee White, Education Coordinator Jennifer Halpern and Netflix.

President Loeb observed that Vice President Ford's personal attention made this program happen, and without Local 52's member-teachers, it would not have been possible. He remarked that Reel Works is a great example of increasing diversity in the industry and offering a path to Union membership in the International. He hopes that the good this program is doing will be perpetuated throughout the industry.

LOCAL NO. 478, STATE OF LOUISIANA/SOUTHERN MISSISSIPPI/MOBILE, AL

**Re: Parental Leave –
Financial Assistance**

International Vice President Phil LoCicero, along with Local 478 Officers/Representatives Cory Parker, Dawn Arevalo, Simonette Berry, Brook Yeaton and Adriane Bennett reported on the ground-breaking Parental Leave Financial Assistance Program now offered by Local 478. Effective January 1, 2019,



Local 478 Training Coordinator and Trustee Adriane Bennett, Assistant Business Agent and Trustee Chair Simonette Berry and Secretary – Treasurer Dawn Arevalo.

Local 478 established an unfunded, dues-financed welfare plan for Parental Leave Financial Assistance. The purpose of the Benefit is to provide short-term financial aid when members are unable to perform their usual work in connection with childbirth, adoption, or placement of a child. The member must be a biological parent, adoptive parent, or legal guardian of the child. In addition, applicants must be members in good standing of Local 478. This program provides up to \$5,000 financial assistance (payable in weekly installments of \$625) to mothers, fathers, same-sex couples, adoptions, and guardian placement for infants and children. To date, the Program has paid more than \$32,500 in parental leave benefits.

Local 478 hopes that its program will be replicated in other local unions. To that end, interested Locals should contact Local 478 for more information.

Vice President LoCicero remarked that the committee which established this initiative is fantastic. President Loeb applauded the efforts of Local 478 and those reporting. He noted that this unique and important benefit must be championed and highlighted not only for its novelty

but also because it is difficult to achieve in industries where the work locations are usually not brick-and-mortar buildings. He observed that the work can be difficult and hazardous which has a disproportionate impact on pregnant members. He remarked to the committee, “you had an idea to benefit the membership and it has. You did it without the participation of any employers. You have exhibited leadership which will yield untold and unquantifiable dividends because you are supporting your members. Congratulations for a job well done.” Local 478 was celebrated with a standing ovation from all those in attendance.

LOCAL NO. 514, MONTREAL, QC AND LOCAL NO. 667, TORONTO, ON

Re: AQTIS

International Vice President and Director of Canadian Affairs John Lewis, International Representatives Jason Vergnano and Jeremy Salter, IATSE Local 514 Business Agent Christian Bergeron and IATSE Local 667 President Ciaran Copeland, Local 667 Business Agents David Rumley and Christian Lemay reported to the General Executive Board on the status of the Quebec Labour Code Bill 32 open

period and IATSE’s bargaining rights in Quebec.

It was explained that Bill 32 establishes four bargaining sectors and clarifies which unions may possess the bargaining rights for employers operating in those sectors:

Sector 1: For all Non-American producers, regardless of the size of the production budget, domestic (local) production and co-production: AQTIS

Sector 2: For all US productions produced and financed in whole or in part by a member company of the AMPTP or any affiliated or related company including Dark Castle Entertainment: IATSE

Sector 3: For all American independent productions with budgets of less than \$35M; \$1,615,000 for a 30 min. TV production; \$2,690,000 for a 60 min. TV production and productions by Lions Gate Entertainment and Walden Media: AQTIS

Sector 4: For all American independent productions with budgets of more than \$35M; \$1,615,000 for a 30 min. TV production; \$2,690,000 for a 60 min. TV production (excluding productions by Lions Gate Entertainment & Walden Media): IATSE

Bill 32 provides for an open period every five years during which any affected party can seek to raid the bargaining rights of another union or to ask the Quebec Labour Board to amend the four designated bargaining sectors.

After extensive consultation with Locals 514 and 667, the Locals filed applications with the Quebec Labour Board seeking to be recognized as the sole bargaining agents for all sector 3 workers currently represented by AQTIS.

The Director's Guild of Canada also filed applications seeking recognition as the sole bargaining agent for a variety of section 1 and 2 positions currently held by AQTIS. In response, AQTIS filed applications seeking to raid IATSE in sectors 2 and 4 as well as the DGC positions across all four sectors plus the commercials. AQTIS has also sought to have the Quebec Labour Board modify the budget parameters separating sectors 3 and 4.

