

# LATSE OFFICIAL Bulletin

FIRST QUARTER, 2013

NUMBER 639

67<sup>th</sup>

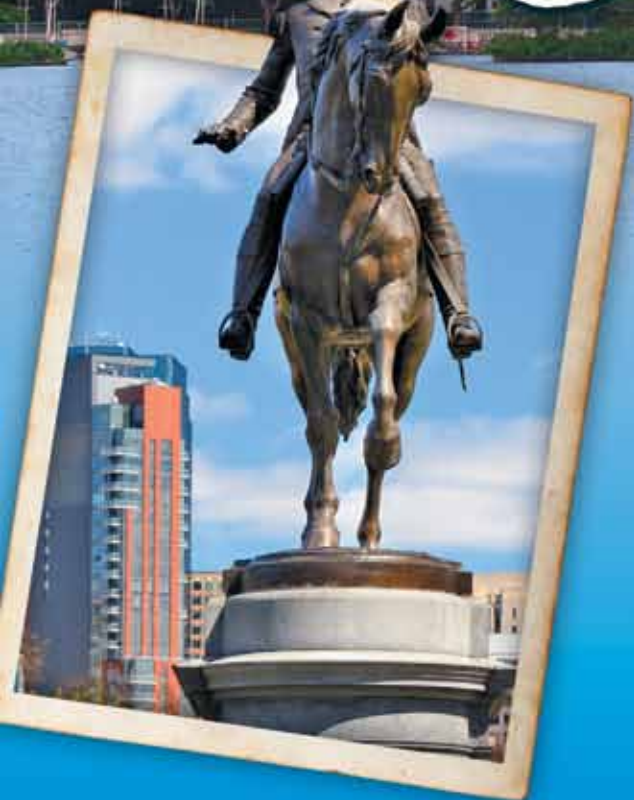
BOSTON, MASSACHUSETTS

JULY 22-26, 2013

## Quadrennial Convention

### COUNTDOWN TO THE CONVENTION

In accordance with Article Three,  
Section 1 of the International  
Constitution, this Alliance shall meet  
in Convention from July 22 – 26, 2013  
in Boston, Massachusetts.





# LATSE OFFICIAL Bulletin

FIRST QUARTER, 2013

NUMBER 639

## FEATURES

### 6 Countdown to the Convention

Boston, Massachusetts, July 22-26, 2013

### 30 Report of the General Executive Board

Nashville, TN – January 7-11, 2013



# EFFECTIVE MARCH 27, 2013 NEW ADDRESS FOR THE IATSE GENERAL OFFICE

207 West 25th Street, 4th Floor, New York, N.Y. 10001

Tel: 212-730-1770 Fax: 212-730-7809

## DEPARTMENTS

- |  |  |
|--|--|
| <b>4</b> President's Newsletter                | <b>29</b> Safety Zone  |
| <b>5</b> General Secretary-Treasurer's Message | <b>70</b> Crew Shots   |
| <b>18</b> IATSE and Labor Movement News        | <b>72</b> Local News & Views                                 |
| <b>22</b> On Location                          | <b>76</b> On Stage In Focus                                  |
| <b>24</b> On The Road                          | <b>80</b> In Memoriam  |
| <b>26</b> Education & Training                 | <b>85</b> Directory of Local Secretaries and Business Agents |



Visit us on the Web: [www.iatse-intl.org](http://www.iatse-intl.org)



[www.flickr.com/groups/iatse](http://www.flickr.com/groups/iatse)



Like us on Facebook: [www.facebook.com/iatse](http://www.facebook.com/iatse)



Follow us on Twitter: @iatse

Downloadable versions of The Official Bulletin are posted on our website: [www.iatse-intl.org](http://www.iatse-intl.org).  
Permission must be granted by the IATSE before reprinting or distributing any portions.

**James B. Wood**  
Editor

**MaryAnn Kelly**  
Assistant to the Editor

**David Geffner**  
Special Asst. to the Editor

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

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

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

Canadian Publications Mail Agreement No.: 40845543. Return Undeliverable Canadian Addresses To: 2835 Kew Dr., Windsor, ON N8T 3B7

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



### BULLETIN AND PHOTO SUBMISSION GUIDELINES

Please send your Bulletin submissions to [bulletin@iatse-intl.org](mailto:bulletin@iatse-intl.org)

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.

INTERNATIONAL ALLIANCE OF THEATRICAL  
STAGE EMPLOYEES, MOVING PICTURE  
TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES  
AND CANADA, AFL-CIO, CLC

### EXECUTIVE OFFICERS

**Matthew D. Loeb**  
International President

**James B. Wood**  
General Secretary-Treasurer

**Thomas C. Short**  
International  
President Emeritus

**Michael W. Proscia**  
General Secretary-  
Treasurer Emeritus

**Edward C. Powell**  
International Vice President Emeritus

**Michael Barnes**  
1st Vice President  
2401 South Swanson Street  
Philadelphia, PA 19148

**John T. Beckman, Jr.**  
7th Vice President  
1611 S. Broadway, #110  
St Louis, MO 63104

**J. Walter Cahill**  
2nd Vice President  
5010 Rugby Avenue  
Bethesda, MD 20814

**Daniel Di Tolla**  
8th Vice President  
207 West 25th Street, 4th Floor  
New York, NY 10001

**Thom Davis**  
3rd Vice President  
2520 West Olive Avenue  
Burbank, CA 91505

**John Ford**  
9th Vice President  
326 West 48th Street  
New York, NY 10036

**Anthony M. De Paulo**  
4th Vice President  
207 West 25th Street, 4th Floor  
New York, NY 10001

**John M. Lewis**  
10th Vice President  
22 St. Joseph Street  
Toronto, Ontario  
Canada M4Y 1J9

**Damian Petti**  
5th Vice President  
201-208 57th Ave., S.W.  
Calgary, Alberta  
Canada T2H 2K8

**Craig Carlson**  
11th Vice President  
216 S. Jefferson St., #400  
Chicago, IL 60661

**Michael F. Miller, Jr.**  
6th Vice President  
10045 Riverside Drive  
Toluca Lake, CA 91602

**William E. Gearns, Jr.**  
12th Vice President  
6673 Avila Way  
Fishers, IN 46038

**Phil S. LoCicero**  
13th Vice President  
432 N. Anthony St., Suite 305  
New Orleans, LA 70119

### TRUSTEES

**Thomas J. Cleary**  
216 S. Jefferson St., #400  
Chicago, IL 60661

**C. Faye Harper**  
2695 Dayview Lane  
Atlanta, GA 30331

**George Palazzo**  
1811 W. Burbank Blvd., Burbank, CA 91506

**CLC DELEGATE**  
**Kelly Moon**  
1640 Boundary Road, Burnaby, BC V5K 4V4

**GENERAL COUNSEL**  
**Dale W. Short**

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

**WEST COAST OFFICE**  
10045 Riverside Drive  
Toluca Lake, CA 91602  
Tele: (818) 980-3499 FAX: (818) 980-3496

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

**CANADIAN  
ENTERTAINMENT INDUSTRY  
RETIREMENT PLAN**

22 St. Joseph St.  
Toronto, Ontario, Canada M4Y 1J9  
Tele: (416) 362-2665 Fax: (416) 362-2351  
[www.ceirp.ca](http://www.ceirp.ca)

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

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



## One Voice, One Goal

While it seems we're on an economic roller coaster, we have ushered in what we hope will be a long period of labor stability in the entertainment industry. Before some of our major negotiations in 2009, our health plans were facing grave challenges and our own economic forecast was cloudy. We are making huge strides in organizing, in the areas of reality television, audio visual work, touring production, broadcast and tradeshow. We have also succeeded in getting IA contracts at stage venues in the United States and Canada where we have fought long periods of time to achieve.

Things are better than they have been in the past several years, but this is not a time for complacency. We are up against an anti-labor majority in the U.S. House of Representatives. We continue to face State and Provincial legislatures looking to hobble labor in both the public and private sectors. Right Wing Canadian politicians are supporting frightening national "right to work" legislation. It is clear that labor's opposition continues to look for any excuse to deprive working families of hard-won benefits and going so far as to wipe out pension plans. We must remain united and strong, and never let this happen.

The only way we can help ourselves is to help each other. More than ever now, we need to stand together to demonstrate the value of labor unions, the strength in our numbers, and the benefits that labor can offer to working families in our industry and every other industry, both public and private in the U.S. and Canada.

We know that without unions, workers are not protected from corporate greed, or from those employers that shirk the moral responsibility of looking after their workforce. Even so, the voices of labor's opposition are shrill. But ours are stronger, and we won't budge. So we have to make certain that those strong voices are heard, that we are united and determined, and that even when the roller coaster takes its dips, we can ride it out with strength and resolve.

As we head into our 67th Quadrennial Convention this year, it's a good time to remember what our union has done for us. For decades we have fought hard to achieve better working conditions, kept pace with the dramatically escalating costs of health care, and held onto our pensions. As our brother and sister members of unions in other industries have suffered, we in the entertainment industry have been fortunate so far that we have been able to protect our members, grow and increase strength.

We will demonstrate our unity at the convention in July, and our voices will be one voice, our goals one goal: to protect the working lives of our members through whatever challenges we face – together!

### OFFICIAL NOTICE

**This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at Sheraton Boston Hotel, 39 Dalton Street, Boston, Massachusetts 02199 at 10:00 a.m. on Monday, July 15, 2013, and will remain in session through and including Friday, July 19, 2013. 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 Sheraton Boston Hotel by calling 800-325-3535. Guest room rate for the IATSE is \$205.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.**

**The 67th Quadrennial Convention will convene the week immediately following the Board meeting. In accordance with Article Eleven, Section 8 of the International Constitution, the General Executive Board shall act as the Credentials Committee.**

**Cut-off date: June 11, 2013.**



## Countdown To The Convention

**As we approach our 67th Quadrennial Convention, you will find that this issue of the *Official Bulletin* contains a substantial amount of Convention-related information.**

Answers to many of the most frequently asked questions and additional convention information is contained on pages 6 to 15 of this issue. In addition, all delegates are advised to review Articles Three through Five of the International Constitution in order to better familiarize themselves with Convention procedures.

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

First, the General Office must have received all Quarterly Reports, up to and including the 1st Quarter Report for 2013. Although Article Nineteen, Section 7 of the International Constitution allows for that report to be filed as late as April 30th, we cannot complete our calculation of the average membership size between conventions until the 1st Quarter Report is received. Once the calculation is made, the number of delegate votes each local union is entitled to can be determined and the appropriate number of credential packages can be assembled.

Second, each local union must have purchased at least twice the number of 2013 per capita stamps as the numbers reported on the 1st Quarter Report for 2013. Article Three, Section 5 of the International Constitution requires that local unions must purchase per capita stamps for all quarters up to and including the quarter that precedes the Convention. Since the 2nd Quarter Report for 2013 is not due until July 30th, the numbers reported on the 1st Quarter Report are doubled and used as an estimate in order to calculate good standing.

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

When making reservations, delegates are reminded that the District Conventions (see page 7) precede the International Convention and that in the afternoon of Saturday July 20th there will be a series of education sessions available for all delegates as well as the return of our Plenary Session on Sunday, July 21st (see page 11).

### 67TH QUADRENNIAL CONVENTION

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

**For all the information on the hotel, guest room rate and reservations for the Mid-Summer General Executive Board meeting and the 67th Quadrennial Convention, please turn to page 9 of this issue.**



# 67th Quadrennial Convention

**BOSTON, MASSACHUSETTS  
JULY 22-26, 2013**



## COUNTDOWN TO THE CONVENTION

The following pages provide information which may be useful to delegates preparing to participate in the 67th Quadrennial Convention. Also be sure to refer to the Message of the General Secretary-Treasurer on page 5 of this issue of your Official Bulletin for additional Convention-related details.



# DISTRICT CONVENTION SCHEDULE

Conventions of the 13 Districts of the Alliance will be held at the Boston Sheraton Hotel in Boston, Massachusetts, during the two days immediately preceding the opening of the International Convention. Listed here is a schedule of the days and hours of the District Conventions. Additional information, including final meeting room assignments will be posted at the General Office in the Hotel, and will also be indicated on the Convention Program which will be included in all Delegate kits.

## **DISTRICT NO. 1**

(Montana, Idaho, Oregon,  
Washington & Alaska)  
Secretary-Treasurer:  
Delia Mulholland  
Sunday, July 21 – 10:00 a.m.,  
Independence East

## **DISTRICT NO. 2**

(California, Nevada,  
Arizona & Hawaii)  
Secretary-Treasurer: Ed Brown  
Sunday, July 21 – 9:00 a.m.,  
Constitution Ballroom

## **DISTRICT NO. 3**

(Maine, New Hampshire,  
Vermont, Massachusetts,  
Rhode Island & Connecticut)  
Secretary-Treasurer:  
James E. Flanders  
Sunday, July 21 – 10:00 a.m.,  
Public Garden

## **DISTRICT NO. 4**

(Pennsylvania, Delaware,  
Maryland, Virginia, West  
Virginia and District of  
Columbia)  
Secretary-Treasurer: John Page  
Sunday, July 21 – 9:30 a.m.,  
Back Bay C

## **DISTRICT NO. 5**

(Wyoming, Colorado,  
Utah & New Mexico)  
Secretary-Treasurer:  
Susan N. Jones  
Sunday, July 21 – 10:00 a.m.,  
The Fens

## **DISTRICT NO. 6**

(Texas, Oklahoma & Arkansas)  
Secretary-Treasurer: Stuart Hale  
Sunday, July 21 – 10:00 a.m.,  
Riverway

## **DISTRICT NO. 7**

(Tennessee, Alabama, Georgia,  
North Carolina, South Carolina,  
Mississippi & Louisiana)  
Secretary-Treasurer:  
Andrew Oyaas  
Sunday, July 21 – 9:30 a.m.,  
Back Bay D

## **DISTRICT NO. 8**

(Michigan, Indiana,  
Ohio & Kentucky)  
Secretary-Treasurer: Rick Madison  
Sunday, July 21 – 9:30 a.m.,  
Liberty A & B

## **DISTRICT NO. 9**

(Wisconsin, Iowa, Illinois,  
Missouri, Minnesota, North  
Dakota, South Dakota,  
Nebraska & Kansas)  
Secretary-Treasurer:  
Chris Gauthier  
Sunday, July 21 – 9:30 a.m.,  
Independence West

## **DISTRICT NO. 10**

(New York, New Jersey)  
Secretary-Treasurer:  
John K. Hill  
Sunday, July 21 – 9:00 a.m.,  
Back Bay A & B

## **DISTRICT NO. 11**

(Ontario, Quebec, Prince  
Edward Island, Nova Scotia,  
New Brunswick &  
Newfoundland)  
Secretary-Treasurer:  
Cheryl Batulis  
Saturday, July 20 – 9:00 a.m.,  
Constitution A

## **DISTRICT NO. 12**

(Manitoba, Saskatchewan,  
Alberta & British Columbia)  
Secretary-Treasurer:  
Barney Haines  
Saturday, July 20 – 9:00 a.m.,  
Constitution B

## **DISTRICT NO. 14**

(Florida, Puerto Rico,  
U.S. Virgin Is.)  
Secretary-Treasurer:  
Kimberly Bowles  
Sunday, July 21 – 9:00 a.m.,  
Republic A

# CONVENTION RESOLUTIONS

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

When resolutions are properly submitted, it allows us to compile them and have them printed and bound in booklet form so they can be placed in the Delegate kits.

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

Article Three, Section 8 of the International Constitution reads as follows:

*"All resolutions or amendments to be submitted to the Convention shall be filed with the General Office in duplicate and in typewritten form at least fifteen calendar days prior to the opening of the Convention, unless the same is submitted by or with the consent of the General Executive Board or by the unanimous consent of the delegates. However, if any such resolutions or amendments originate at a District Meeting dur-*

*ing the week preceding the opening of the Convention, the same may be submitted before 6:00 p.m. of the Monday on which the Convention convenes.*

*None but duly accredited delegates to the Convention shall be eligible to introduce resolutions to the Convention. No resolution shall be introduced to the Convention unless approved by a majority of the Local's Convention delegates. If a majority of any one Local's delegation endorses a resolution, individual delegates from other Locals may endorse it without majority approval of their home Local's delegation."*

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

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

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





A photograph of the Sheraton Boston Hotel at night. The hotel is a tall, modern building with many windows illuminated from within. The Sheraton logo is visible at the top. To the right, a curved building is also visible. The sky is dark blue with some clouds.

## HOTEL INFORMATION

### **MID-SUMMER GENERAL EXECUTIVE BOARD MEETING**

July 15 – 19, 2013

### **DISTRICT CONVENTIONS**

July 20 – 21, 2013

### **67TH QUADRENNIAL CONVENTION**

July 22 – 26, 2013

The regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at Sheraton Boston Hotel, 39 Dalton Street, Boston, Massachusetts 02199 at 10:00 a.m. on Monday, July 15, 2013, and will remain in session through and including Friday, July 19, 2013. 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 Sheraton Boston Hotel by calling **800-325-3535**. Guest room rate for

the IATSE is \$205.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

The 67th Quadrennial Convention will convene the week immediately following the Board meeting in the ballroom of the Hynes Convention Center (adjacent to the Sheraton Boston Hotel). In accordance with Article Eleven, Section 8 of the International Constitution, the General Executive Board shall act as the Credentials Committee.