The parties now await direction from the Quebec Labour Board on how these various applications will be processed and whether and how representation votes will take place to determine which union will end up representing workers in the various sectors. The IA continues to engage in a campaign with workers and members in anticipation of any vote. In the interim, the leaderships of IATSE and AQTIS have commenced discussions with a view to better serving the needs of their memberships.

President Loeb thanked the Canadian Office as well as Locals 514 and 667 for their continued efforts to protect the IATSE's bargaining rights in Quebec.

LOCAL NO. 634, SUDBURY/ NORTH BAY, ON

Re: Ottawa Film Production

International Vice President John Lewis and Local 634 President Tiffany Boivin-Brawley and Business Agent Wayne St. George provided the General Executive Board with a report on Local 634's motion picture production organizing efforts in Northern Ontario and Ottawa, Ontario.

In October 2014, the IA began investigating the organizing opportunities in Northern Ontario. Local 634 - already a mixed Local - accepted the challenge of organizing motion picture technicians and began its membership drive in Northern Ontario. Currently, there are over 300 active members in the Local; up from twenty-eight members four years ago. The Local continues to engage in an outreach program, which included two successful training symposiums and a myriad of individual craft-specific and health & safety training programs.

Over the past four years, production has been very steady in Northern Ontario, with approximately \$350 million of the \$400 million in production being done under Local 634 collective agreements.

Representative Peter DaPrato was assigned to investigate organizing opportunities in the motion picture industry in Ottawa, Ontario. He was assisted in this assignment by Local 634 Business Agent Wayne St. George and Shawn Kazda, a Key Grip for over ten years in Ottawa. Over 225 membership applications have been signed within a few months of commencement of this assignment. In December 2019, Local 634 began its Ottawa training program, which included the "Local 634 Motion Picture Orientation course". The Local also intends to present further education in the form of Health & Safety training, as well as craft-specific training i.e., Grip 101, Electric 101, Costume 101, with the intent of having "101" courses developed for all relevant categories in the Local. These training courses are being made available to all the members of Local 471 so that any stage members of 471 interested in working in the motion picture industry will have the opportunity. Both Locals believe this to be a mutually beneficial resource.

Local 634 has recently signed two productions in the Ottawa area and plans to



International Vice President John Lewis and Local 634 President Tiffany Boivin-Brawley and Business Agent Wayne St. George.

continue its organizing efforts to secure more work as well.

President Loeb congratulated Local 634 on its organizing successes, noting that Local 634 should be commended for its progressive approach to its rapid growth.

LOCAL NO. 799, PHILADELPHIA, PA/CAMDEN, NJ

Re: Shubert Organization Forrest Theater

International Vice President Michael J. Barnes reported on successful completion of Local No. 799's recent successor contract negotiations covering the Local's work at the Forrest Theatre in downtown Philadelphia, which is managed by the Shubert Organization.

The Forrest Theatre remains a premier theater in Philadelphia despite other venues' increased bookings. One of wardrobe Local 799's goals—over approximately the past decade—has been to achieve parity with the stagehands working within that venue. In 2014, it was estimated that wardrobe workers' weekly compensation for shows at the Forrest was roughly 75% lower than stagehands at that venue.

The Local requested and received assistance from the International in connection with its 2014 negotiations. At that

time, factoring in improved wages, benefits, and conditions, the Local achieved a substantial increase over five years. Those gains were modeled upon patterns set forth in the other prominent Philadelphia theatrical venues. For the 2019 renewal agreement, Local 799 similarly requested the International's assistance and adopted a similar strategic plan. The parties met starting in August 2019 and extended the contract for one month for a September 30, 2019 expiration date. Following conclusion of negotiations involving other major sites employing IA members in Philadelphia, Shubert Organization representatives of the Forrest Theatre met with the Union on October 3, 2019.

Among other things, the renewal agreement will include: clarifying language concerning Local 799's jurisdiction; improvements to language concerning departmental lines surrounding the Local's jurisdiction; substantial wage increases; meal and break time improvements; increased minimum calls from four to six hours; and substantial increases in health and annuity contributions. Overall, it was reported that workers under the Local's contract will receive significant increases in wages and benefits over the contract's term toward achieving parity between wardrobe compensation

and stagehand compensation which will be roughly a 3% difference by the end of the contract's term. Importantly, working conditions for both groups are set to become virtually identical.

Vice President Barnes again noted the strategic use of the IA's collective strength to achieve these important gains and maintain area standard wages, benefits, and working conditions. The Local gathered great confidence in these negotiations because of the backing of President Loeb, the General Executive Board, and affiliated Locals of the Alliance. The final contract was emphatically ratified by Local 799 members and the Local extended its sincere thanks for the assistance provided by the International in its efforts to obtain parity with other IA members working in this facility.

President Loeb noted that parity for Local 799 workers in this facility is well deserved and the Alliance's collective strength was imperative in reaching this agreement. The solidarity of our members yielded the correct result.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 10:00 a.m. on January 31, 2020.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
RENAISSANCE DALLAS HOTEL • DALLAS, TEXAS • JANUARY 27, 2020

Since the last meeting of the Defense Fund Committee in Montreal, QC on July 22, 2019 the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 8 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 2, Chicago, IL, (Milwaukee Local No.18)		Local No. 634, Sudbury, ON,	
Article Fourteen, Section 8(d) - Legal	\$36,955.16	Article Fourteen, Section 8(d) - Legal	3,403.29
Local No. 3, Pittsburgh, PA,		Local No. 675, Eugene, OR,	
Article Fourteen, Section 8(d) - Legal	2,324.29	Article Fourteen, Section 8(d) - Legal	6,859.72
Local No. 11, Boston, MA,		Local No. 757, Detroit, MI,	
Article Fourteen, Section 8(d) - Legal	7,000.00	Article Fourteen, Section 8(d) - Legal	150.00
Local No. 12, Columbus, OH, Article Fourteen,		Local No. 828, Hamilton, ON,	
Section 8(d) - Legal	24,066.24	Article Fourteen, Section 8(d) - Legal	461.51
Local No. 15, Seattle, WA,		Local No. B-173, Toronto, ON,	
Article Fourteen, Section 8(d) - Legal	10,050.00	Article Fourteen, Section 8(d) - Legal	4,391.59
Local No. 22, Washington, DC, Article Fourteen,			SUB TOTAL : \$248,753.84
Section 8(d) - Legal	37,191.00	INTERNATIONAL	
Local No. 38, Detroit, MI,		IATSE – Article Fourteen, Section 8(c) and (d) Legal - Animators	
Article Fourteen, Section 8(d) - Legal	931.51	Canada/Ontario Coroner's Inquest/Life Briefly/Strategic	
Local No. 58, Toronto, ON,		Communications Rhino Campaign/	
Article Fourteen, Section 8(d) - Legal	26,361.94	The Coalition Hunstsville	121,010.95
Local No. 69, Memphis,		IATSE – Article Fourteen,	
Article Fourteen, Section 8(d) - Legal	3,830.07	Section, 8(d) - Legal - AQTIS	14,619.30
Local No. 99, Salt Lake City, UT,		IATSE – Article Fourteen, Section, 8(c) -	
Article Fourteen, Section 8(d) - Legal	1,347.50	Legal/Collective Bargainin - Basic Agreement	3,493.75
Local No. 118, Vancouver, BC,		IATSE – Article Fourteen, Section, 8(c) -	
Article Fourteen, Section 8(d) - Legal	1,011.04	Legal - Miscellaneous	24,938.73
Local No. 129, Hamilton, ON,			SUB TOTAL : \$164,062.73
Article Fourteen, Section 8(d) - Legal	1,977.50	LOBBYING AND CONSULTING	
Local No. 168, Vancouver Island, BC,		Article Fourteen, Section, 8(c) -	
Certification, Article Fourteen, Section 8(d) - Legal	430.08	Thorsen French Advocacy	60,000.00
Local No. 200, Allentown, PA,			SUB TOTAL : \$60,000.00
Article Fourteen, Section 8(d) - Legal	4,429.57	EDUCATION	
Local No. 262, Montreal, QC,		Article Fourteen, Section, 8(f) - LEAP Reimbursements	
Article Fourteen, Section 8(d) - Legal	30,291.53	to Locals/Officers	16,264.99
Local No. 311, Middletown, NY,		Article Fourteen, Section, 8(f) -	
Article Fourteen, Section 8(d) - Legal	1,206.00	Misc. Training/Instructors	222,542.08
Local No. 363, Lake Tahoe, NV,		Article Fourteen, Section, 8(f) - Young Workers	4,712.34
Article Fourteen, Section 8(d) - Legal	21.56		SUB TOTAL : \$243,519.41
Local No. 411, Mississauga, ON,			GRAND TOTAL : \$716,335.98
Article Fourteen, Section 8(d) - Legal	1,977.50	Respectfully submitted by:	
Local No. 480, Santa Fe, NM,		s/Matthew D. Loeb	
Article Fourteen, Section 8(c) - Legal	21,847.65	s/Colleen A. Glynn	
Local No. 491, Savannah, GA,		s/James J. Claffey, Jr.	
Article Fourteen, Section 8(c) - Legal	537.50	s/John M. Lewis	
Local No. 504, Orange County, CA,		s/Daniel Di Tolla	
Article Fourteen, Section 8(d) - Legal	19,700.09		