**Cut-off date: June 11, 2013.**

## PREVIOUS CONVENTION CITIES

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

**67th**  
**BOSTON, MASSACHUSETTS**  
**JULY 22-26, 2013**  
*Quadrennial  
 Convention*





# SAVE THE DATE

## THE IATSE EDUCATION AND TRAINING DEPARTMENT PRESENTS A NEW CONVENTION EVENT

**Choose between a variety of sessions designed especially for IATSE Local leaders.**

**Saturday, July 20, 2013, 1:30 – 4:30 p.m.**

**Learn how to move your Local forward and enhance your own knowledge at courses in:**

### **ACTIVISM**

**Not only politics, but community outreach, and connecting to your membership through their real-world community relationships.**

### **CRAFT SKILLS AND SAFETY TRAINING**

**Hear the latest information about the IATSE International's new Training Trust and how your Local can use it to get your members the skills and safety training they need to remain the best workers in the entertainment industry.**

### **COMMUNICATIONS**

**What are the best practices for local unions as they move into the age of instant, electronic contact with their membership? A panel discussion explores the practical, legal, and common-sense aspects of this topic.**

### **LEADERSHIP DEVELOPMENT**

**Everything you need to know about running a local union, but may be afraid to ask. Regardless of the size of your Local or your own experience, come and hear practical advice on finances, the law, and working with your members.**

## **2013 PLENARY SESSION: CELEBRATING THE WOMEN OF THE IATSE**

**Sunday, July 21, 2013, 4:00 – 7:00 p.m.**

**The story of IATSE's women mirrors the struggle of all workers as they search for respect, fairness, justice and equality in the workplace and the world. Save the date and plan to join us for this informative program which highlights the accomplishments of our sisters, our mothers, our co-workers and ourselves. Plan to join us for this informative program. All delegates and guests are welcome.**



**PLAN TO ARRIVE BY SATURDAY FOR THESE IMPORTANT PROGRAMS.  
WE'LL SEE YOU THERE!**

### **ATTENTION A.C.T. AND R&T MEMBERS**

**If you are an ACT member, a Member-At-Large or a member in the Radio and Television Department, please be advised that nominations and elections for delegates to the 67th International Convention will be conducted over the next few months. Delegate nomination ballots and pre-addressed return envelopes will be sent during the first week of April to your last known mailing address. We urge you to check with the International now to make sure the mailing address we have on file is accurate and up-to-date. Please keep an eye on your mailbox during the first few weeks of April for your nomination ballot. If you will be traveling during this time, we suggest that you have someone check your mail and forward you the ballot by email, fax or mail. Once nominations are in, you will receive a second letter with information about the elections.**

# WHAT'S NEW IN BOSTON

## MORE TO SEE & DO

Boston is more vibrant than ever! New green spaces are sprouting up all over, and a revitalized waterfront has added to the city's already dynamic downtown neighborhoods. These developments are thanks in part to the city's Big Dig project, which is now complete. Additionally, Logan International Airport's recent upgrades are making it easier than ever to get in and out of the city, and new sights and attractions are providing more to see and do while you are here.

## REVITALIZED NEIGHBORHOOD

Boston's Waterfront has become an idyllic setting for watching sailboats and ferries glide in and out of the harbor and an excellent destination for classic New England seafood restaurants.

## NEW GREEN SPACE

Boston's Rose F. Kennedy Greenway consists of three parks and a total of 30 acres of beautiful, tree-lined corridors. Visitors will find more than 900 trees, public art, fountains and great places for exercise or contemplation. The Boston Harbor Islands Visitor Center opened on the Greenway in 2011.

## NEW WATERFRONT

The Rose Kennedy Greenway also connects to the 44-mile HarborWalk, which leads to a clean and restored Boston Harbor. Adjacent to the Greenway are three waterfront landmarks: The Institute of Contemporary Art, Boston's premier new art venue, the Boston Children's Museum, which has undergone a \$47-million renovation and expansion, and the state-of-the-art Boston Convention & Exhibition Center with 516,000 square feet of contiguous exhibition space.

## NEW ATTRACTIONS

In September 2011, the Museum of Fine Arts opened the 80,000 square-foot Linde Family Wing for Contemporary Art which includes seven new galleries and 250 works of contemporary art. The museum opened the Art of the Americas Wing and the Shapiro Family Courtyard special event venue in 2010.

Cruiseport Boston has completed an \$11 million renovation, transforming the cruise terminal into a spectacular event venue featuring three floors totaling nearly 50,000 square feet in meeting space, providing a unique opportunity to accommodate large and small events on Boston's waterfront.


The Boston Tea Party Ships & Museum reopened in June 2012 following a \$28 million renovation. The museum spaces have been expanded to approximately twice the previous size. The wharf areas will also provide significant additional space for exhibitions, receptions and displays.

2012 also featured a six-month Fenway Park Centennial Celebration beginning on April 20, 2012 and the Entrepreneur Walk of Fame, which opened in Kendall Square in September 2011, will continue to expand. Exciting developments in 2013 include the renovation and expansion project at the Harvard Art Museums as well as the opening of The Edward M. Kennedy Institute adjacent to the John F. Kennedy Presidential Library & Museum.

## BOSTON HARBORWALK

The new 44-mile Boston HarborWalk includes the downtown Boston waterfront and continues north and south along wharves, piers, museums, historic forts, bridges, beaches and shoreline from Chelsea Creek to the Neponset River.



A background image of Boston Harbor with numerous sailboats on the water and the city skyline in the distance under a clear blue sky.

The HarborWalk also connects to new and existing trails: The Freedom Trail, the new Walk To The Sea, the Emerald Necklace, the Charles River Esplanade, the Rose Kennedy Greenway, and in the future, the South Bay Harbor Trail

### **SPECTACLE ISLAND**

Constructed from dirt excavated from the Big Dig's extensive network of tunnels, Spectacle Island in Boston Harbor features a marina, visitor center, sandy beaches and five miles of walking trails that lead to the crest of a 157-foot hill offering panoramic views of the harbor and the city. Visitors are welcome from dawn to dusk during the summer months. Passenger ferry service is available from Boston.

### **CHINATOWN PARK**

Chinatown Park, a beautiful parcel of land in Chinatown, is populated by bamboo trees, azaleas, stones and a peaceful stream. The new park is situated at the south end of the Greenway and is the perfect place to experience the Chinese ideal of Feng Shui, followed by an authentic dim sum meal.

### **AFRICAN MEETING HOUSE**

The oldest African church building standing in America - and a location where many events leading up to the abolishment of slavery took place - recently completed an \$8 million restoration as part of its bicentennial celebration. Elements of the project include restoring windows, the building's facade and several of the original pews while making the upper floors handicapped accessible.

## **EXPERIENCE SO MUCH MORE**

History around every corner, and so much more! Boston's rich art, music and dance institutions, theatre and cultural attractions, distinguished dining and nightlife venues, world-class shopping and championship sports teams make it a unique place for travelers to visit. The city's downtown neighborhoods offer endless unique experiences and its proximity to other must-see sites all around New England make it one of the country's most diverse and exciting locales.

### **A TOWN OF MANY NAMES**

Boston is "America's Walking City." Even though it's one of the largest cities in the country, its accessibility is unparalleled.

And while it's easy to see the sights on foot, Boston also has an excellent public transportation system.

Boston is also the "Hub of New England." Major highways link Boston to points throughout the Northeast, and Logan International Airport offers nonstop daily flights to more than 100 domestic and international destinations.

### **SEE AND DO**

Here in Boston, visitors are never at a loss for things to do. The many museums, concert halls, theaters and nightclubs are always showcasing great talent and events. There's the internationally acclaimed Museum of Fine Arts, the Museum of Science, New

England Aquarium and the John F. Kennedy Presidential Library & Museum. Beyond the museum scene, there's the world-famous Boston Symphony Orchestra and Boston Pops, local theater and concerts, distinctive dining, endless opportunities for shopping and sightseeing and a year-round calendar of special events and celebrations.

Boston is home to a grand tradition of sporting excellence. This is where storied franchises such as the Red Sox (2004 and 2007 World Series Champions), the Celtics (2008 World Champions), the Bruins (2011 Stanley Cup Champions), and the New England Patriots (2001, 2003 and 2004 Super Bowl Champions) all play their games. Visiting sports fans can't help getting caught up in the enthusiasm.

In addition to everything within the city limits, some of Massachusetts' most scenic and historic towns are just a short distance from the city center. There are sights to see at every turn.

Cambridge is often referred to as "Boston's Left Bank" with an atmosphere — and attitude — all its own. It's the spirited, slightly mischievous side of Boston, just a

bridge away on the other side of the Charles River. Packed with youthful vitality and international flair, it's a city where Old World meets New Age in a mesmerizing blend of history and technology.

As the East Coast's leading hub for high tech and biotech, Cambridge has a creative, entrepreneurial spirit. With close to 3,000 hotel rooms, Cambridge is also a popular destination for professional meetings and conferences, offering the largest hotel inventory in New England outside of Boston.

Cambridge is also the birthplace of higher education in America. Harvard College was founded in 1636, and across town, Massachusetts Institute of Technology (MIT) is known as the epicenter of cyberculture. Both universities house renowned museum collections and tours that are open to the public.

As a captivating, offbeat alternative to Boston's urban center, the "squares" of Cambridge are charming neighborhoods rich in eclectic shopping, theaters, museums and historic sites. Cambridge also offers a tantalizing array of dining options for the visitor with a sophisticated palate.

A photograph of the Boston skyline at night, with various skyscrapers illuminated against a dark sky. The water in the foreground reflects the city lights.

**67th** **BOSTON, MASSACHUSETTS**  
**JULY 22–26, 2013**

# Quadrennial Convention



# FACTS AND TRIVIA

## PEOPLE & PLACES

- The Boston University Bridge on Commonwealth Avenue is the only place in the world where a boat can sail under a train passing under a car driving under an airplane.
- The colored lights on top of the old Hancock building tell the weather: "Solid blue, clear view," "Flashing blue, clouds due," "Solid red, rain ahead," and "Flashing red, snow instead" (during the summer, flashing red means the Red Sox game is rained out).
- The famous CITGO sign in Kenmore Square used to contain five miles of neon tubing. In an effort to be more energy efficient, it now uses LED lighting.
- The Fleet Center (now known as TD Garden) was built a mere 9 inches from the Boston Garden, so the classic structure had to be demolished brick-by-brick.
- At 90 feet below the surface, the Ted Williams Tunnel is the deepest tunnel in North America.
- The 60 story John Hancock Tower contains 13 acres of glass.
- The signs along the Massachusetts Turnpike reading "x miles to Boston" refer to the distance from that point to the golden dome of the State House.
- The Boston Children's Museum displays a giant milk bottle on the wharf which could hold 58,620 gallons of milk.
- Phillip Brooks, the 9th Rector of Trinity Church, wrote the famous Christmas Carol "O Little Town of Bethlehem" after visiting the Holy Land.
- On June 1, 1660, Mary Dyer was hanged on Boston Common for repeatedly defying a law banning Quakers from the colony. She is considered the last religious martyr in North America.

## ARTS & ENTERTAINMENT

- While the Library of Congress contains the most volumes in the country (29,550,000), Harvard University is second with more than 15,000,000 and the Boston Public Library is third with more than 14,000,000.
- The largest art theft in U.S. history occurred in Boston on March 18, 1990, when 12 paintings collectively worth \$100 million were stolen from the Isabella Stewart Gardner Museum by two thieves posing as police officers.

## HISTORY

- Boston was originally named Shawmut by the local Native Americans. It was founded on September 17, 1630 and named after Boston, England, a town in Lincolnshire from which several prominent colonists originated.
- Boston's deep harbor and advantageous geographic position helped it to become the busiest port in the Massachusetts Bay Colony, surpassing both Plymouth and Salem. From its founding until the 1760's, Boston was America's largest, wealthiest, and most influential city.
- Harvard was founded in 1636 and was the first college established in North America.
- The Mather School was founded in Dorchester in 1639. It is the first public elementary school in America.
- James Michael Curley was the first Mayor of Boston to have an automobile. The plate number was "576" - the number of letters in "James Michael Curley." The Mayor's official car still uses the same plate numbers.

- Designed by Frederick Law Olmstead, Boston's Emerald Necklace is a six-mile stretch of green parkland that includes the Boston Common, Public Garden, Franklin Park, Jamaica Pond, the Arboretum, Commonwealth Avenue Mall, Back Bay Fens, Riverway and Olmstead Park.
- The Boston Tea Party reenactment takes place in Boston Harbor annually on December 16th.
- The U.S.S. Constitution, known as 'Old Ironsides', is the oldest fully commissioned vessel in the U.S. Navy and permanently berthed at the Charlestown Navy Yard.
- On October 1, 1998, "Say Hello to Someone from Massachusetts" by Lenny Gomulka was approved as the official polka of the Commonwealth.
- In 1838, the Boston & West Worcester Railroad became the first railroad to charge commuter fares.
- The hottest day in Boston's recorded history was on July 4th, 1911 when the temperature reached 104 degrees Fahrenheit.
- The coldest day in Boston's recorded history was on February 9th, 1934 when

the temperature dropped to -18 degrees Fahrenheit.

- Candlepin bowling was invented in Boston in 1880.

#### **SPORTS & LEISURE**

- In 1907, owner John I. Taylor named his baseball team the Red Sox. Before that, they had been called the Americans as well as the Pilgrims, the Somersets, the Puritans, or the Plymouth Rocks.
- Fenway Park, home of the Boston Red Sox, is the oldest original Major League Baseball Park still in use.

#### **WILD CARD**

- The phrase "Banned in Boston" comes from the late 19th-early 20th century period when City officials took it upon themselves to "ban" anything that they found to be salacious or offensive. Theatrical shows were run out of town, books confiscated, and motion pictures were prevented from being shown.
- The Boston Cream Pie dessert was invented at the Omni Parker House in Boston. It is now the official dessert of the State.

**For more information, visit [www.cityofboston.org](http://www.cityofboston.org)**

# **67th Quadrennial Convention**

**BOSTON, MASSACHUSETTS  
JULY 22-26, 2013**



# IATSE ONLINE STORE

You can now purchase Exclusive  
IATSE products online!



Visit the IATSE's  
website and click  
on the link.  
Shop Union-made!  
Shop USA!  
Shop Today!

*Check out the  
New Items Online!*

[www.iatse-intl.org](http://www.iatse-intl.org)





# Canada's Bill C-38: Changes to Employment Insurance Come into Effect

Despite a concerted effort from the Canadian Office, many of the Canadian Locals and countless other organizations, changes to Employment Insurance Regulations were passed in June 2012 and came into effect in January of 2013. These changes will most strongly affect members who use EI benefits regularly and who are ordinarily between jobs for more than six weeks at a time.

The language of the new regulations appears to allow EI claimants to continue to seek work in the "same" or a "similar" occupational category. Notwithstanding this, frequent users of EI benefits (those with more than 60 weeks of benefits during three periods of unemployment within a five-year period) may be forced to take any available work at as little as 70% of previous earnings or risk losing benefits.

Members should note that there are some measures in place to help act as a counterbalance. Please be aware that:

- Claimants are not required to move to another community to find work, nor subject themselves to unreasonable commute times or unsafe working conditions.
- The use of the phrase "duties that are comparable to the ones you exercised during your qualifying period" within the definition of 'Similar Occupation' should help to protect members from having to leave the entertainment industry.
- For 'Similar' positions, the duties must not only be comparable, but the applicant must also be considered 'qualified to work'. This should reduce the number of non-industry positions for entertainment professionals.

- Government officials have said that a 'common-sense' approach will be used when looking at what 'Similar' occupations are.
- The regulations outlining the minimum salary levels (as a percentage of remunerations for the qualifying work) for other employment should protect members from having to take low-paying positions on an interim basis.
- Claimants are not required to take any employment that would result in them being worse off than if they'd collected EI benefits.

If you would like more information on the changes to EI, please visit the Service Canada website at [www.servicecanada.gc.ca/EIchanges](http://www.servicecanada.gc.ca/EIchanges) or call them directly, toll-free, at 1-800-206-7218.

## CANADIAN IATSE TWITTER PAGE LAUNCHED

Due to the different legal and political issues in Canada, the International launched a Canadian IATSE Facebook page to address the needs and interests of Canadian members. The page was launched on Canada Day, and members have been very supportive, with new "likes" being added every day. To increase the IA's scope in Canada and reach even more members, we have just recently launched an IATSE Twitter page to complement the Facebook page.

While much of what we tweet is Canada-related, a lot is more general in nature, and both American and Canadian members are encouraged to follow us at [twitter.com/iatsecanada](http://twitter.com/iatsecanada).

The IATSE's social media list is now:

### FACEBOOK:

[facebook.com/iatse](http://facebook.com/iatse)  
[facebook.com/iatsecanada](http://facebook.com/iatsecanada)

### TWITTER:

[twitter.com/iatse](http://twitter.com/iatse)  
[twitter.com/iatsecanada](http://twitter.com/iatsecanada)

### FLICKR:

[flickr.com/groups/iatse](http://flickr.com/groups/iatse)



## STAGEHANDS UNION SETTLES STRIKE AT PHILADELPHIA THEATRE COMPANY

On February 1, 2013, IATSE workers at the Philadelphia Theatre Company (PTC) announced that they had reached an agreement to settle a two week old strike and ratified a first contract with the Theater Company.

International Vice President/President of Local 8 Michael Barnes praised the union members who were on strike as well as other Labor allies and community supporters. "This was not an easy battle. It took the support of our International Union and the community to get this contract. I would like to thank the AFL- CIO and the affiliates who supported us on the picket line as well as the community members who honored the picket line and provided support through social media and letters to PTC management. I would also like to thank our International President Matthew Loeb, who marched with us on the picket line and provided extraordinary assistance throughout the campaign, and I would especially like to thank the Local 8 membership who went all out to support

a bunch of young stagehands who last year were called our competition, but today proudly call our union brothers and sisters."

IATSE Local 8 members had been on strike at the Theater Company for two weeks and had been trying to get PTC to agree to a first contract with the newly organized group of workers that reflects already existing conditions of work and includes a minimal wage increase consistent with existing industry standards.

Barnes noted that the new contract for stagehands at the PTC is the first contract Local 8 has settled for a theater of this size. The contract has strong language that protects the jobs, maintains and improves conditions that now include overtime after eight hours in a day, holidays and double time for overnight work. The contract also contains health and retirement contributions for every worker and increases the wages of the workers each year of the agreement.



International President Loeb, Local 8 Members Dan Little, Mike Tracone, Chris Butterfield, International Vice President/President of Local 8 Mike Barnes and Local 8 member Terry Smith.



## Progressive Canadian Political Resources

In 1974, the Fraser Institute was founded in Vancouver to attack the policies of the BC provincial NDP government. Since then, the Fraser Institute and other right-wing think tanks and organizations have been fighting, quite successfully, to push the corporate agenda and to vilify anyone who advocates a progressive ideology. These right-wing organizations are, in large part, funded by corporations and big business focusing only on profit, and have been

successful in portraying themselves as objective, educational institutions with no hidden agendas. In reality, nothing could be further from the truth. You've got to hand it to them - it's a great strategy and they've done a brilliant job. We've got to work to change that.

In today's intolerant, anti-union, anti-women, anti-minority, anti-everything-but-me climate, it's important to make ourselves aware of the work that's being done by progres-

sive organizations seeking to balance out the shrill voices of the conservative movement, which too often, are attacking working families. There are a lot of resources out there for forward-thinkers and a lot of work is being done for social and economic justice. We're in the fight of our lives and it's time we started using these resources. Here's a sample of some of the larger progressive voices and agencies in Canada.



### BROADBENT INSTITUTE

The Broadbent Institute is inspired by a common vision of free, equal, and compassionate citizenship in Canada – the very heart of what social democracy is about.

[www.broadbentinstitute.ca](http://www.broadbentinstitute.ca)  
[www.broadbentinstitute.ca/fr](http://www.broadbentinstitute.ca/fr)



### RABBLE.CA

This is the main website for Canadian activist news.  
[www.rabble.ca](http://www.rabble.ca)



### OUR TIMES

Canada's Independent Labour Magazine  
[www.ourtimes.ca](http://www.ourtimes.ca)



### CANADIAN CENTRE FOR POLICY ALTERNATIVES

Ed Broadbent said of the organization, "The Canadian Centre for Policy Alternatives has been, and continues to be, profoundly important to Canadian democracy.... It is virtually unique in its breadth of ideas and its depth of research."  
[www.policyalternatives.ca](http://www.policyalternatives.ca)



### CANADIAN DIMENSION

The magazine for Canada's Left, published since 1963.  
[www.canadiandimension.com](http://www.canadiandimension.com)



### STRAIGHT GOODS

Straight Goods News carries reports from all over Canada and the world, with a special emphasis on under-represented voices and views from the progressive side of the political spectrum.  
[www.sgnews.ca](http://www.sgnews.ca)



### CANADIANS FOR TAX FAIRNESS

Canadians for Tax Fairness promotes a progressive tax system, based on ability to pay, to fund the public services and programs required to meet our social, economic and environmental needs.  
[www.taxfairness.ca](http://www.taxfairness.ca)



## TWELVE YEAR DISPUTE WITH KRAVIS FINALLY SETTLED

On behalf of the IATSE and South Florida Local 500, Vice President Phil LoCicero and International Representative Don Gandolini, along with officers of Locals 39, 478 and 840, presented the Road Crew of Jersey Boys Tour 2, a copy of the first settlement check from the Kravis Center. The check was in the amount of \$1,033,292.61. In a demonstration of true solidarity, the Road Crew voted unanimously to honor Local 500's picket line during the 4-day strike in late December 2012. Their valiant support was critical to bringing the 12 year struggle to an end. In the

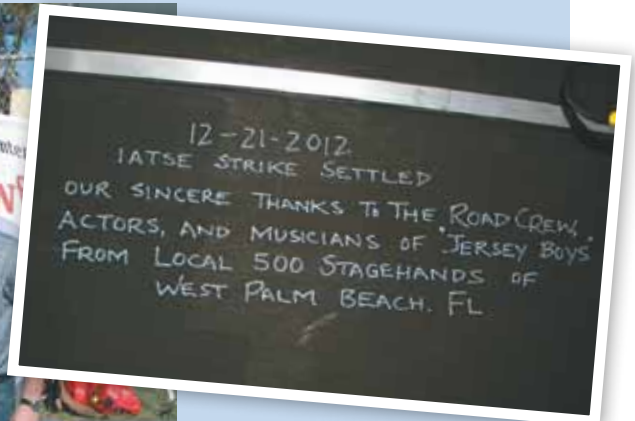
photo are Road Crew members Chris Osborn (Local 631), Brooke Carlson (Local 50), Chad Rowe (Local 11), Joe Bradford (ACT), Ann Roche (Local 412), Heather Layman (ACT), Tom Perrin (Local 126), Jason DeJardin (Local 470), Sean Luckey (ACT), Sandy Hanlon-Cressler (Local 768), Angela Dittmar (Local 99), Michael Dondanville, II (ACT), Katie Ward (Local 798), (missing are crew members Glenn Calhoun and Matt Daugherty). Local 39 Business Agent Alan Arthur and Local 840 Business Agent Bonnie Haase are also pictured.



President Loeb informing the striking Local 500 workers that a contract was signed with the Kravis Center.



President Loeb, International Vice President De Paulo with the Jersey Boys Road Crew





# The Reality of Reality and Unscripted TV

In just a few years, the IATSE has had a significant impact in what used to be a wholly non-union area of entertainment, reality television, and every show brought under contract has had a ripple effect throughout that industry. At first the massive dancing and singing network shows went union - Dancing with the Stars, So You Think You Can Dance, American Idol; then we began organizing the big competition series - Top Model, The Biggest Loser, Fashion Star, MasterChef; then basic cable shows such as Hot Set, FaceOff, The Great Escape and Bellator MMA: Fight Master. From New York to Los Angeles to New Orleans, we've voted with our feet on the sidewalk and the message has been loud and clear: we deserve to join the ranks of

our union brothers and sisters working in television.

The change in this industry goes beyond just single productions. Within the past two years, the IA has forged term contracts with three major production companies to cover all of their shows; from the largest network reality programs to the smallest basic cable series, and there is another being negotiated as you read this. Case in point, besides the large competition reality shows that Reveille is known for, they have three basic cable shows going into production soon that will all be union from day one.

The ripple is growing into a wave; ever since the first day of 2013, the Motion Picture Department has been inundated by members and com-

panies looking for Reality and unscripted agreements. Some of these projects are big, some are small, and all want union protections for their crew. We will continue to aggressively organize existing shows, but it's also important to address these shows before they begin. Please help us by sending your Local call sheets for non-union shows.

The tide is changing. The companies, the networks, and the workers are beginning to realize that we will not stop until everyone who carries a camera, hefts a boom, builds or paints a prop and sets a light for yet another emotional interview should be under an IA agreement. When we stand together, when we speak with one voice, we are an unstoppable wave.

## FRENCH HOURS

**Occasionally productions want to institute French hours for a particular shooting day. Usually it comes up when the daylight hours are short or access to a location is limited. French hours allow the production to forgo traditional meal breaks yet still requires the production to make hot food available and accessible to the crew throughout the day. Each employee must be given time to eat. The shooting day is defined as eleven hours, starting with general crew call. Employees with pre-calls are provided with non-deductible meals.**

**The procedure for using French hours requires the production company to have a secret ballot vote amongst the I.A.T.S.E.-represented crew. Everyone needs to be informed of the vote and be given an opportunity to cast a ballot. The voting and tallying of votes should be observed by the Shop Steward or other representative of the crew.**

**On a French hours workday, the production company must make hot food and assorted beverages available and accessible to the crew beginning approximately four hours after general crew call. A recent production had food available, but it was stationed too far from the set. The distance to the food made it impossible for the on-set crew to get food. In the end, the production had to scrap French hours and paid meal penalties under the contract.**

**Business Representatives should contact the International if a production company wants to use French hours. This will allow us to sign the appropriate sideletter agreements and be part of the consultative process. Crew members with questions about French hours should contact their Local's Business Agent.**



# The Importance of Being Involved

As the motion picture industry continues to evolve, “we the union” must educate ourselves about what is happening within our industry and community at the local, state, and national level.

Anyone who turns on the news knows that union benefits and protections are under attack. Fortunately, as we saw during the presidential election, through union activism and unity we are a powerful force. There are numerous ways that we can be effective union members and advocates:

- 1) Start attending your local union meetings to learn more about the challenges facing your craft, and what your Local is doing to better the lives of their members. Having an understanding of the dynamics at play will help you

address these issues in the workplace, either by outreach to your Business Agents, or through interactions with your co-workers and employers.

- 2) Reach out to your Local’s leadership; share your concerns and offer your help in whatever way your Local may need. Many Locals partner with a charity to raise money for good causes, have committees that could benefit from your expertise, or classes and events that need staffing.

- 3) Get involved in your community. Attend a town hall meeting, talk or write to your elected officials about the benefits of a strong union workforce and how it impacts you personally, and consider becoming a campaign

volunteer. There is much phone-banking and precinct-walking to be done for pro-labor candidates. To get started, call your Local and ask if they can provide a list of pro-labor candidates and their volunteer coordinator contact information.

- 4) Volunteer at schools or nearby colleges. Most schools have career days and people from the entertainment industry are always sought after. This is a great opportunity to put a face on “the union” which students often know nothing about.

Participation and activism is one of the keys to a successful Union. Get involved, stay involved and convince others to do the same. We will grow and prosper through an engaged and active membership.

## THE IATSE CONNECTION



**Visit us on the Web: [www.iatse-intl.org](http://www.iatse-intl.org)**



**Like us on Facebook: [www.facebook.com/iatse](http://www.facebook.com/iatse)**



**Follow us on Twitter: [@iatse](https://twitter.com/iatse)**



**[www.flickr.com/groups/iatse](http://www.flickr.com/groups/iatse)**

# Non-Broadway League Producers

After years of signing one off contracts with various non-Broadway League producers, we now have these companies under a term contract.

The companies that are part of the agreement include Networks Presentations, Troika Entertainment, Big League Theatrical, Phoenix Entertainment and Work Light Productions.

These companies currently account for 23 shows on the road. All of the crew members of these shows are on the Pink Passport

system. The contract they are working under is signed by the IATSE and the Company.

However, it is important to note that as International Representatives continue to visit more shows we often find that Local Business Agents and Local Shop Stewards may not be familiar with the Pink Passports. In these particular cases the crews should still present their local union membership cards and road cards. Locals are also asked to welcome road crews and if there are any questions regarding the

shows traveling into your Local's jurisdiction feel free to contact the IA General Office.

Through our outreach program we are trying to make sure we visit every show on the road. If, for any reason, your show has not had an IA Representative visit, please let us know.

The contract for non-Broadway League producers expires June 30, 2013. If you work for these companies, please send in proposals to either Vice President Anthony De Paulo or Vice President Dan Di Tolla.

## ROAD CARD REMINDER

**What inevitably slows down the issuance of Pink Contracts for traveling stage personnel is the lack of a road card by the prospective traveler. Often requests for a Pink Contract are submitted with very short notice, for example, just prior to production starting or for last minute replacements and/or vacations. If you, as the prospective traveling employee, already have your road card and the stub has been submitted to the General Office, it facilitates the timely issuance of the Pink Contract. Please consider getting your road card early by paying for all four quarters' dues, if you hope to or think you will be traveling this year. It will make for a smoother request process and will not require the General Office to track down your respective Secretary-Treasurer to have a road card issued.**

## UPCOMING NEGOTIATIONS

**Please be advised that the Traveling Pink Contracts for VEE Corporation (Sesame Street Productions) and Feld Corporation (Disney on Ice and Disney Live) are due to expire in July. Negotiations with these two employers will occur in the Spring of this year. If you are a traveling member with either VEE or Feld, and have any contract suggestions for the new agreement, please forward your ideas to the General Office. These proposals should be sent to either Vice President Anthony De Paulo or Vice President Dan Di Tolla.**



# HELPING THOSE IN NEED

In the wake of the devastation from Hurricane Sandy, the Walsh/Di Tolla/Spivak Foundation will be providing assistance to IATSE members and their families who are suffering serious financial hardship.

Many I.A.T.S.E. members have suffered losses. Some may face unexpected medical bills or need assistance with the costs of temporary housing. It is our hope that financial assistance from the Foundation will enable these members and their families to better cope with the challenges created by the aftermath of this storm.

The I.A.T.S.E. has agreed to donate \$10,000 to the Foundation. We ask local unions, members and friends of the I.A.T.S.E. to contribute what they can. Checks should be made payable to the "Walsh/Di Tolla/Spivak Foundation" with a notation indicating "Hurricane Sandy" and be mailed to the Walsh/Di Tolla/Spivak Foundation, c/o I.A.T.S.E., 1430 Broadway, 20th Floor, New York, NY, 10018.

## ADDITIONAL DONATIONS TO THE HURRICANE SANDY FUND:

IATSE District No. 6	IATSE Local No. 187	IATSE Local No. 775	Raymond H. Fortune
IATSE Local No. 1	IATSE Local No. 210	IATSE Local No. 786	Karl O. Gilbert
IATSE Local No. 5	IATSE Local No. 271	IATSE Local No. 798	Alan Heim
IATSE Local No. 10	IATSE Local No. 320	IATSE Local No. 799	Dwight Jendrusch
IATSE Local No. 18	IATSE Local No. 329	IATSE Local No. 849	MaryAnn Kelly
IATSE Local No. 38	IATSE Local No. 354	IATSE Local No. 856	Brian J. Lawlor
IATSE Local No. 46	IATSE Local No. 412	IATSE Local No. 858	Therese Magee
IATSE Local No. 58	IATSE Local No. 487	IATSE Local No. 873	Alain Masse
IATSE Local No. 59	IATSE Local No. 489	IATSE Local No. 884	Judith Matsumoto
IATSE Local No. 96	IATSE Local No. 500	IATSE Local No. 887	Sean McGuire
IATSE Local No. 97	IATSE Local No. 514	IATSE Local No. 894	Michael McHugh
IATSE Local No. 99	IATSE Local No. 600	IATSE Local No. 897	Beverly Nolan
IATSE Local No. 105	IATSE Local No. 665	IATSE Local No. 924	John D. Page
IATSE Local No. 107	IATSE Local No. 680	IATSE Local No. USA829	Colleen Paul
IATSE Local No. 112	IATSE Local No. 700	IATSE Local No. 18032 ATPAM	David Peredia
IATSE Local No. 124	IATSE Local No. 705	Awod production Services, Inc.	Angela Quiles
IATSE Local No. 127	IATSE Local No. 706	Kay Carter	Cathy Santucci-Keator
IATSE Local No. 134	IATSE Local No. 728	Tom Curtis	John B. Senter, III
IATSE Local No. 169	IATSE Local No. 748	Claire Folger	James G. Varga
IATSE Local No. 181	IATSE Local No. 772		

*Contributions listed are from December 17 – March 8, 2013*

## AFL-CIO's Center for Strategic Research Training

**I**n order to strengthen the tools used by International Representatives when organizing; the Stagecraft, Tradeshow, and Television Broadcast Departments have begun attending training with the AFL-CIO's Center for Strategic Research. The Center for Strategic Research is the AFL-CIO's dedicated research department to gather information on for-profit and non-profit companies.

The training is designed to teach specific tools of research and how to apply these tools in organizing campaigns. Using this training has been valuable for the strategic campaigns the International has been implementing and will implement in the future.

Training began in November 2012 in Washington, D.C. with the attendance of several International Representatives at the Introduction to Corporate Research classes taught by members of the Center for Strategic Research. The classes were structured with lectures and group discussion and then computer time to apply what was discussed. The lectures were designed to help students put together good information packets and synopses for union leadership and organizers. These synopses included corporate profiles, management profiles, and industry analyses. The legality of certain information, what to use and what not to use, and how to present the information gathered in campaign communication in tandem with other tools and strategies was also discussed. The IA's Kravis Center campaign was also used as a case study to help develop ideas for that campaign.

The most recent training was conducted at the General Office in New York from January 30th through February 1st. The training was attended by International Vice Presidents Daniel Di Tolla and Bill Gearns, International Representatives Christopher Bateman, Joe Hartnett, Joanne Sanders, Mark Kiracofe, Brian Faulkner, Fran O'Hern, In-House Council Samantha Dulaney, and Administrative Assistant Marcela Barrientos who also coordinated the training sessions with the Center for Strategic Research.

The first day was training on Lexis-Nexis, one of the main tools for researchers. Lexis-Nexis is a subscription based online database of legal cases, news stories, corporate profiles, and government documents. It has been referred to as "Google on Steroids." The first day of training was in-depth, hands-on training on Lexis-Nexis, taught by instructors from the online research service. This tool can be used to not only research companies themselves but also the key people in these companies and the relationships they may have with other companies or groups. This type of research has been vital in IATSE campaigns.

The second day of training was on "Message Strategy," taught by Julie Farb-Blain, Senior Researcher for the Center for Strategic Research and Nora Frederickson, Northeastern Field Communications AFL-CIO. The training dealt with how to craft a pro-worker message in the current political climate that will be effective in shaping public opinion to be supportive of our issues. This included tactics to use when dealing with the media, understanding who we are communicating with, and what is the best delivery method for our message. There was also discussion about using online media to craft the message. The training also used a possible future corporate campaign as our case study to help craft the message that we may implement in the future.

As the relationship and training between the IATSE and the AFL-CIO's Center for Strategic Research continues to grow, the membership of the Alliance can be reassured that they will be well represented now and in the future when dealing with a major corporate campaign.



## IATSE STUDENT OUTREACH PROGRAM

The IATSE Student Outreach Program has been developed as a method for our organization to communicate with University, Community College and High School students who have a desire to work in the Industries we represent.