IN MEMORIAM

LOCAL 769 REMEMBERS IRENE GRZEJKA

It is with great sadness that we announce the passing of our long time member, former Local 769 President, and colleague and friend to many of us, Sister Irene Grzejka. We offer our condolences to her family members from Local 769: Sister Carolyn Schraut-Barczak, Sister Patricia Grzejka, as well as her several sons from Local 2, and her numerous friends and colleagues from our industry.



LOCAL 126 REMEMBERS JIMMY LEE BRADY

It is with great sadness Local 126, Ft. Worth, Texas, reports the passing of our brother, Jimmy Lee Brady on Saturday, September 28, 2019. He was 72.

Jim was born January 9, 1947, in Natchez, Mississippi, to the late Jodie Parnell and Jack Brady. Jim's father served with distinction in the United States Army during World War II and Korea. His mother raised Jim and his sister, JoAnne, while

the family was stationed at many bases in the U.S. and overseas.

As a young man, Jim attended Texas Wesleyan College on a theater scholarship. He then moved to New York to work

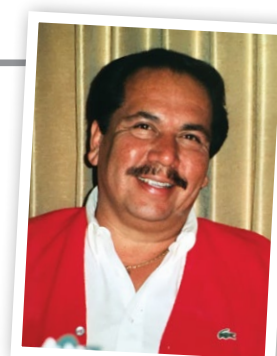
at ABC-TV. While there, he also attended Hunter College, C.U.N.Y., part time. Upon returning to Ft. Worth, he became a proud and active union member, serving multiple terms as Business Agent, as Recording & Corresponding Secretary and was regularly elected to represent Local 126 as our 6th District and Quadrennial Convention delegate. Brother Brady's career spanned 52 years in television and theater and included everything from touring to stewarding.

He was our lion of labor and imbued his leadership with his great wit, skills, curiosity and charm. He loved the IA, cars, books, baseball, the Sunday New York Times and Paula, his beloved wife of 31 years to whom he was devoted. Though diminished by his absence, we are abundantly endowed by his legacy.



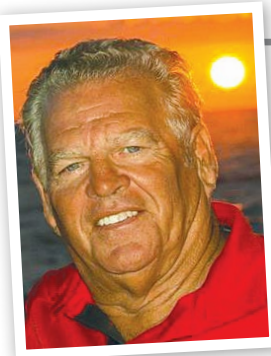
LOCAL 1207 REMEMBERS FORDIE RAMIREZ

Our Brother Fordie Ramirez was awarded a Scroll for 50 years of active service to IATSE Local 107 in 2017, shortly thereafter he Retired at 65+. Sadly Brother Ramirez passed away this January 31, 2020. A highly valued Technician who will be greatly missed.



GOLD CARD MEMBER MICHAEL BOYD DOUGAN

Mike. PawPaw. Dad. The Man. The Myth. The Legend. Feared by fish, caustically charming to others, and loved by most. The Doer of All Don'ts, loser of EVERY bet with Charlie, he loved his wife, his kids, his grandkids, great-grandkids, and his I Always Take Something Extra Brothers of Local 6.



IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Joseph Abitante November 2, 2019	1	Bob Dean Sturgis December 4, 2019	26	Michael J. Grazioso December 14, 2019	74	Robert Wiener October 22, 2019	476
James P. Bruck Jr November 27, 2019	1	Donald H. Cameron April 20, 2019	28	Douglas Hannah October 15, 2019	74	Kevin L. Williams December 21, 2019	478
Ronald Edgecombe December 18, 2019	1	Gigi Dyer August 8, 2019	28	O.T. Henderson November 7, 2019	80	Christopher A. Hemmingsen October 8, 2018	480
Ronald E. Erkman November 20, 2019	1	William Ritchey September 1, 2019	28	Betsy S. Hospodar November 7, 2019	80	A. Bruce Lewis February 17, 2019	480
Thomas P. Maloney October 31, 2019	1	Jonathan J. Hirsch October 8, 2019	33	Jason R. Jurica November 4, 2019	80	Sean T. Lewis October 1, 2018	480
Stephen Mattera November 10, 2019	1	Curtis Everage November 13, 2019	38	Jay H. Carlsen June 13, 2019	99	William F Miles October 1, 2018	480
James O'Neill October 25, 2019	1	Errol D.A. Fortin October 13, 2019	38	Gary K. Justesen July 2, 2019	99	Lawrence Morales January 9, 2019	480
Edward Santini December 15, 2019	1	Joseph Heintz November 24, 2019	39	Daniel Letostak September 29, 2019	100	Omar Villarreal October 9, 2019	480
Leroy H. Sickels Jr. December 1, 2019	1	Eugene R. Bush September 30, 2019	44	Harry M. Haddox December 2, 2019	101	Shawn Warrick March 1, 2019	480
Anthony J. Solla October 16, 2019	1	Richard C. Cline November 4, 2019	44	John Stewardson November 27, 2019	105	Stephen M. Chudej December 1, 2019	484
George R. Tyrriver November 14, 2019	2	Frank A. Mazzola October 8, 2019	44	Bruce Smith November 20, 2019	119	Thomas D. Karl Jr. November 1, 2019	484
David G. Churchill December 15, 2019	3	John G. Medeiros November 11, 2019	44	Brian L. Lynch October 17, 2019	124	James E. Ferrell Jr. October 21, 2019	491
Bernard E. Lauth Jr October 21, 2019	3	Erik L. Nelson November 12, 2019	44	Jeffery Hunter October 10, 2019	168	Arlene A. Brimm December 23, 2019	500
Patrick F. McDonald December 3, 2019	4	Stephen A. Potter October 11, 2019	44	William Taylor December 13, 2019	204	Ralph S. Bedes November 6, 2019	504
Emmett J. McDonald November 30, 2019	6	Thomas J. Rasada October 23, 2019	44	William E. Simpson Jr. November 13, 2019	205	Jerry C. Cunningham November 4, 2019	536
Jerry O. Bloom December 10, 2019	7	Carl Dean Reed November 4, 2019	44	Charles W. Schoppert August 7, 2006	260	Robert V. Waldron November 12, 2019	536
James Carey October 5, 2019	7	Vincent R. Shelton September 8, 2019	44	James M. Grymes December 30, 2019	284	Frederick Branson December 12, 2013	600
Richard H. Steele Jr. November 8, 2019	12	Timothy W. Cunningham November 13, 2019	51	James Traynor November 23, 2019	284	Jerry J. Colby October 21, 1986	600
Andrew Willhelm October 3, 2019	15	Allan Byer October 27, 2019	52	Cleophas T. Jacobs November 28, 2019	321	Edgar N. Cook Jr. February 23, 2007	600
Amanda J. Hedges October 14, 2019	17	Frank Rodriguez October 3, 2019	52	Lorena Walker October 6, 2019	336	John R. Glass November 11, 2001	600
William G. Klein December 31, 2019	18	John J. Davidson Jr. November 29, 2019	58	Wallace G. Brinkley September 15, 2019	339	Gary Jay November 28, 2019	600
Frank Serruto December 22, 2019	19	Neil Walker November 5, 2019	58	George Fenn Jr. December 28, 2018	354	Shawn Johns November 1, 2019	600
Cornelius Clifford December 1, 2019	22	Art H. Wesson December 11, 2019	58	Peter S. Blue August 30, 2019	412	Frank M. Leonetti December 18, 2013	600
Jay Robert Genski December 10, 2019	22	William Taylor December 13, 2019	69	Ron Gard October 29, 2019	476	John R. MacDonald November 1, 2019	600