Presentations have been developed which are aimed at University technical theatre schools as well as those involved in teaching motion picture and television production. Another presentation has been developed and is aimed at high school students.

Because very few students have been exposed to Union thought and culture and are many times confused

about who we are and what we do, this is an excellent way for us to educate.

During the course of the presentations there is a brief overview of Labor Law, History of Labor and the Labor movement, a discussion of who we represent, how to join the IATSE and other salient issues such as finding the first job.

The presentation is generally capped off with a lively question and answer session.

To schedule a representative to attend a University or to obtain other information about the program, please contact Pat White ([pwhite@iatse-intl.com](mailto:pwhite@iatse-intl.com)) or Ben Adams ([badams@iatse-intl.com](mailto:badams@iatse-intl.com)).



On January 11, 2013, International Representative Ben Adams spoke with college students at the University of Arizona. Also in attendance were members of Local 415.

## INFOCOMM CTS CERTIFICATION COURSES

Detroit, MI  
April 2-3-4 • April 9-10-11

Los Angeles, CA  
April 23-24-35

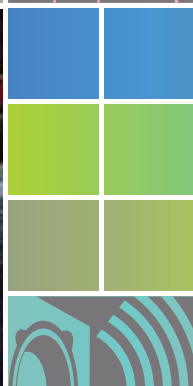
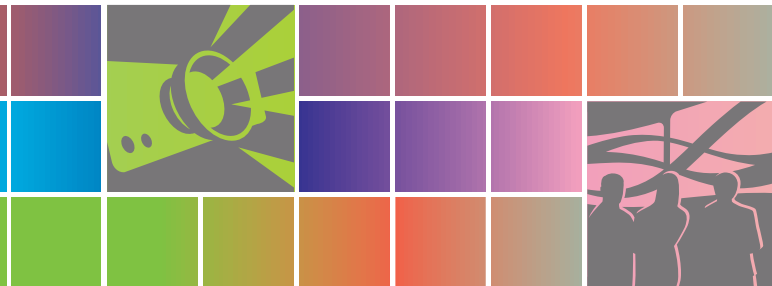
Toronto, ON  
May 7-8-9

To join InfoComm for free as part of the IATSE partnership, to enroll in a course, or to request training in your area, contact us at [Infocomm@iatse-intl.org](mailto:Infocomm@iatse-intl.org) or [badams@iatse-intl.com](mailto:badams@iatse-intl.com).

**infoComm**  
INTERNATIONAL®

# Wow the Audience

Register now for the leading live events show!



## Live events technologies that stand out

The largest live events show is coming to Orlando. We know your work is intense. Learn how to tackle production challenges with ease by taking a course or finding the latest gear for rental & staging, concert, corporate and live events.



### IATSE Members:

use **VIP CODE MCIATSE**  
for free access to the show  
floor and events

## Collaborate. Communicate. Connect.

IATSE Members are now eligible for FREE membership to InfoComm International, plus free and discounted classes, including CTS prep. Email us at [infocomm@iatse-intl.org](mailto:infocomm@iatse-intl.org) for more information.

**Conference: June 8-14 | Exhibits: June 12-14**  
**Orange County Convention Center, Orlando, Florida**

***info*Comm13**  
**[infocommshow.org](http://infocommshow.org)**



# The Future of Safety and Training

By Kent Jorgensen,  
Chairman, IATSE Craft  
Advancement Program Committee



While at the Mid-Winter General Executive Board meeting in Nashville, I was thinking about where the IATSE's safety and training programs were headed. I believe the strength of the programs come from individual efforts and leadership's ability to focus those efforts toward the same direction.

For many years the IATSE has held a leadership role in the entertainment and exhibition industry with regard to safety and training. Locals and individuals support professional organizations such as the Professional Lighting and Sound Association (PLASA), the United States Institute for Theatre Technology (USITT), the Canadian Institute for Theatre Technology (CITT), InfoComm, and the National Fire Protection Association (NFPA). Our members attend meetings and conferences; are part of industry standards writing groups; hold elected positions; speak on panels, and write articles for industry magazines and newsletters.

Around the Provinces and States, courses range from specific safety courses, such as fork lift or respirators, to skills training on costuming or rigging lighting balloons. Members are able to handle the newest pieces of equipment because their representatives arrange training demos with vendors and manufacturers.

Individual Locals continue to expand their training programs. There are Locals that are only able to sponsor one or two trainings a year, while others offer dozens of courses all year long. There are Locals with separate safety and training committees that have full-time staff to carry out their programs. Other Locals have Business Agents, Secretary-

Treasurers, or volunteers willing to plan and coordinate a class on a Saturday morning.

That is kind of a rough view of what I see and hear about.

The future for safety and training continues to look bright. While the percentage of members who have taken advantage of training slowly increases, the opportunities for training continue to grow and move forward.

Director of the Education and Training Department Pat White, along with the efforts of the Department, the IATSE Entertainment and Exhibition Training Trust Fund, and the IATSE Craft Advancement Program Committee, are providing training courses, InfoComm membership and courses, and certification support to IATSE members.

So how can your Local get involved?

There are a number of ways to get involved with safety and training. Go to the IATSE website and click on "Member Education" under Member Resources. You will find information on the InfoComm partnership and how to sign-up; the IATSE's Training Trust Fund and its' website, and other Education and Training Department resources like the Road Show Tour.

If you are interested in some of the professional organizations mentioned above, (InfoComm, PLASA, USITT, CITT, etc.) and have questions, send an email to: [ICAP@iatse-intl.org](mailto:ICAP@iatse-intl.org).

If you have any safety concerns or comments, send them to: [kjorgensen@iatse-intl.com](mailto:kjorgensen@iatse-intl.com).

We have come a long way with regard to training and safety, but there is still work to do. With the energy and efforts of members and Locals, and the International's focus on the objective, we can be proud of our reputation of being the best and safest workforce in our industry.

## LOCAL UNIONS PARTICIPATE IN IATSE TRAINING TRUST

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

5	16	30	66	99	251	415	675	887
10	17	42	69	127	295	488	720	
12	25	46	85	190	363	500	764	
15	28	62	87	200	399	665	838	

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



## 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, AFL-CIO, CLC, convened at 10:00 a.m. on Monday, January 7, 2013 in the Capitol Ballroom of the Sheraton Nashville Downtown Hotel in Nashville, Tennessee.

## 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

J. WALTER CAHILL,

Second Vice President

THOM DAVIS,

Third Vice President

ANTHONY DE PAULO,

Fourth Vice President and

Co-Director of Stagecraft

DAMIAN PETTI,

Fifth Vice President

MICHAEL F. MILLER, JR.,

Sixth Vice President and Director

of Motion Picture and Television  
Production

JOHN T. BECKMAN, JR.,

Seventh Vice President

DANIEL E. DI TOLLA,

Eighth Vice President and

Co-Director of Stagecraft

JOHN R. FORD,

Ninth Vice President

JOHN M. LEWIS,

Tenth Vice President and

Director of Canadian Affairs

CRAIG P. CARLSON,

Eleventh Vice President

WILLIAM E. GEARNS, JR.,

Twelfth Vice President and Director

of Tradeshow and Display Work

PHIL LOCICERO,

Thirteenth Vice President

In addition to the members of the Board, those present included General Secretary-Emeritus Michael W. Proscia, Retired International Vice President Michael J. Sullivan, International Trustees C. Faye Harper, George Palazzo, and Thomas Cleary, CLC Delegate Kelly Moon, Assistants to the President Deborah A. Reid and Sean McGuire, Director of Communications Emily Tao, Director of Education and Training Patricia A. White, Director of Broadcast Sandra England, Assistant Director of Motion Picture and Television Production Daniel Mahoney, International Representatives Ben Adams, Steve Aredas, Christopher "Radar" Bate-man, Peter DaPrato, Brian Faulkner, Jamie Fry, Donald Gandolini, Jr., Ron Garcia, Barny Haines, Scott D. Harbinson, D. Joseph Hartnett, Vanessa Holtgrewe, Mark Kiracofe, Brian Lawlor, Peter Marley, Julia Neville, Francis O'Hern, Joanne Sanders, Lyle Trachtenberg, Jennifer Triplett, Joel Youngerman, Special Representatives David Garretson, Ronald G. Kutak and Donald Martin, ICAP Chairman Kent Jorgensen, Assistant to the Editor MaryAnn Kelly, and staff members Alejandra Arzate, Marcia Lewis, Colleen Paul, Terri Simmons, Krista Hurdon, Buffy Snyder and Eileen M. Lehane.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westches-

ter-Putman Counties, NY; 2, Chicago, IL; 4, Brooklyn-Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 7, Denver-Boulder, CO; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's University-College of St Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 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; 26, Grand Rapids-Muskegon-Battle Creek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 46, Nashville, TN; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 58, Toronto, ON; 59, Jersey City, NJ; 69, Memphis, TN; 110, Chicago, IL; 122, San Diego, CA; 161, States of New York/New Jersey/Connecticut; 168, Vancouver Island, BC; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 260, Lake Charles-Alexandria-Pineville-Fort Polk, LA; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 322, Charlotte-Greenville, NC; 353, Port Jervis-Sullivan County, NY; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic States; 491, States of North and South Carolina/Savannah, GA; 492,



State of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 667, Eastern Canada; 669, Western Canada; 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; 767, Los Angeles, CA; 780, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; EE829, New York, NY; USA829, United States; 835, Orlando, FL; 871, Hollywood, CA; 873, Toronto, ON; 883, Cleveland, OH; 891, Vancouver, BC/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; B-27, Cleveland, OH and B173, Toronto-Hamilton, ON.

### HOST LOCALS

At the opening session of the Board meeting, representatives of Host Locals 46, 161, 492, 915, 600, 700, 798, 800, and USA 829 appeared to officially welcome members of the

General Executive Board, Official Family, local union representatives and guests to the City of Nashville and offered to provide any assistance to the Board and all attendees during the week of the meeting.

On behalf of the Board, President Loeb expressed his appreciation to the Host Locals for all their hospitality and for the hard work they put forth to ensure that this Board meeting would be a memorable one and one of great success. He noted that after considerable research, it was discovered that the International has never held a Board meeting or Convention in Nashville, Tennessee. President Loeb stated that the Board looked forward to a very successful meeting in a city like Nashville where the entertainment industry flourishes.

### INTERNATIONAL VICE PRESIDENT PHIL LOCICERO

At the onset of the meeting, President Loeb formally introduced International Vice President Phil LoCicero who had been unanimously elected to serve on the General Executive Board and was sworn into office during closed session on Friday, July 27, 2012 at the Board's mid-summer meeting in Vancouver, BC. Presi-

dent Loeb noted that the General Executive Board unanimously elected Brother LoCicero after the retirement of Vice President Lawlor.

Vice President LoCicero has served as President of Studio Mechanics Local 478 in the State of Louisiana since 1994. President Loeb stated that Vice President LoCicero has served the IATSE with commitment and dedication and he will continue to do so in his service as a member of the General Executive Board.

### REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer James B. Wood appeared before the Board and provided the following update regarding the Office of the General Secretary-Treasurer:

#### *67th Quadrennial Convention Preparations*

The International Convention will take place this July at the Sheraton Boston hotel and the Hynes Convention Center. The mid-summer meeting of the General Executive Board will precede the Convention and take place from July 15-19, 2013 and the Convention itself will take place from July 22-26, 2013. The District meetings will occur during the weekend



Host Locals welcomes the Official Family to Nashville, Tennessee.

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



between the conclusion of the Board meeting and the start of the Convention. The main sessions of the Convention will take place in the Ballroom of the Hynes Convention Center, which is a short distance from the hotel and can be accessed through the mall attached to the hotel or from an exterior entrance around the corner from the hotel. All District meetings and all other meetings and caucuses related to the Convention will take place at the Sheraton Boston.

Delegate credential packages will start being sent to local unions in April. In order for a local union to receive their delegate packages they must have remitted per capita payments for both the first and second quarters of 2013 (an amount at least equal to twice the number of members reported on their 1st Quarter Report for 2013) and they must have submitted the 1st Quarter Report for 2013.

Only after the delegate credentials have been completed and returned to the International will a delegate be eligible to make an airline reservation on the IA Master Account. Airline reservations must be made in accordance with the International Constitution and Bylaws, which limits reimbursement to the price of 30-day advance ticketing. Delegates driving to the Convention will be reimbursed at the lesser of either \$0.565 per mile, or the average airfares of their delegation or local unions in their area.

Reservations at the Convention hotel do not require completed delegate credentials and should be made as soon as possible because the availability of rooms will be limited in Boston in the summer. The rate is

\$205.00 per night single/double occupancy. A link to the Sheraton Boston reservation site will be available on the International's website for that purpose. There will also eventually be a specific Convention section on the website that will be dedicated to Convention information. In addition, the next two issues of the Official Bulletin will contain a large amount of convention information.

### *Financial Update*

In a few months, the International will complete the fiscal year. The auditors will perform their April 30, 2013 year-end review and in keeping with past practice, the results will be published in the Report of the General Secretary-Treasurer that will be presented at the Convention.

It is expected that the Convention Fund will be more than adequately funded to cover the necessary airfare and delegate per diem expenses. The General Fund and Defense Fund are expected to be closer to the breakeven point as the effect of low interest rates on fixed income investments continues to limit the amount of investment income that is available. In addition, and as is obvious from the reports given over the past few years at General Executive Board meetings, the International continues to allocate substantial financial resources to organizing, activism, training, education, modern communications, and servicing of our local unions and members.

### *Local Union 2013 Supplies*

The process of sending the 2013 supplies and membership cards to our local unions began in late November of last year. Supplies were sent to Locals that had filed their first

three Quarterly Reports for 2012 and purchased the necessary amount of per capita stamps for 2012.

As of the commencement of this General Executive Board meeting, all but 46 of our 377 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2013 supplies and membership cards.

Local unions that have not received their 2013 supplies should contact the General Office to determine which issues need to be resolved.

### *IATSE Trademarks*

The emblem of the IATSE has long been a registered trademark and we are vigilant in protecting its use. Every few months we seem to come across unauthorized uses of our emblem and cease and desist communication is immediately sent.

Recently, a local union contacted the International to request the ability to trademark the IA emblem with the local union number in the middle. The International would have been required to waive our right to protect what would be a technical violation of our trademark and the International received legal advice that it would not be prudent to do that because it would ultimately weaken our right to strictly enforce our trademark protection in other situations.

While in discussions with the law firm that we engage for specific trademark related matters, it was determined that we should broaden the scope of our trademark to include all labor union and association services provided by the Alliance. It was also determined that it would be prudent to register some of the slogans that



have been regularly used for many years. The law firm has been engaged to complete all of the necessary applications in both the United States and Canada.

### *Membership Application Scanning*

In an attempt to reduce the need for storage space in the new General Office and also with an aim to improving efficiency, a program has been implemented in the Finance Department to scan all membership related paperwork into the member information portion of the database.

For the past few months, every membership application, stub, transfer card, etc. that relates to a member's status has been scanned into the system as it was received. The paper is then shredded and the record is permanently attached to the member's record in the database. In addition to scanning all new incoming paperwork, the scanning of back applications has also begun in an attempt to reduce the need for off-site storage once the move to the new office takes place. To date almost 20,000 transactions have been scanned, including almost 10,000 membership applications.

### *In other Finance Department News:*

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. Thus far, in fiscal year ending April 30, 2013, royalty payments totaling \$163,546 have been received.
2. In recognition of those present and future members that communicate primarily or exclusively in Spanish, the International has concluded the process of having

the International Constitution and Bylaws translated into Spanish. This version now joins the English version and the previously translated French version.

3. The International continues to charge fees for consultation responses for INS Visas. Thus far, in fiscal year ending April 30, 2013, just over \$460,000 in fees have been collected.
4. In order to keep up with the increasing amount of digital information flowing through our offices, a new server has been installed in the General Office that has a large amount of storage capacity and soon a new server will also be installed in the West Coast Office. A new firewall is also scheduled to be installed in the Canadian Office so that the protection in that office will match that in our other two offices.

### **REPORT OF THE BOARD OF TRUSTEES**

International Trustees George A. Palazzo, C. Faye Harper and Thomas J. Cleary appeared before the Board to present a review of their audit of the books and records of the International for the period May 1, 2012 through September 30, 2012. All records examined were found to be in order, and the Trustees expressed their appreciation for the assistance of the staff in the Office of the General Secretary-Treasurer in the successful completion of this review.

President Loeb expressed his sincere appreciation for the work of the Board of Trustees. He remarked that it was a detailed task that each of the Trustees carries out with diligence and professionalism.

The Board accepted the Report of the Board of Trustees.

### **APPEALS OF JOSEPH MUSSO VS. LOCAL NO. 800, LOS ANGELES, CA, AND MARTIN KLINE VS. LOCAL NO. 800, LOS ANGELES, CA.**

Brothers Joseph Musso and Martin Kline, members of Local 800, both filed separate appeals to the General Executive Board from a decision of the International President dated July 3, 2012 which set forth the International President's "Opinion and Decision After Hearing."

The appeals were based on the Hearing Officer's recommendation that Brothers Musso and Kline be required to return the amount of \$15,000.00 which they unlawfully withdrew from the treasury of the Illustrators and Matte Artists Craft Council ("IMA") to compensate their attorney for representation in connection with a complaint made by them to the National Labor Relations Board.

In 2008 former Locals 790 and 847 were merged into Local 800. Local 800 is divided into several Craft Councils. Upon their merger into Local 800, former Locals 790 and 847 became the Illustrators and Matte Artists Craft Council, commonly known as the IMA. At the time of the merger, the former officers of Locals 790 and 847 sued the International alleging that their merger into Local 800 violated federal labor law and would result in an employer-dominated union. They argued that there were inherent conflicts of interests between the Art Directors and the Illustrators and Matte Artists and that Local 800 did not have sufficient safeguards in place to protect the interests of the

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



IMA. The federal courts and the NLRB disagreed.

In April of 2012, Brothers Musso and Kline filed another unfair labor practice charge making the same allegations that they had made in 2008. They hired an attorney to represent them by withdrawing \$15,000 from an already established fund within the IMA that had been created shortly after the merger. This fund, the Josef Bernay Benevolent Fund ("JBBF" or "Fund"), was established for the purpose of assisting council members experiencing hardship by paying union dues, mortgage or rent, phone and internet, utilities, groceries or hardship related expenses on behalf of its members in amounts not to exceed one thousand (\$1,000.00) per applicant.

The International President requested that Brothers Musso and Kline return the funds they withdrew from the JBBF because it appeared that the monies had been withdrawn in violation of the express rules of the Fund and the Local 800 Constitution. They did not. Thus, General Secretary-Treasurer James Wood filed charges against Brothers Musso and Kline for violations of Article Seven, Sections 5(e) and 14 of the International Constitution and Article XI(C) of the Art Directors Guild Local 800 ("Local 800") Constitution. Specifically, the Affidavit of Charges alleged that Brothers Musso and Kline unlawfully:

- Withdrew fifteen thousand (\$15,000) dollars from the Josef Bernay Benevolent Fund (sometimes "JBBF" or "Fund") without the required signatures of either the Local 800 Executive Director or the Associate Executive Director;

- Withdrew fifteen thousand (\$15,000) dollars from the JBBF in violation of its express terms by exceeding the maximum amount allowed for withdrawal;

- Withdrew fifteen thousand (\$15,000) dollars in violation of the express purposes of the Fund;

- Ignored directives from the International President on or about December 15, 2011 and January 10, 2012 to produce minutes of a so-called executive session of the Local 800 Illustrators and Matte Artists Craft Council ("IMA") that occurred on October 21, 2011, to determine the purpose of the withdrawal of fifteen thousand (\$15,000) from the JBBF;

- Ignored a directive from the International President to return immediately all of the money that was unlawfully withdrawn in violation of Article XI(C) of the Local 800 Constitution.

The International President assigned International Representative Donald Gandolini to serve as hearing officer and a trial was held on April 13, 2012 at the International's West Coast Office. After hearing the testimony, reviewing the evidence—including exhibits—and reading the trial transcript, Hearing Officer Gandolini found that Brothers Musso and Kline were guilty as charged and he recommended the imposition of a fifteen thousand (\$15,000) dollar fine and expulsion from membership.

The International President affirmed the repayment of the \$15,000.00 to the IMA. However, he reduced the expulsion to a one-year suspension from Local No. 800 subject to an extension beyond the one

year mark until the \$15,000.00 is returned to the IMA.

After thorough review of the record in the appeals of both Brothers Musso and Kline, the General Executive Board voted to uphold the decision of the International President to deny the appeals of Brothers Joseph Musso and Martin Kline.

General Secretary-Treasurer James B. Wood and International Representative Donald Gandolini were excused from the Board meeting during the Board's discussion on these appeals. Neither President Loeb nor General Secretary-Treasurer Wood participated in the deliberations and did not vote.

## LOCAL NO. ONE, NEW YORK, NY

### Re: CBS

Appearing before the Board was International Representative Daniel Mahoney and Local No. One President James J. Claffey, Jr. and Television Business Representative Robert Nimmo, to report on Local One's negotiations with CBS Broadcasting, Inc.

The contract, which expired on May 21, 2011, covers 12 active studios, carpenter and electric shops, facilities crews and remotes. Local One presented only eight proposals whereas CBS presented 20 proposals attacking Local One's jurisdiction, staffing, hours, compensation and, ultimately, the member health benefits.

After approximately 13 negotiating sessions, a deal was reached that includes wage, annuity and health increases, expansion of jurisdiction and additional staffing.

Local One thanked President Loeb and Representative Mahoney for their assistance.



## AMERICAN INCOME LIFE INSURANCE

The General Executive Board was addressed by Denise Bowyer, Vice President and Secretary of the Labor Advisory Board of American Income Life and National Income Life Insurance (AIL), and Susan Fuldauer, Vice President of AIL.

AIL is a unionized insurance company that provides supplemental insurance benefits to unionized workers and their families. AIL currently provides coverage to approximately 28,000 IA members from 64 Locals. It is a company that reinvests in various initiatives that support working families and unions. Recently, AIL supported candidates and campaigns for working families in the battleground states that have taken aim at unionized labor.

Ms. Bowyer confirmed that AIL has a relationship with Local 500 and would be providing Local 500 members with a strike waiver of premiums for January and February 2013 in light of the December 2012 strike at the Kravis Center.

President Loeb noted that the benefits Locals provide to their members not only make the lives of members better, they also serve as an important organizing tool. He encouraged Locals to give consideration to the benefits they provide to members and when doing so, consider dealing with insurance companies that share the same type of working family ideals pursued by the IA. President Loeb confirmed that AIL would be available throughout the day to speak to Local representatives and answer any questions about supplemental benefits coverage policies.

## BILL SAMUEL, DIRECTOR, AFL-CIO LEGISLATIVE DEPARTMENT

Appearing as a guest, Bill Samuel, Director of the AFL-CIO Legislative Department, addressed the General Executive Board on issues occurring on Capitol Hill in Washington, D.C.

Mr. Samuel noted that the recent elections gleaned many successes but the fight is clearly not over. While a vast majority of Congressional races resulted in Democratic victories with a five percent margin, re-elections in the House and a third of the Senate will occur in just two years. The fight will be for those incumbents to retain their seats, beginning with anticipated battles in the various primary elections.

While the Democrats held the majority in the Senate, House races maintained a Republican majority. This means that crises like the “Fiscal Cliff” will likely continue to stymie progressive change coming from Congress. The refusal by the Republican Right to consider meaningful tax increases will foster future attacks against Social Security, Medicare, and the Affordable Care Act. Mr. Samuel stressed that a new round of confrontations is only months away when legislators go to battle over the debt ceiling. He emphasized the need for all AFL-CIO affiliates and union members to continue year round mobilization.

Mr. Samuel noted the need to make “jobs” a primary focus of the labor movement. The need to build and rebuild the infrastructure is crucial for the United States to achieve and maintain investment levels set in Europe and China. We need to engage in coalition with environmental

groups, immigration activists, and community and faith-based groups. This is how we will need to fight to prevent attacks such as we saw in states like Ohio, Wisconsin and Michigan.

President Loeb pledged the continuation of the vibrant, active involvement of the IATSE in these political fights. The IATSE will deliver.

## LOCAL NO. 58, TORONTO, ON

### Re: Toronto International Film Festival

Brothers Jim Brett, President of Local 58, and Nelson Robinson, Business Agent Local 58, appeared before the Board and reported on negotiations with the Toronto International Film Festival.

Local 58 has bargaining rights with the Toronto International Film Festival (TIFF) and a collective agreement covering TIFF's year round cinema operations in Toronto as well as TIFF's festival operations in September of each year. Local 58 had been engaged in negotiations for the renewal of this collective agreement for several months with little to no success.

In July of 2012, while still engaged in negotiations with TIFF, the Local was advised that TIFF would be contracting out revising work for the September festival to Deluxe. Local 58 immediately filed a grievance against TIFF that was referred to arbitration. Local 58 also commenced an informational picket and leafletting campaign at TIFF's cinemas and Deluxe's office along with a social media and email campaign in an effort to both reach a renewed collective agreement and exert pressure on TIFF for its decision to contract out

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



Local 58 work. Local 58's efforts were supported by Vice President John Lewis and Canadian Office Operations Manager Krista Hurdon who attended Local 58's picket lines. President Loeb also supported Local 58's efforts by writing a letter to major American and Canadian motion picture unions and guilds, advising of the job action and seeking support, and pledging support and assistance to Brother Brett and Local 58. Local 58's efforts gained traction with TIFF and led to TIFF returning to the bargaining table with a view to actually reach a deal. In September 2012, a new collective agreement containing a number of improvements for Local 58 members was finally reached. The contracting out grievance remains outstanding, with the first arbitration hearing date being held in November 2012 and additional dates scheduled for February 2013. Local 58 is confident in the strength of its case and hopes to receive a positive decision from the arbitrator in the spring of 2013.

President Loeb congratulated Local 58 for its resolve to get a collective agreement and protect the work jurisdiction of its members. President Loeb reaffirmed the IA's support for Local 58's efforts noting that IA locals must remain vigilant in protecting the livelihood of members, however few and wherever they work, and will have the full backing of the International when doing so.

## **LOCAL NO. 21, NEWARK, NJ**

### **Re: Merger with Local 534 and Expansion of Membership**

Local 21's President Michael Stas and Business Agent Stan Gutowski updated the Board on the merger of

Local 534 into Local 21, which was consummated in January 2011. They reported that because of the merger they have doubled their membership, expanded their Executive Board to include former officers and members of Local 534, and have stepped up their organizing efforts, including successfully organizing the South Orange Performing Arts Center; Asbury Audio; Orbital Sound, Inc. and Pulse Lighting. The merger has inured to the benefit of all members of Local 21 as its jurisdiction has expanded and former members of Local 534 are able to work in long-standing Local 21 venues.

They advised that they, along with Locals 59, 536 and 632, are in the fourth year of the Youth Transition To Work Program (YTTW), an apprenticeship program for high school students who are interested in doing backstage work. The state of New Jersey has approved the YTTW for an additional two (2) years of grants.

Brothers Stas and Gutowski concluded by stating that the structure of Local 21 has grown tremendously since the 2011 merger and its membership will likely increase to over three hundred (300) as a conse-

quence of the recent organizing efforts. They offered their appreciation to President Loeb, Vice President Anthony De Paulo, Representative Brian Lawlor, In House Counsel Samantha Dulaney and to the loyal members of Local 21 for their support, confidence and encouragement. Vice President De Paulo complimented Brother Craig Werner former Business Agent of Local 534 and all the members of Local 21 for their vision.

President Loeb remarked that because of the merger, all members of Local 21 have better work opportunities, access to retirement benefits, health and life insurance, and a bona fide apprentice program by which they will ensure that their members receive state-of-the-art training. Describing the merger as a "success story", President Loeb observed that it is enlightening and encouraging to see how the Local has come together and grown.

## **LOCAL NO. ONE, NEW YORK, NY**

### **Re: Local One's Training Education and Technology Fund**

Local No. One President James J. Claffey, Jr., Treasurer Robert Mc-



**From left to right: Chairman of the Board of Trustees and Training Trust Coordinator Paul F. Dean, Jr., President James J. Claffey, Jr., Secretary Robert Score and Treasurer Robert McDonough reported on Local One's Training, Educational and Technology Fund.**



Donough, Secretary Robert Score and Chairman of the Board of Trustees and Training Trust Coordinator Paul F. Dean, Jr. appeared before the Board and reported on Local One's Training, Educational and Technology Fund ("TET"), the vehicle that routes apprentices to membership in Local One.

A Local One apprenticeship begins with a 30-day probationary period. Then, with the recommendation of his or her supervisor, the apprentice is interviewed by the Executive Board and takes the Oath of Obligation. The apprenticeship may last for up to three years.

Apprentices work in a variety of venues such as Radio City Music Hall, The Metropolitan Opera, NBC and ABC to name a few. There are a total of 15 venues and shops with apprentice positions. Apprentice members are offered healthcare insurance through the Welfare Fund of Local One, IATSE. They are not eligible to vote on union matters but are invited to attend all union meetings.

A test to participate in the program is offered every two years and the top 40 test takers comprise that year's list. The test is actually a series of exams based on general intelligence, tool recognition, abstract reasoning, spatial relations, arithmetic and mechanical reasoning. Course requirements include basic rigging, basic sound, basic electric, personal protection equipment, history of Local One, CPR, first aid, etc.

The TET Fund is governed by the Taft-Hartley Act and has both union and management trustees. All proceeds from Local One's 125th Anniversary event in 2011 went into the training fund. Additional funding

comes from contractual percentages negotiated into contracts by Local No. One, and from proceeds of future Local One golf outings. As a result, the Fund has become self-sustaining and has allowed the TET Fund to expand its training.

### **LOCAL NO. 322, CHARLOTTE, NC**

#### **Re: Democratic National Convention**

Brothers Charles "Bo" Howard, Business Agent for Local 322, Charlotte, NC, Local 322 member Jason Scianno, and Sister Darla McGlamery of Local 491 appeared before the Board and reported on the 2012 Democratic National Convention (DNC). The Convention and its associated activity was the largest event in the 99 year history of Local 322. Over a six week period, 655 jobs were created with an overall payroll of \$1.3 million.

Initially, the general contractor tried to use non-union labor but, with the assistance of Vice President Walter Cahill and International Representatives Brian Lawlor and David Garretson, the Local was able to obtain the contract. The Local organized Team United employees who received benefits for the first time plus a \$6.00 per hour pay increase.

Business Agent Howard thanked the following IA Locals who assisted in making this event a success: 13, 15, 44, 51, 60, 140, 197, 278, 311, 320, 347, 412, 417, 423, 491, 500, 574, 629, 635, 720, 824, 900 and 927. He further expressed his gratitude for the help and guidance provided by Vice President Cahill and Representatives Lawlor and Garretson throughout the event. Brother Howard also expressed gratitude to his members and, in particular, his stew-

ards and department heads who often accepted less lucrative positions to ensure proper performance of the task. By all reports the DNC went very well with IATSE labor providing an exemplary production.

After the DNC was concluded, Local 322 petitioned the International for an honorary Gold Card that it then presented to Charlotte Mayor Anthony Foxx in appreciation of his efforts in providing this opportunity.

Business Agent Howard thanked all those who assisted in making this event a success. He expressed his appreciation to President Loeb for his inspiration and for assigning the right people to help with this event.

President Loeb commended Local 322 for their tireless efforts and was impressed that they were able to secure all available work in the so-called "right-to-work" state of North Carolina. He noted an event of this magnitude is the ultimate challenge and that the Local stepped up and performed admirably.

### **LOCAL NO. 306, NEW YORK, NY**

#### **Re: Directors Guild of America**

Assistant Department Director Daniel Mahoney and Local 306 Business Agent Barry Garfman appeared to report on the successful negotiations between Local 306 and the Directors Guild of America (DGA).

Local 306 needed a substantial increase in pension contributions and, at the same time, was seeking an increase in wages. Business Agent Garfman contacted President Loeb and explained the problem the Local was facing. President Loeb assured him that he would reach out to the DGA and as a result a contract

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



was obtained that helped Local 306 with its pension fund difficulties and provided an increase in wages. The new, five-year contract includes a 7% wage increase over the term, as well as additional pension contributions totaling 6.66% over the term.

Business Agent Garfman thanked President Loeb for helping Local 306 achieve this agreement.

## **AFL-CIO STRATEGIC CORPORATE RESEARCH TRAINING**

International Vice President William E. Gearn, Jr. and Daniel E. Di Tolla, International Trustee C. Faye Harper, Assistant to the President Deborah Reid, In-House Counsel Samantha Dulaney, International Representatives Mark Kiracofe, Brian W. Faulkner, D. Joseph Hartnett, Joanne Sanders and Christopher “Radar” Bateman appeared before the Board to report on AFL-CIO Strategic Corporate Research Training.

### *Initial Meeting with AFL-CIO*

In the Fall of 2012, President Loeb instructed Assistant to the President Reid to coordinate a meeting with the AFL-CIO Center for Strategic Research in order to gain a greater understanding of the Department’s operations and any resources that might be available to affiliates. In October, Vice Presidents Di Tolla and Gearn, Assistant to the President Reid and In-House Counsel Dulaney met with the Center’s Director Glenn Perusek at the AFL-CIO headquarters in Washington, D.C.

Director Perusek was given some background information so that he would have a greater understanding of the IATSE. Director Perusek explained various aspects of his department and stated that he

looked forward to working with the International on our research needs and in training IATSE staff on more in-depth corporate research and campaigns. In addition to corporate research and analysis, the AFL-CIO can assist the International with financial and shareholder analysis, communications, digital strategies and advocacy.

### *AFL-CIO Corporate Research Training/Webinar*

International Representatives Christopher “Radar” Bateman, Brian W. Faulkner, D. Joseph Hartnett, Joanne Sanders and Mark Kiracofe were assigned to attend a course offered by the AFL-CIO Center for Strategic Research that is designed to provide a broad overview of research methods and campaign strategies utilized by the AFL-CIO and other International Unions.

Industry analysis was a key component of the training. Participants were introduced to the North American Industry Classification System (NAICS), which disseminates industrial statistics. This system has replaced the Standard Industrial Classification System (SIC codes) previously used by the Bureau of Labor Statistics.

Training included legal guidelines for researchers and heavy emphasis was placed on the need to identify the source of any information utilized. Any analysis or report that results from research must include accurate references.

A few weeks after training at the AFL-CIO offices in Washington, DC, a Webinar was hosted by the AFL-CIO that covered the use of their in-house database called UNICORE. This is also an excellent research tool that

houses corporate information as well as union contact information, when available. Registration is required and it will become available to IA staff once an account is created.

Representative Sanders noted that, in future corporate campaigns, in-depth research must become step one.

President Loeb indicated that this was a demonstration of his commitment to be more involved with the AFL-CIO and to take full advantage of their expertise and resources, thereby making the IA stronger in the process.

### *Campaign Mapping*

In December, two representatives from the national AFL-CIO Corporate Strategic Research Department came to the General Office office to provide training in campaign mapping. Attending were Vice Presidents Di Tolla and Gearn, International Representatives Bateman and Sanders, In-House Counsel Dulaney and IA office staff person Marcela Barrientos.

Campaign mapping is a process for taking initial corporate research and using it to develop a strategy for the campaign and effective tactics. The process also helps identify areas for additional research.