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Schuyler Sanford	600	Lyn G. McCallon	700	Chris Hood	820	Ryan Nicholson	891
November 29, 2001		October 10, 2019		November 1, 2019		October 8, 2019	
Pernell Tyus	600	Leo Papin	700	Craig Grasso	839	Jason Robbins	891
October 30, 2019		October 7, 2019		November 21, 2019		December 25, 2019	
Adam S. Ward	600	Gordon Coker	720	Hope E. Furlow	865	Owen Swerdfeger	891
December 10, 2019		December 7, 2019		November 4, 2019		December 1, 2019	
James B. Williams	600	Teresa Scott	720	Kenneth Gilbert	871	Eunice Hall	896
December 6, 2019		October 10, 2019		October 29, 2019		December 1, 2019	
Alexander Soto	632	James C. Godber J.	728	Russell Steele	871	Michael H. Bailey	923
December 21, 2019		November 21, 2019		November 26, 2019		November 28, 2018	
Tyler Pajala-Boivin	634	Roger L. Lattin	728	Gary Bower	873	Daniel G. Adamian	ATPAM
December 18, 2019		October 11, 2019		January 2, 2019		October 21, 2019	
Christopher Banninger	695	Lon J. Massey III	728	David Collins-Williams	873	Gary Allen Hubbell	B66
October 31, 2019		October 2, 2019		September 15, 2019		December 6, 2019	
Donald L. Coufal	695	Nelson D. Mathias	728	Philip Elliot	873	Ernie Harrington	B90
November 19, 2019		October 28, 2019		November 16, 2019		November 4, 2019	
Howard E. Hogarth	695	Gary Scalzo	728	Barry Johnston	873	Howard Barker	USA829
December 2, 2019		November 13, 2019		December 1, 2019		November 22, 2019	
Robert M. Rosales	695	James B. Williams	728	Joshua Pamplin	873	Richard Davis	USA829
December 8, 2019		December 6, 2019		October 7, 2019		October 7, 2019	
Jeffrey L. Strailay	695	David V. Gonzales	729	Michael Sanci	873	Peter S. Larkin	USA829
November 8, 2019		September 17, 2019		October 15, 2019		December 30, 2019	
Scott Brewer	700	Leon Kuprianchik	751	Marlene Schneider	873	Leo Meyer	USA829
September 15, 2019		December 14, 2019		September 20, 2019		December 31, 2019	
Roy M. Brewer Jr.	700	Loretta Ludwig	774	Lynn Barr	891	Peter Sargent	USA829
September 28, 2019		May 19, 2019		October 22, 2019		December 2, 2019	
Tony Conte	700	Ernest Beutel	780	Rich Brown	891	J. Newton White	USA829
November 17, 2019		November 8, 2019		November 9, 2019		December 31, 2019	
Cynthia G. Fret	700	Erica Brunson	798	Kellie Davis	891		
December 5, 2019		October 19, 2019		December 26, 2019			
Godfrey K. Marks	700	Darriena McDonald	798	Ron Markwart	891		
May 30, 2019		November 1, 2019		October 17, 2019			

THANK YOU

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

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

Contributors

Kiki Tree Pictures Inc.
MN2, LLC.
P-Valley S1.
Local 59

Local 183
Local 478
Local 873

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

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

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

BRITISH COLUMBIA

S 118 VANCOUVER, BC-Mariya Birkby, 206-2940 Main Street, Vancouver, BC, V5T 3G3. (604-685-9553) Bus. Agt.: Jordan Both.

S 168 VANCOUVER ISLAND, BC-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Karen Stack.

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

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

T 8778 VANCOUVER, BC - International Representative In Charge - Julia Neville "Western Canadian Office" 525 Carrall Street, Vancouver, BC, V6B 2JB. (604-368-4447)

MANITOBA

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

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

NEW BRUNSWICK

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

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

NEWFOUNDLAND AND LABRADOR

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

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

NOVA SCOTIA

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

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

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

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

ONTARIO

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

M 105 LONDON/ST. THOMAS/SARNIA, ON-Stephanie Gonyou, 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-Sean Poole, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Jennifer Pich, businessagent@iatse357.ca.

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

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

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

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

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

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

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

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

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

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

PRINCE EDWARD ISLAND

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

T B906 CHARLOTTETOWN, PE-Ashley Peck, P.O. Box 1032, Charlottetown, PE, C1A 7M4. (902-628-1864) (Fax: 902-566-4648).

QUEBEC

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

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

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

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

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

TW, MA&HS 863 MONTREAL, QC-Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC. H2J 3T5 (514-641-2903). Bus. Agt.: Silvana Fernandez, iatselocal863ha-billeur@hotmail.com.