Campaign mapping begins with defining the goal of the campaign by answering two questions: “What do we want?” and “How do we know when we’ve won?” Vice President Gearn reported that the attendees learned how to create a web of relationships and to use that to create a power map to develop strategy and tactics that are most effective in achieving goals. Attendees also learned the importance of message



development as different messages need to be developed for varied audiences in the same campaign.

Additional training on messaging and the use of digital media is available from the AFL-CIO. As the International becomes more experienced with the use of campaign mapping, it will be one more form of assistance to be offered the Locals when needed.

### AREA STANDARDS AGREEMENT

International Vice Presidents Michael F. Miller, Jr., Thom Davis and Phil LoCicero, Assistant Director Daniel M. Mahoney, International Representative Jamie Fry, Local 161 Business Representative Colleen Donohue, General Counsel Dale Short, In-House Counsel Samantha Dulaney, Representatives of the Studio Mechanics Locals, and West Coast Counsel James Varga appeared before the Board to report on the recently concluded negotiations for the 2012-2015 Area Standards Agreement.

After two stagnating attempts to negotiate a successor agreement with the AMPTP, direct communication between President Matthew D. Loeb and several of the senior studio labor heads and the AMPTP representatives resulted in the Area Standards Agreement for 2012-2015 being finalized. Key to these negotiations was securing quality of life issues for the membership. These include improved rest periods between shifts, and accommodations for crew working extended days. There is also an increase to meal penalties when shooting an in-studio television production. In addition,

retroactive wage increases and increased contributions to the health and welfare plans and the pension plans were realized. The Studio Mechanics Locals involved in negotiations unanimously supported the agreement and it was ratified by the General Executive Board.

President Loeb emphasized that there is direct correlation between the extensive pre-negotiations preparation to the success achieved at the bargaining table. He thanked the International Officers and Representatives and the entire bargaining committee for the professional and diligent work.

### BARCLAYS CENTER, BROOKLYN, NY

International Vice Presidents Daniel Di Tolla and Anthony De Paulo, Education and Training Department Director Patricia White, and representatives from Locals 4, 306, 751, 764, 798 and USA829 appeared before the Board to report on organizing efforts at the Barclays Center in Brooklyn NY. The IA-crafts represented by the above-listed local unions are all covered by a collective bargaining agreement that was negotiated by the International last September. The agreement includes area-standard wages, health and retirement contributions. In addition to the International contract covering the jurisdictions of Locals 4, 306, 751, 764, 798 and USA829, a crewing company signatory to a contract with Local 100 was awarded the contract covering the technicians employed for the in-house video. President Loeb predicated the International's involvement on the company including all appropriate Locals in an overall agreement.

Since its opening, the Barclays Center has exploded with an enormous number of sporting and entertainment events resulting in substantial work opportunities for IA-represented workers. Local 798 Theatrical Business Agent Daniel Dashman added that he was impressed with the care and respect shown by the International to the issues affecting hairstylists and makeup artists. Brother Lewis Resnick, Business Agent for Local 4, thanked the International for securing Local 4's stagecraft jurisdiction at the Center while Local 764 Business Agent Frank Gallagher noted that the Barclays agreement is a good quality contract for the wardrobe workers. Brother Gene McElwain, President of Treasurers and Ticket Sellers Local 751, thanked the International for securing their traditional jurisdiction in the box office.

President Loeb remarked that the International looks forward to this contract providing good employment and good IA jobs for many years.

### BILL C-377

International Vice President John Lewis, Canadian Office Operations Manager Krista Hurdon and Canadian Counsel Ernest Schirru reported on the progress of Bill C-377. This Private Member's Bill seeks to amend the Income Tax Act. These amendments will require labour organizations, like the IATSE and its Canadian Locals, to make detailed annual financial filings relating to salaries, revenues, and expenses. This information will then be made available to the public by the Canada Revenue Agency, most likely to fuel anti-union efforts. There is no

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



question, this legislation is a targeted attack on organized labour.

The Canadian Office has been active on a number of fronts in lobbying against this Bill. These efforts included participation on the Canada Labour Congress' National Political Action Committee, encouraging and facilitating a letter and email campaign by members and updating members on the IA's efforts and the status of the Bill through the IATSE Canadian Facebook page. Canadian representatives also attended a national lobby day on Parliament Hill, coordinated by the CLC.

Despite these efforts and the efforts of organized labour as a whole throughout Canada, Bill C-377 was passed by Parliament on December 12, 2012. The Bill will now proceed to the Senate for review and a vote, where it is unlikely to be amended and/or voted down. The Bill will then likely become law and come into force in 2014 or 2015.

Assuming the Bill becomes law, the Canadian Labour Congress, as well as a number of provincial governments, are expected to launch constitutional challenges to the legislation, alleging violations of freedom of association, freedom of expression, and the right to privacy. Challenges to the constitutional authority of the federal government to pass legislation that treads on the provinces' constitutional right to exclusively govern labour relations are also expected.

In the interim, the Canadian Office will continue to do whatever it can to support lobbying efforts at the Senate level to defeat Bill C-377 as well as any constitutional challenges that may follow, through its continued participation with the CLC.

President Loeb noted that anti-union policies and politics are not exclusive to the United States. He went on to say that these types of attacks on organized labour underscore the need for the IA to continue with its political efforts to defeat anti-union legislation in both the United States and Canada.

## **CHILD ACTOR GUARDIANS**

**RE: Lincoln Center  
and Radio City Music Hall**

International Vice President Daniel Di Tolla and Department Director Patricia White appeared before the Board and reported on negotiations with The Broadway League and Lincoln Center, and on a successful organizing campaign at Radio City Music Hall, for the Child Actor Guardians

As reported at the 2012 Mid-Summer Board meeting in Vancouver, a successful campaign was waged to gain recognition from The Broadway League for Child Actor Guardians, the workers who care for the child performers working on Broadway shows. In August, a four-year contract was signed with the League and, shortly thereafter, Lincoln Center signed the same deal for the Vivian Beaumont Theatre.

In December, the International won an NLRB election for the Child Actor Guardians at Radio City Music Hall. Contact has been made with management and negotiations will begin soon.

Vice President Di Tolla thanked Director and Local 764 President White, Secretary-Treasurer Shannon Koger and the entire Local 764 membership for welcoming the Guardians into their membership.

There are still ample venues in New York and across the country where the workers who care for the union child actors are still not represented by the IA. Efforts will continue to change this situation.

President Loeb noted that this is a group of strong union members who finally have representation and are getting dignity in the workplace. He remarked that their success and enthusiasm bodes well for future organizing campaigns.

## **COUNTRY MUSIC ASSOCIATION AWARDS**

International Representative Mark Kiracofe and Local 46 President Greg Barbour appeared before the Board to report on a new, three-year contract with the Country Music Awards (CMA). Previous agreements had been for one year terms and had been negotiated by the supervising producer of the Award show. It was determined that the members' job security would be best protected by a long-term agreement directly with CMA and authorization cards were obtained. Although the producer maintained his authority to bargain and execute an agreement for CMA, upon his dismissal, CMA made attempts to disavow the contract. Local 46, however, insisted that the contract was valid and enforceable and CMA backed off its position.

During preproduction meetings, it became clear that Local 46 crews were going to be held under increased scrutiny. The Local's performance during the show proved the value of professional technicians and during postproduction meetings it was noted by the employer that the union crew exceeded all expecta-



tions. Local 46 is currently in discussions for additional work for their members with the CMA.

### **DEMOCRATIC NATIONAL CONVENTION, REPUBLICAN NATIONAL CONVENTION, OBAMA FOR AMERICA, AND COMMISSION ON PRESIDENTIAL DEBATES**

International Vice President J. Walter Cahill, International Representative Brian J. Lawlor and Special Representative David F. Garretson appeared before the Board and reported on the Democratic National Convention and Republican National Convention.

#### *Democratic National Convention-Charlotte, NC*

Vice President Cahill and Representatives Lawlor and Garretson were assigned to assist Charlotte Local 322 in the securing and crewing of all work related to the 2012 Democratic National Convention. By all accounts the event was a huge success and Local 322, along with the numerous other IA Locals that assisted, was congratulated for their excellent work.

Vice President Cahill noted that the only event associated with the DNC that did not use IA labor was sponsored by Google and it reportedly had numerous technical problems.

Representative Garretson expounded on many of the trials and tribulations of this endeavor. There was a substantial anti-union campaign by the media and a "Right to Work Foundation." This was met by an organized and well-conceived media response plan. He noted that all of the IATSE goals for the Convention were achieved, including ensuring that all labor calls were staffed by Local 322 in a professional manner,

securing the surrounding convention services work, allowing non-signatory labor providers to experience the advantages of working with IATSE, and strengthening community and political relationships

Representative Garretson was impressed with the professionalism demonstrated by the officers of Local 322 and cited their use of social media and texting as an efficient way to dispatch crews. He concluded by stating that only an IA crew could have successfully handled this function, a sentiment also shared by an event producer who has used non-union labor on other events.

#### *Obama For America*

An agreement was reached with Obama For America that covered all campaign appearances and White House special events leading up to the 2012 election. An issue arose over travel expense which was successfully negotiated with provisions in keeping with general IA standards. This contract covered 132 events, 127 separate jobs, and a payroll totaling over \$1.1 million.

Vice President Cahill reported that Local 2, Chicago member Chris Iovino, oversaw the technical aspects of these events. He called this a welcome addition to the process and doubted it would have gone as smoothly without Brother Iovino's expertise and involvement.

#### *Republican National Convention, Tampa, FL*

Vice President William E. Gearns, Jr. and Representative Lawlor assisted Local 321 Tampa with securing the work related to the Republican National Convention even though the facility, the Tampa Times Forum, initial-

ly rejected using union labor. Through the existence of a state wide contract with the general contractor, Freeman Decorating, and other significant relationships with key personnel, the production work was secured for Local 321 and the surrounding Locals.

The job went smoothly and the quality of labor met all expectations. Total wages and benefits were in excess of \$2.5 million.

#### *Commission on Presidential Debates*

This was the fourth cycle of contracts with John Halloran and Associates for manning the Presidential debates. Our members work under a Special Event/TV Pink Contract for this four stop tour. The debates were held in Denver, CO (Local 7), Danville, KY (Local 17), Hempstead, NY (Local 340), and Boca Raton, FL (Local 500). Representative Lawlor was assigned to visit each debate venue to highlight the participation of IATSE and increase its visibility. The four events generated in excess of \$600,000.00 in wages and benefits.

President Loeb pointed out that work opportunities could extend to all types of political events beyond the presidential race thereby presenting tremendous growth potential. He suggested it could also extend to commercial work. As this opportunity develops and the IATSE becomes a regular part of the landscape with a standard contract, there is no reason the IA should not secure all this work.

### **DIGITAL THEFT**

Alec French of the firm Thorsen French Advocacy presented an update to the Board on the federal policy issues relative to Digital Theft. With fallout from the Stop Online Piracy

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



Act (SOPA), digital theft advocates are on the defense. Currently policy-makers are adverse to pro-copyright initiatives.

It was reported that the Obama Administration is in the advance stages of negotiations with 13 Pacific Rim countries on the Trans Pacific Partnership Trade Agreement ("TPP"). This treaty would require signatory nations to meet American standards of copyright protection. Representatives for the IA have worked hard the last six months to ward off copy-theft attacks on the IP provisions of the TPP. International Representative Harbinson and Mr. French attended TPP negotiations in Leesburg, VA. They utilized the opportunity to educate other organizations on the issue.

With assistance of Vice President Cahill and the AFL's Department of Professional Employees, the efforts of the IA are now closely coordinated with the AFL-CIO staff that work on trade issues.

Additionally, lobbying of the appropriate Congressional offices has continued. It was noted that with the changes resulting from the 2012 elections, many key champions of copyright protection have been lost. There have been committee reassignments, chair changes and many new members. These relationships are being pursued to maximize the IATSE's influence on digital theft issues.

Certain copy-theft policy groups and assorted companies are pushing for "first sale" legislation that would make it more difficult to stop distribution of illegal copies of movies and TV shows. The IATSE is attempting to thwart these efforts.

It is anticipated that a bill making it legal to crack copy protection on DVDs will be introduced. This would certainly have a detrimental effect on residuals that fund IATSE health and pension plans and this initiative will be opposed.

On the non-governmental front, efforts are being directed to advertisers on sites engaged in the illegal distribution of copyrighted work. Some success has been achieved with the Internet Service Providers (ISPs) as they are committed to implementing a "six strikes" policy with subscribers who download infringing content.

With the turnover in the Judiciary Committee and more than 80 new members in Congress, the IA needs to position itself for future fights. The prudent use of the IATSE-PAC is one way to maximize these relationships. There is also a need to strengthen Congressional relationships at the grassroots/local level. The IATSE will continue to work with the leadership of the Locals to nurture these relationships.

President Loeb stated that bottom-up, grassroots relationships are extremely important in building alliances to protect the industry from digital theft. He stressed the importance of building upon associations in the United States and Canada in order to defeat the Copy Theft proponents. He noted that the International and its allies are on defense but they need to be on the offense where opportunities exist. President Loeb further stated that this group should spend time better voicing its position to the Copy Theft advocates, stressing that the anti-digital theft movement is focused on job protections.

President Loeb commented that Mr. French knows the lay of the land

and his efforts as our advocate in Washington, D.C. are very much appreciated.

## FOX SPORTS NET SOUTHWEST

Broadcast Department Director Sandra England and International Representative Francis O'Hern reported on Fox Sports Net Southwest.

A successor agreement was reached with Fox Sports Southwest and Mobile Television Group. The deal includes a 2.5% wage increase per year, increases in benefit contributions, holiday premium travel pay, an additional holiday, and multiple other favorable modifications. The contract was unanimously approved by the voting members and will expire on March 31, 2016.

Fox Southwest has lost to Comcast the broadcast rights to the Houston Astros. LDM Worldwide Productions has been contracted to provide the labor for Mobile Television, the exclusive vendor contractor. LDM has presented onerous proposals and it is believed that negotiations will be challenging.

## HURRICANE SANDY

General Secretary-Treasurer James B. Wood and Assistant Director Daniel M. Mahoney reported on Hurricane Sandy.

On October 29, 2012, Hurricane Sandy or Superstorm Sandy made landfall and began what can only be described as a devastating attack on a number of eastern coastal states. Much of the worst destruction occurred in the tri-state area of New York, New Jersey and Connecticut.

Once the General Office became fully operational on November 5th, President Loeb and General Secretary-





**Assistant Department Director Daniel M. Mahoney and General Secretary-Treasurer James B. Wood reported on Hurricane Sandy.**

Treasurer Wood met and discussed possible responses by the International. It was decided that the Walsh/Di Tolla/Spivak Foundation would be the most appropriate vehicle to collect monies and make distributions to IATSE families in need.

On that same day, a poll of the General Executive Board was taken and the unanimous decision was made to contribute \$10,000 to the Foundation to kick-start a fundraising campaign. A letter was sent from President Loeb and General Secretary-Treasurer Wood to each local union that was located within one of the States that was designated as being within the crisis response area. The letter described the manner in which members could apply for assistance through their local union to the Foundation. A memo was also sent by President Loeb to each local union in the Alliance seeking financial contributions to assist with the effort. That same information was also distributed via email and Twitter and posted on Facebook and the IATSE website.

The Foundation has received almost \$157,000 in contributions. Due to the magnitude of the descriptions from all of the applicants, the Trustees of the Walsh/Di Tolla/Spivak

Foundation approved uniform donations of \$3,000 to each affected IATSE member that applied for assistance. Applications from 61 IA members have been approved, or are in the process of being approved once additional information is provided. This amount (\$183,000) exceeds the amount of contributions received thus far. Therefore, the International is asking local unions that have not made a contribution to consider doing so or for those that have contributed already to consider contributing a small amount more because it is expected that additional requests for assistance will continue to be made.

Assistant Department Director Mahoney reported that the International received a request for assistance from New York City's Office of Emergency Management because IA members possess expertise and skills needed to assist hard hit areas of the state. IATSE Locals One, 27, 52, 161, 209, 478 and 479 in addition to a number of entertainment industry employers answered the clarion call to provide donations of money, goods, services and time to help those hardest hit. In particular, Local 52 Vice President John Fundus, worked tirelessly to bring relief to residents of affected areas.

General Secretary-Treasurer Wood concluded by reading two of the many letters of thanks that had been sent to the Foundation by IA members.

### **LOCAL NO. 59, JERSEY CITY, N.J.**

#### **Re: Hurricane Sandy**

Specifically, with regard to donations Local 59's President Richard Drum and Business Agent Greg Hancox appeared before the Board to thank President Loeb personally and the Walsh/Di Tolla/Spivak Foundation for the generous donations received by their members who were affected by Hurricane Sandy. They also thanked the local unions and staff of the International for their contributions to the Foundation, which have benefitted their members in no small way. They were pleased and thankful for the International's immediate response.

President Loeb implored all Locals that have not contributed to the Foundation to consider doing so. He noted that more money needs to be collected in order to help as many members as possible. He concluded by stating his intention to ask the delegates at the upcoming Convention to increase the allocation to the Walsh/Di Tolla/Spivak Foundation in an effort to make this charity more meaningful and financially sound.

### **IATSE COMET TRAINING**

International Vice Presidents William E. Gearn, Jr. and Anthony De Paulo, and International Representative Joanne Sanders appeared before the Board and reported on the establishment of the Continuing Organizing Membership Education & Training (COMET), a training program

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



they designed to educate local memberships on the importance of organizing. Participants are introduced to a brief history of the growth of the labor movement and of the IATSE. Additional topics include building collective bargaining strength, the effect of neglecting to organize, and how Locals can establish a commitment to organizing.

In August, Orlando Locals 631 and 835 hosted a COMET Training program for their members. Over 85 members and officers attended this event. Subsequently, International Representative Barney Haines presented the program to Local 56 in Montreal, and another six Canadian Locals have requested it.

Representative Sanders thanked the participants for attending and for their helpful feedback. Vice President Gearns noted that COMET is an important tool that can strengthen every Local in the IA.

President Loeb noted that there is legitimate concern with competition in the current freelance environment and this program educates the membership on how being inclusive actually helps our cause.

## STAGECRAFT DEPARTMENT

International Vice Presidents Daniel Di Tolla, Anthony De Paulo, Michael Barnes, and John Lewis, Education and Training Department Director Patricia White, Assistant to the President Sean McGuire, International Representatives Brian Lawlor, Barney Haines, Peter Marley, Joel Youngerman, D. Joseph Hartnett and Christopher "Radar" Bateman, and Special Representatives David F. Garretson and Don Martin appeared before the Board to report on matters relating to the Stagecraft Department.

Vice President Di Tolla reported on the re-organization of the Department, explaining that representatives are now assigned by District so that there is a continuity of involvement. Representatives will also be assigned specific contracts to administer so as to maintain consistency and familiarity with each contract. In an effort to improve communication with the Locals, an email list is being created for all Locals who come under the stagecraft umbrella.

Representative Hartnett informed the Board that he is involved in several ongoing negotiations with SMG, assisting Local 82, Wilkes-Barre, PA. at the Mohegan Sun Arena; Local 7, Denver/Boulder, CO; Local 190, Wichita, Hutchinson, El Dorado, KS at the INTRUST Bank Arena in Wichita; and Local 200, Bethlehem, PA at the Sands Entertainment Center. Representative Hartnett is also aiding Syracuse, New York Local 9 in its negotiations with Onecenter and the War Memorial Convention Center, an SMG facility in Syracuse.

Representative Hartnett is also assisting Local 69, Memphis, TN with organizing Crew One and in negotiations at the Orpheum Theatre, as well as Local 489, Pittsburgh, PA in its organizing efforts. He also aided Local 163, Louisville, KY with its agreement with APEX Entertainment.

## Global Spectrum

Vice President Barnes reported that he continues to monitor all existing Global Spectrum venues and is in discussions with Global about new facilities. Members of the Stagecraft Department attended Global's corporate meetings.

With the contract expiring at the end of February 2013, proposals are being solicited from the affected Locals in preparation for upcoming negotiations.

## Local 60, Pensacola, FL

Representative Garretson continues to provide assistance in local union training in stagecraft and union administration. Several possible organizing targets have been identified that could represent significant work opportunities for Local 60. He also attends the union/management committee meetings between SMG and the Local.

## Local 322, Charlotte, NC

It was reported that with the success of the Democratic National Convention behind them, Local 322 has identified and plans to pursue various organizing opportunities.

## Local 417, Raleigh Durham & Local 547, Greensboro, NC

Representative Garretson reported on a jurisdictional dispute between Locals 417 and 547. After meeting with the Executive Board and membership of Local 417, the Local adopted a resolution to support an organizing drive based on the International's long term policy of offering membership to newly organized workers as journeymen, waiving the vote and initiation fee.

## Local 675, Eugene/Corvallis/Bend, OR

Representative Bateman has been assisting Local 675 in its efforts to obtain a three-year agreement with the Matt Knight Arena in Eugene, OR. The Local has developed a good relationship with the Arena since its opening, not only servicing stagehand work for events but also servicing the con-



versions crew for the building. The majority of the contract language has been tentatively agreed to, including benefit contributions to the IA Annuity Fund and the IA Training Trust.

### ***Local 229, Fort Collins, CO/ Cheyenne/Laramie, WY***

Representative Bateman was assigned to provide support to Local 229 in regard to their relationship with the Global Spectrum Budweiser Events Center in Loveland, CO. He was able to assist with contract interpretation and provide suggestions on how the Building and the Local could improve communications. Additional training will be offered to the Local.

### ***Local 339, Missoula/Kalispell/Butte/ Anaconda/Great Falls/Helena, MT***

Representative Bateman continues to work with Local 339 in obtaining initial contracts with their employers. The Local now has a side letter to their contract with Talent Services, a payroll company that covers work for the Great Falls Symphony. The Local is working to have the County and State Fairgrounds sign the same agreement.

### ***Local 53, Springfield/Pittsfield, MA and Local 232, Northampton, MA***

Representative Bateman is working with Locals 53 and 232 in their campaign with Iron Horse Entertainment. Using social media in this campaign, there is a dedicated Facebook page, twitter buttons on BannerForGood.com, and a microsite. Representative Batemen asked that everyone go to ironhorseunfair.com and sign the newly posted petition asking that area standard wages be paid in the Holyoke and Northampton areas.

### ***Local 412, Bradenton/Sarasota, FL***

Representative Lawlor was assigned to assist Local 412 in negotiating a new, three-year contract with the Van Wezel Performing Arts Center, which is managed by the City of Sarasota. The agreement was ratified by the Local and will expire in September 2015.

### ***Local 647, Naples/Ft. Meyers/Marco Island, FL***

Local 647 negotiated a new agreement with the Barbara B. Mann Performing Arts Center in Ft. Meyers. The facility is located on the campus of Edison College and is managed by Providence Facility Management. The new four-year agreement includes increases in wages over the term of the contract. Although a few language distinctions need to be ironed out, the agreement has been ratified by Local 647 and will expire in November 2016.

### ***Local 320, Savannah, GA***

Vice President De Paulo assisted Local 320 with negotiations for a new four-year contract at the Lucas Theatre.

### ***The Broadway League***

Vice President De Paulo reported that the Department is very busy preparing for the upcoming Pink Contract negotiations with the Broadway League. The negotiating committee reflects a broad cross-section of IA crafts and is comprised of people with experience on the road and in New York. The first meeting with the League is scheduled for January 24-25, 2013.

### ***Non-Broadway League Touring Companies***

The International now has signed

term agreements with Networks presentations, Troika, Big League, Work Light and Phoenix. For years these companies were signed on a one-by-one basis but are now under the same term agreement, which will expire June 30, 2013. As of the date of this report, these companies account for 23 touring shows.

### ***Hair and Makeup***

Vice President De Paulo reported that the Department continues to monitor shows that try to have Wardrobe supervisors and Wardrobe assistants perform hair and makeup duties. Director White continues to work with Hair and Makeup Locals to prevent this from happening.

### ***Road Crews***

Representative Martin advised the Board that the working relationship between the road crews and the International has never been stronger. He stated that the men and women on the road deeply appreciate President Loeb's commitment to properly represent them, and efforts to better communicate.

### ***Local 107, Alameda County/Oakland/Berkeley/Contra Costa County/ Solana County/Richmond, CA***

Representative Marley is assisting Local 107 in its negotiations with AEG for work done at the Oakland-Alameda County Coliseum Complex. The work had been covered by an agreement with SMG, but SMG was replaced by AEG as the operator of the facility. Negotiations began in October and, while cordial, have been difficult.

### ***Local 442, Santa Barbara Tri Counties (Santa Barbara/Ventura/San Luis Obispo Counties), CA***

The agreement between Local 422

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



and Nederlander-Downtown, Inc., the operators of the Santa Barbara Bowl, expired on December 31, 2012. The parties have met several times and anticipate a new agreement being reached in January.

## ***Local 504, Orange County/Parts of Corona, CA***

After a successful organizing drive to cover the Assistant Stage Managers at the Disneyland Resort in Anaheim, negotiations stalled when the company refused to make any movement in its economic package. After discussing different strategies with the negotiating committee, Representative Marley put a proposal on the table and the company recently responded with a "Comprehensive Package Proposal", and invited a counterproposal. Representative Marley plans to meet with the negotiating committee upon his return to Los Angeles to discuss their response.

## ***Local 784, San Francisco/Oakland/Berkeley/San Mateo/Cupertino/San Jose/Concord, CA***

Representative Marley has been assigned to assist Local 784 in its negotiations with Shorenstein Hays-Nederland, LLC. The current agreement is set to expire on January 31, 2013 and negotiations are scheduled to begin later this month.

## ***Pasadena Playhouse***

Representative Marley reported that the organizing drive carried out by Locals 33, 706, 768, 800, and the International on behalf of employees of the Pasadena Playhouse, State Theatre of California, was a resounding success. The majority of the votes cast in the May 2012 election were in favor of representation by the IATSE.

In September 2012, the IATSE opened negotiations with the company and an agreement was reached in November 2012. The ratification vote was held on December 17, 2012 at the Local 33 office and the results were 26-0 in favor of the contract.

While the International is named bargaining agent, it will be up to the Locals to administer the agreement on behalf of their members.

President Loeb commended the Department for its extensive work.

## **MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT**

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John M. Lewis, Assistant Director Daniel J. Mahoney, and International Representatives Steve Aredas, Jamie Fry, Ron Garcia, Scott Harbinson, Vanessa Holtgrewe, Lyle Trachtenberg and Jennifer Triplett gave the report of the Motion Picture and Television Production Department.

Negotiations of the Basic Agreement and the Area Standards Agreement have concluded and those contracts are in effect from August 1, 2012 through July 31, 2015. Some issues arising subsequent to the negotiations are being addressed. The employee premiums to the MPI Health Plan under the Basic Agreement have been implemented and the International is working with the MPIPHP to make this process as smooth as possible for IATSE members and their families. Matters related to the Area Standards Agreement include the continued organizing of Locations Departments and gaining recognition of Set Teachers outside of Hollywood. Coverage of the Coordinators classifications under the Area Standards Agreement is

an issue of a grievance pending arbitration with NBC/Universal.

Since last reported, there are 15 new signatories to IATSE term agreements. Term contracts are offered to production companies with a proven track record. Numerous "one-off" single production agreements have been signed. Upcoming negotiations include the commercial contract with the AICP which expires in September 2013. There are currently 526 companies signed to the AICP agreement. There continues to be aggressive organizing of crews on non-union commercial projects. There have been 95 new signatories added to the Low Budget Theatrical Agreement and there are currently 269 companies signed to that agreement. The Low Budget Agreement expires December 31, 2013.

Many live events, including award shows, are also under IATSE contracts. The popular venues for these shows are Los Angeles and New York, with an increasing number of productions in Las Vegas and Nashville. Major award shows under contract include the Academy Awards, Golden Globes, Emmys and the Country Music Awards.

A new Music Video Agreement has been negotiated between IATSE and the Music Video Producers' Association.

The Department continues to audit low budget productions to monitor compliance with the various tiers of the agreement. In this vein, tighter procedures have been developed to allow for greater enforcement of the producers' responsibility to produce records for audit review, and when necessary, grievances are filed demanding compliance. Productions



that are over budget are grieved for wage and benefit differentials. Two examples are “Pizza Man”, which will pay \$220,000 in additional wages to the crew, and “Butter”, which paid \$67,000 when the production jumped from tier two to tier three. This latter project was self-reported by the Weinstein Company. Self-reporting is encouraged and is beneficial to both parties. It is provided for within the terms of the Low Budget Agreements. There are currently fifteen audits and/or grievances pending under the Audit Program.

The Department continues to organize low budget theatrical productions and productions made for cable television, which are projects usually built on lower budget levels. As part of the negotiations to cover such low budgeted product, the IATSE seeks payroll company verification of sufficient payroll deposits to protect the crews. Low budget productions generally include those made for distribution in New Media. All new one-off productions and new term signatories (those signed subsequent to the conclusion of the 2012-2015 Basic Agreement) are subject to negotiation over all terms, wages and benefits for new signatory productions.

Organizing Visual Effects technicians is an ongoing campaign. To

support these efforts, the IATSE is utilizing new social media outreach opportunities to communicate with these technicians. The campaign has 500 followers on Twitter and more than 11,000 visitors to the vfxunion website. The IATSE has successfully gained recognition of the Visual Effects technicians in collective bargaining agreements, such as the recently signed agreement covering crew on “Wish You Well.”

In addition, organizing in the visual effects industry has led to discussions with companies that not only produce product content for Internet distribution, but the elements of software programs for actually implementing the distribution on various portable devices. A leader in stratifying the business is Radioactivegiant, based in Los Angeles. A meeting was recently held to begin preliminary discussions between the IATSE and Radioactivegiant on the coverage of employees in all phases of the company’s productions, and distribution methods. Success here would result in IATSE jurisdiction over crafts not previously covered in traditional classifications represented by the IATSE.

The report concluded with a notation that heavy emphasis in the Department’s work continues to be or-

ganizing visual effects, New Media, and reality television. In all organizing efforts and negotiations in all genres, the IATSE continues to press for better contract protections on quality of life issues, including increased turnaround times, along with greatly regulated meal and rest periods. Safety for the crews and their quality of life is a priority in all negotiations conducted by the Motion Picture and Television Production Department.

### **TRADESHOW AND DISPLAY WORK DEPARTMENT**

International Vice President William E. Gearn, Jr., International Trustee C. Faye Harper, International Representatives Mark Kiracofe, Donald Gandolini, Jr., Joanne Sanders, Brian Faulkner and Barny Haines reported on the status of the Tradeshow and Display Work Department since the last Board meeting.

#### ***Local 423, Albuquerque, NM***

Representative Faulkner assisted Local 423 in their negotiations with General Exposition Services (GES). A tentative agreement was reached bringing the GES wage rates from the lowest in the market to parity with other employer’s wages and benefits. Local 423 has extended its contract with Shepard Exposition. Both agreements are expected to be ratified.



**From left to right: International Representatives Donald Gandolini, Jr. and Joanne Sanders, International Vice President William E. Gearn, Jr., International Representative Mark Kiracofe and International Trustee C. Faye Harper.**

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



## *Local 838, Salt Lake City, UT*

A new Area Standards Agreement with National Convention Service has been executed with a four-year term which includes training fund contributions. National provides labor service to auto shows across the country. Additionally, a new agreement of understanding was achieved with Laser Exhibitor, an Exhibit Appointed Contractor (EAC).

## *Local 336, Phoenix, AZ*

Convention and Show Services, EWI Worldwide (which acquired TERM Group), and the EAC's have executed "me too" agreements with the Local. Additionally, the Local continues to capture outside employers under the Local's Area Standards Contract for General Service Contractors.

Representative Brian Faulkner continues to train Locals in bannerling in support of the NuVista campaign in Las Vegas and Wichita. He also assisted the membership in regards to InfoComm training.

## *Local 39, New Orleans, LA*

Representative Gandolini reported that the efforts to organize the freight employees of Expo Group have continued with another union intervening in the NLRB case. An election is set for January 15, 2013.

## *Local 17, Louisville, KY*

The Local is currently in negotiations with the Fern Company, the only General Service Contractor with a permanent physical presence in Louisville. In December, a four-year contract was reached with Shepard including wages and benefit increases, and contributions to the Training Trust. Negotiations with GES have just commenced.

## *Freeman AV National Agreement*

Representative Sanders reported that the largest challenge in implementing this agreement has been incorporating the InfoComm National Training Trust and ETCP certification. Since benchmarks for training and certification begin this contract year, it is imperative the Local officers enlist all necessary support and resources. The IA will continue to follow-up and assist in this endeavor.

## *Canada*

Representative Haines stated it is the International's goal to organize AV work under a national agreement similar to Global Spectrum and is working toward that end. Additionally, he has worked with multiple Canadian Locals to develop participation in the online InfoComm certification program.

## *Local 834, Atlanta, GA*

Trustee Harper reported that negotiations have opened on Local 834's EAC collective bargaining agreement. Additionally, a new three-year agreement was reached with Expo Services providing for wage increases and contributions to the Training Trust and is in the process of being executed. This will serve as a template for other EAC's.

## *Local 5, Cincinnati, OH*

Representative Kiracofe was assigned to assist Local 5 in their negotiations with Freeman. Despite initial concerns that with the recent sale of Fern Exposition, work would be sub-contracted to Fern which does not have a term agreement with Local 5, the Local was still able to secure a four-year term agreement with an 8% economic package and strengthened sub-contracting language.

## *EDPA*

Vice President Gearn and Representatives Gandolini and Kiracofe attended the Exhibit Designers and Producers Association (EDPA) meeting in Palm Springs. EDPA is the international organization of exhibit designers, builders and suppliers. This conference offered opportunities for education and networking. Vice President Gearn reported that the IA-TSE continues to increase its profile within this organization since joining a couple of years ago.

## *ESCA*

Vice President Gearn and Representative Gandolini attended the ESCA Labor Council meeting in Orlando, Florida. This meeting was also attended by other labor organizations and many of the top service contractors. In addition, they attended a reception where the newly-elected ESCA board members were installed which provided further important networking opportunities.

President Loeb commended the group on the sophisticated and methodical way they are organizing the Tradeshow industry. He reaffirmed the IA's commitment to quality that has made it the premier labor source in this field. Integral to this task are the Training Trust and InfoComm components. He noted that the employers consistently choose IATSE and that is a tribute to those presenting the report.

## **COMMUNICATIONS DEPARTMENT**

Department Director Emily Tao appeared to update the Board on the activities of the Department since the Board's last meeting in Vancouver.





**Reporting on the Education and Training Department's activities were In-House Counsel Samantha Dulaney, Director of the Education and Training Department Patricia White, International Representative Ben Adams, West Coast Counsel James G. Varga and ICAP Chair Kent Jorgensen.**

Gradual additions and improvements have been made to the website including a search function, links to a local union directory, Yellow Card shows, a Broadway shows section, an affiliations footer bar, and a current events section. The member photos on the home page have been updated to include different crafts and members including studio mechanics, wardrobe, stagehands, scenic artists, set medics, electricians, and broadcast employees. Going forward, if any local that would like to be featured, should contact Director Tao.

The Department continues to provide general communications assistance, including writing press releases, email blasts and various Bulletin articles for the Education and Stagecraft Departments, and the IA Young Workers.

The International's Facebook page was started in November 2011. As of December 2012, one year and one month after the IA started to engage users on Facebook, it has experienced exponential growth.