SASKATCHEWAN

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

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

UNITED STATES

ALABAMA

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

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

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

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

ALASKA

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

ARIZONA

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

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

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CALIFORNIA

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

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

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

S 050 SACRAMENTO/CHICO/STOCKTON/MARYS-VILLE-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/RICH-MOND-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-Matthew John-son, P.O. Box 4878, Walnut Creek, 94596. (510-375-2417).

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

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

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

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

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Stephan Shelley, mrsteff@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)-Jonathan Hicks, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-898-0442) Bus. Agt.: Brady S. Perrin.

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

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

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Corey Bell, 611secretary@iatse611.org; P.O. Box 7571, Santa Cruz, 95061. (831 458 0338) Bus. Agt.: Andrew Hurchalla, businessrep@iatse611.org .

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

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

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

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

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

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

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

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

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

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

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

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

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

S&FMT 923 ANAHEIM-Cary Truex, P.O. Box 9031, Anaheim, 92812-9031. Bus. Agt.: Matt Froelich.

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

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

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

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

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COLORADO

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

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

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

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

CONNECTICUT

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

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

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

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

DELAWARE

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

DISTRICT OF COLUMBIA

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

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

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

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

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

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).

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

M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH-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.

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

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

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HAWAII

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

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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.

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

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

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

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

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

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

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Georgia and New York) Stephen Wong; National Executive Director, Rebecca Rhine; Central Region Director, Nhu Phan, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60608. (312-243-3841) (Fax: 312-243-4275). Atlanta Office: 1355 Peachtree Street NE, Suite 1060, Atlanta, GA 30309. (404-888-0600) (Fax: 404-888-6593).

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

TBSE 762 CHICAGO-Kris Kettner, iA762treas@hotmail.com, P.O. Box 4350, Oak Park, 60304 (773-793-3124). Bus. Agt.: Joel Colwell.

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

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

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

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

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

INDIANA

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

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

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

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDSVILLE-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-Richard Bakos, P.O. Box 474, South Bend, IN 46624. (574 292-1871) Bus. Agt.: David Sears, local187ba@gmail.com.

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

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

T 8194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 5055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

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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 1, Des Moines, 50317. (515-707-8567) Bus. Agt.: Aaron Bowen.

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

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

M 690 IOWA CITY-Charles Scott, sectreas690@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 Pfizner, 1321 Swift, North Kansas City, MO 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

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

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

KENTUCKY

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

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

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

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

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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 Hobbinton Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Lewis Rhodes.

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

TWU 840 NEW ORLEANS-Lesly Davi, coda537@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie_haase@yahoo.com; (985-320-1164).

MAINE

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

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

MARYLAND

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

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

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

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

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

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

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

MASSACHUSETTS

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

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

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

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

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

SM 481 NEW ENGLAND AREA-James MacDonald, 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. (978-744-7976) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

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

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

MICHIGAN

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

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Keith R. Braun, kbrown3246@wowway.com; 900 Pallister Ave., Detroit, 48202. (313 870-9570) (Fax: 313 870-9580) Bus. Agt.: E. Joseph Miller, jmiller@iatse38.org

M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN-Richard Bakos, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, 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-Nicholas James Eaton, mcdani13@msu.edu; 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) Bus. Agt.: Matthew Woolman, balocal274@gmail.com.

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

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

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

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

MID-ATLANTIC AREA

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

MINNESOTA

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

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

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

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

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

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

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

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

MISSISSIPPI

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

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

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

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

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

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

MISSOURI

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

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

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

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

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

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

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

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

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

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

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

NEVADA

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

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

NEW ENGLAND AREA

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

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

NEW JERSEY

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

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

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

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

M 077 ATLANTIC CITY/VINELAND-John Jones, jones.iatse77@gmail.com; P.O. Box 228, Linwood, 08221. (609-335-2348) (Fax: 609-350-6335). Bus. Agt.: Thomas Bambrick, Jr. sechamiatse77@gmail.com.

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

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

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

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NEW MEXICO

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NEW YORK

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S 009 SYRACUSE/ROME/ONEIDA/UTICA-Linda Mack, P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Richard Muldoon.

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

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

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

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

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

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

OHIO

S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD-Kevin G. Eviston, 35 E. 7th Street,

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

S 101 NILES/WARREN/YOUNGSTOWN-Mark Chizmar, secretary@iatse101.net; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: Jeffrey Hall, ba@iatse101.net.

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M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGROVE/INDIANA-Dustin Wagner, dwagner21@yahoo.com; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Marina Nau, iatse636@gmail.com.

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