The Twitter account is now growing at the rate of 5 followers per day and since last year has experience ap-

proximately a 209% annual growth.

The International also has a Flickr photo-sharing network and an IATSE Instagram account. As new social media networks appear, the IA is making sure to claim the appropriate account names.

In summary, the International has made amazing growth in a very short amount of time. Our members can get instant reminders to sign up for education courses, information on political action, and display their solidarity and support for our union from across time zones and countries. Communication is a huge collaborative effort and Director Tao expressed thanks to everyone who submits tweets, photos, and who participates in IATSE online communications.

President Loeb observed that a comprehensive Communications Department is needed to support political campaigns, organizing campaigns, job actions and educational initiatives. He remarked that the changes in the International's communications abilities are extraordinary given where it was two years ago and thanked Director Tao for that progress.

### EDUCATION AND TRAINING DEPARTMENT

Patricia White, Director of the Education and Training Department, International Representatives Ben Adams and Joel Youngerman, ICAP Chair Kent Jorgensen, In-House Counsel Samantha Dulaney and West Coast Counsel James G. Varga reported on the recent activities of the Department. The Department is responsible for three separate initiatives: Craft and Safety Training, Union Skills Training, and Outreach to High School and University Students.

#### *Craft and Safety Training*

It was reported that Liz Campos has joined the staff of the IATSE Entertainment and Exhibition Industries Training Trust Fund as Program Manager and has been at work adding more information to the website every week. Currently, members can find information regarding Certification/Recertification Reimbursement Programs, forms to request training, surveys for both Locals and members to let the Trust know what their training needs are, and general information about the Trust Fund on the website, which is [www.iatsetrainingtrust.org](http://www.iatsetrainingtrust.org).

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



Similarly, the IATSE Craft Advancement Program (ICAP) is working with the Trust to help develop courses and trainers and develop information on vendor training to keep members up to date on new equipment and procedures.

## ***InfoComm***

We currently have over 1,240 members registered as IATSE/InfoComm partnership members. Since the last meeting of the General Executive Board there have been 3-day CTS certification classes held in Vancouver, Ft. Lauderdale, Philadelphia and Chicago. In the weeks following this Board meeting, classes will be held in San Francisco and Nashville. Also in the planning stages are classes to be held in the coming months in Detroit and Toronto. Members who wish to enroll in the partnership and Locals who are interested in having a 3-day certification class should send an email to [Infocomm@iatse-intl.com](mailto:Infocomm@iatse-intl.com).

Some of the Locals that have members who have participated in these classes are: Locals 2, 8, 13, 15, 16, 22, 27, 110, 118, 129, 251, 347, 471, 476, 479, 491, 500, 600, 631, 669, 720 and 835. It is also of interest to note that since the partnership, IA members have participated in roughly 1,800 free online courses through the InfoComm website.

## **Union Skills Training**

### ***The Labor Education Assistance Program (LEAP)***

This program provides reimbursement to officers, officials, trustees, and executive board members of local unions who enroll in one labor-studies course per year. Information about LEAP is on the IATSE website.

This program was begun in the fall of 2009 and has grown ever since. More than 114 separate individuals from every kind of Local in the IATSE and every District have used LEAP funding to pay for union skills classes of all types, from semester-long courses in degree programs to short webinars. (Union Skills courses include those at the National Labor College, short multi-day seminars, online college courses, online union skills trainings, and day-long workshops).

### ***International Officers and Staff, and Districts***

The International received a positive response to the union skills workshops held at the various 2012 off-year District conventions where a total of approximately 800 local union leaders participated in the training.

In addition, 2013 will mark the fourth consecutive year that President Loeb will assign all the officers and representatives of the International to attend a three-day education session together.

It was noted that the Department is currently in the planning stages for a series of Union Skills workshops to be held at the IATSE's 67th Quadrennial Convention to be held in July of 2013.

### ***Roadshow***

The International is now offering the IATSE Roadshow, "Why Unions Still Matter" which is a traveling workshop that presents a brief history of organized labor in the United States, draws the parallel between strong unions and strong economies, and explains how politics affect the labor environment. So far there have

been about 200 members educated on the viability of and need for strong unions. Locals interested in presenting the Roadshow in their cities, or who want information should contact International Representative Joel Youngerman at: [jhyoungerman@gmail.com](mailto:jhyoungerman@gmail.com).

### ***Student Outreach***

A third area of development is the High School Outreach Program in conjunction with Roundabout Theatres in New York City. This program is designed to educate high school students behind the scenes in live theatre and introduce young people to the crafts working in live entertainment. In addition, the Outreach to Colleges and Universities Program is designed to introduce students of college age to the history of unionism, and the IATSE in particular. Many of these students will find careers in entertainment but with the spread of these education and training programs, the students will be aware that union jobs are the best jobs.

All of these programs are designed to advance the status of IATSE members as the most knowledgeable and most technologically advanced workers in the entertainment and exhibition industries. More information on each of these initiatives can be found on the IATSE website.

President Loeb thanked Director White for her efforts, as well as all the presenters of this report for their part in what has become a vast Department that enables the IATSE to remain and succeed in bringing the very best skills, talent and knowledge to the labor community and the entertainment industry.



## BROADCAST DEPARTMENT

Department Director Sandra England and International Representative Francis O'Hern reported on activities in the Broadcast Department.

### *Organizing*

The Department continues to reach out and pursue opportunities to organize technicians in the broadcast field. Dialogues have commenced with multiple groups of freelancers. These efforts are in the initial phase and Director England is hopeful that the momentum will continue to build.

Pursuant to a side letter made under the Regional Sports Agreement, the Department covers the contract presented on the new Fox Sports One cable channel, and is working with Fox to establish a multi-tiered agreement that will cover all productions in jurisdictions where the IATSE has demonstrated majority status.

### *Regional Sports Network Agreements Local 793, WA and OR*

The process of affiliation for the newly organized workers in the State of Oregon has been completed. The agreement was passed by an overwhelming majority of Local 793's membership. The Local has approved changes to its Constitution that were needed to implement the agreement. Those changes are being submitted to the International for approval.

The Agreement with ROOTS Sports Northwest is currently being bargained. Progress has been made on all issues, with economics being the only thing remaining for negotiation.

The Crewing Companies will be next in line for negotiation.

### *Locals 600, 695, 700, 800 and 871, Los Angeles, CA*

An agreement with Fox West Prime Ticket has been reached and it will soon be sent to the Local memberships for ratification. The parties strengthened and clarified language in hiring, replacement of employees, cancellation of employees, daily compensation guarantees and additional meal breaks. Additional compensation for set up of surround sound, operation of bug box for primary show graphics and time spent traveling by car was obtained. The job descriptions, compensation and work flow requirements of the Capture Playback Operators were all reworked and recognition for daily hire editors on remote sports locations was attained. General wage increases of 1.5%, 3.25% and 3.5% and increased benefit contributions were achieved over the term of the agreement.

Negotiations with the crewing contractors in Los Angeles will begin immediately upon the ratification of the Fox Agreement.

The Broadcast Department continues to work closely with the new Time Warner Sports Region as they continue to expand their operations.

### *Local 795, San Diego, CA*

With the final agreements on the capture playback employees coming together, the Department expects to complete the agreement for the new Fox San Diego Region. Wage increases of 2.0%, 2.5% and 2.5%, and yearly increases in benefit contributions, have been agreed to in the three-year agreement.

Negotiations with the crewing contractors will open as soon as the Fox Agreement is ratified.

### *Local 748, State of Arizona*

Negotiations have commenced with Fox Sports Net Arizona and should be completed soon. All crewing contractors have agreed to contract extensions and interim pay increases.

### *Play On Productions*

Negotiations have started with Play On Productions for an agreement covering high school sporting events using Small Mobile Units with Tri-caster Technology and Pro/Consumer Cameras. This will be an excellent training ground for the next generation of professional technicians, and an opportunity for others to get additional experience and benefit hours. The agreement will cover the following markets: Seattle, Minneapolis, San Diego, Phoenix and Los Angeles.

The company utilizes standard broadcast mobile units for some of the playoff games and the entire crewing contract established in the market shall apply in those cases.

### *The Golf Channel*

A petition to represent employees working for the Golf Channel was filed in September 2012. Because employees were being crewed through NEP Inc., NBC/Golf Channel chose to take the position that they employed no one. When it was clear that the issue of joint employer responsibility could be litigated, the petition was withdrawn and is now being prepared to be re-filed.

At the conclusion of the report, President Loeb stated that this field presents great opportunity and, with only two individuals in the Department, he anticipates that more resources will have to be committed. He said the referenced tiered-ap-

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



**From left to right: CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Vice Presidents Damian Petti and John M. Lewis, and International Representative Peter DaPrato reported on the Canadian Affairs Department.**

proach addresses the realities of business and demonstrates a willingness to build workable relationships. The Department has demonstrated an excellent plan to place the IA-TSE into these fields. President Loeb complimented the Department on their great work and encouraged the continuing development of this opportunity.

## **CANADIAN AFFAIRS DEPARTMENT**

International Vice Presidents John M. Lewis and Damian Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representatives Julia Neville, Barny Haines and Peter DaPrato, Canadian Office Operations Manager Krista Hurdon and Canadian Counsel Stephen Wahl reported to the Board on the status of Canadian activities not covered in separate reports.

### ***Local 56 Montreal - Stage***

After the 2009 successful certification application for stage employees at the Théâtre Lionel-Groulx, the 800 soft-seat roadhouse auditorium venue, concluding negotiations for a first collective agreement proved elusive. Thirty months of negotiations culmi-

nating in an arbitration application by the employer after renegeing on the settlement and refusal to sign the collective agreement. The Local effectively implemented a flash one-day strike during the load-in of one of the venue's larger productions, after which the theatre's Board of Directors signed the agreement.

### ***Local 118 Vancouver - Stage***

Assistant to the President McGuire assisted in negotiations for the IA members at the Arts Club Theatre's three venues, the largest theatre company in Western Canada, averaging an annual attendance of over 250,000 people.

The critical issue centered on jurisdiction concerns over stage management performing stage bargaining unit work in several departments, which had its origin under the predecessor, NABET agreement. The final settlement, ratified by the Local 118 membership, achieved language to virtually eliminate management performance of bargaining unit work by the end of the four-year agreement. Other improvements included wage increases of 4.4% and additional part-time regu-

lar positions, reclassifications and increased vacation pay.

### ***Local 210 Edmonton - Stage***

The Citadel Theatre's four venues, being the largest employer for Local 210, settled its collective agreement renewal with the assistance of the International. Highlights include wage increases of 7.5% over the three-year term, transfer of Health and Welfare Plan benefits to the IATSE Canadian Health Plan, increased retirement contributions, as well as extending coverage, and jurisdictional recognition for a video projection department and a full-time Seasonal Rental Technician position.

### ***Local 262 Montreal - Operators***

Local 262 represents over 600 front-of-house employees in theatres and cinemas. Cineplex Entertainment, the largest movie theatre operator in Canada, initiated and sponsored an application to de-certify. With the financial support of the IATSE, the Local 262 executive beat back this employer, re-signing over 75% of bargaining unit members to re-affirm their support for IATSE Local 262. The Local did not lose any theatre bargaining rights.



## ***Local 295 Regina - Mixed***

The Regina Exhibition Association Limited (REAL) manages Evraz Place, a 102 acre site with 1.2 million square feet of indoor space and 42 acres of usable outdoor trade show space, as well as a 10,000-seat hockey/concert venue. With the assistance of International Representative Barny Haines, a three-year agreement was reached, including a 2% wage increase in each year; the creation of AB Tech positions; and vacation and sick leaves for full-time employees. Despite the announcement in May 2012 that the site will be used for a 35,000-seat football stadium, the IATSE is confident that its current collective agreement language encompasses the proposed new stadium.

After three years of negotiations, with the assistance of Representative Haines, a collective agreement renewal was settled for the Conexus Arts Centre, resolving lingering pay equity review issues. The agreement improves jurisdictional language for audio-visual work; pensions for full-time employees; wage increases of 3.5% retroactive and 2% for 2013.

## ***Local 411 Province of Ontario - Production Coordinators/Craft Service Providers/Honeywagon Operators***

With the assistance of Representative DaPrato, Local 411 concluded a renewal term agreement covering its 222 Honeywagon and Craft Service members with the Canadian Media Production Association in September 2012. The union achieved large improvements in wages and overtime provisions representing up to 33% increases, which include a measure of catch-up for these recently organized employee groups.

## ***Local 667 Eastern Canada - Camera***

Local 667 represents all technical, clerical and on-air talent at the Sudbury and Timmins, Ontario television stations of national broadcaster CTV. Bell Media, the owner of CTV, sought to standardize benefit plans and collective agreements at its television stations nationwide.

The Sudbury agreement was easier to renew to include a superior benefit plan, wage rate increases of 7% over the four year term.

The Timmins Station agreement was renewed for one year with a 2.8% wage increase in 2011, however, the 2012 renewal for the Timmins bargaining unit was problematic. The Local was successful in negotiating to end the 20% gap in wages between the Timmins and Sudbury units by the end of the four-year agreement.

## ***Local 828 Province of Ontario - Scenic Artists and Propmakers***

After the rejection of a proposed settlement with the Stratford Shakespeare Festival by the scenic art department, with the assistance of Representative DaPrato, Local 828 agreed to a job evaluation study of the scenic artists and the non-union props department employees. It was agreed that the results of this study could not reduce wages but only increase them. The renewal collective agreement calls for a 5% increase in wages and additional 2% increased in health and welfare benefits. The results of the pay equity study produced additional increases of \$2/hour for the Head Scenic and \$2.50/hour for the Assistant Head Scenic.

## ***Local 849 Atlantic Canada - Motion Picture Studio***

## ***Production Technicians***

Egg Productions is the largest commercial production house in Atlantic Canada. Local 849 has been engaged in a certification war with Egg since March of 2011. A Judicial Review hearing challenging the certification by the Nova Scotia Industrial Relations Board is scheduled for March 2013. Close coordination with, and financial assistance from, the International has made this precedent-setting fight possible.

## ***Local 906 Charlottetown - Mixed***

Assistant to the President McGuire and Local 906 engaged in an organizing drive for stagehands at the Harbourfront Theatre, a 527-seat venue for plays, concerts, ballet and trade shows in Summerside, Prince Edward Island. The certification application was filed on October 27, 2012 and Unfair Labour Practice applications challenging the firing of IATSE supporters on November 1, 2012. The employer partially capitulated and recalled the employees back to work. Hearings are yet to be scheduled. The morale of the employees is strong.

## ***Jubilee Auditoria***

In 2009, IATSE Locals 210 and 212 secured their bargaining rights at the 2,500-seat Jubilee Auditoria in Calgary and Edmonton, overcoming the provincial government's attempt to transfer the bargaining rights to the Alberta Union of Public Employees. Local 212 succeeded in renewing its voluntary recognition agreements. Local 210 secured a first collective agreement for House positions but was unable to include Casual employees within the single agreement. Historically, Casuals applied the Local's commercial rate

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



card. After eight months of negotiations, with the assistance Vice President Petti, the terms of a separate Casual agreement ratified by the members on November 26, 2012 for a 2% wage increase per year of the three-year duration, 2% signing payment, 4% RRSP contribution and 6% for vacation pay and the Local 210 Health and Welfare Plan.

## ***IATSE Canadian Health Plan***

The IATSE Canadian Health Plan continues to grow and now includes 18 local groups with a combined membership of 12,000 with more expected to join. The Plan has the flexibility to accommodate both, joining the Multi-Local Trust or maintaining the Local Health Trust while achieving the economies of scale by volume purchasing of benefits, administration and hiring of consultants, auditors, and legal counsel. A national meeting will be scheduled in February to implement these formal contractual relations. Special thanks go to International Representative Julia Neville for her tireless, extraordinary efforts to accomplish this great leap forward.

## ***Canadian Pink Agreement Negotiations***

The first Canadian Pink Agreement ran for three years, to December 31, 2012, binding thirteen signatory companies. The structure of this agreement is a common template of terms with specific amendments negotiated with the producing companies.

The renewal negotiations will be coordinated with the US Pink negotiations. The IATSE will propose standardization of language wage increases and contributions to the Inter-

national Training Trust, with negotiations led by Assistant to the President Sean McGuire.

## ***Workers' Compensation (WorkSafe) Coverage for BC Film Industry Workers***

After taking submissions from stakeholders, including the AMPTP, CMPA, IATSE Locals 891 and 669 as well as other unions, WorkSafe BC, on November 28, 2012, confirmed the coverage for all individuals working on motion picture and television productions, regardless of the claimant's legal status as Employer or Employee. The issue arose from the February 2012 decision in the Carteris case from the Workers' Compensation Appeals Tribunal.

## ***Training, Education and Outreach***

President Loeb's direction has been implemented in Canada to maximize opportunities for training, education and outreach. Representative DaPrato is now an ETCP-recognized Trainer and is available to all Locals for one-day educational re-certification sessions. In terms of Fall Arrest training, twenty-four members have received Fall Arrest training through Locals 828 and 129 from Representative DaPrato. Continuing Organizing Membership Education Training (COMET) trainers, Representatives Haines and DaPrato, are available to the Locals for courses. Seven Locals have scheduled sessions for their members.

President Loeb congratulated Vice Presidents Lewis and Petti, and all the Canadian Representatives, on the dynamism and creativity of the Canadian Office and Canadian IA Locals, citing the examples mentioned above. Other IATSE Locals must emulate this activity to be ahead of the game.

## **IATSE INTERNATIONAL CONSTITUTION**

### **RE: Article Seven, Section 14 (Expenditures)**

International President Matthew D. Loeb reported to the General Executive Board regarding the approval of expenses pursuant to Article Seven, Section 14. This section provides for Executive Powers. The policy has long been to allow the International President discretion to pay expenses up to \$5,000.00 without the need for pre-approval by the Board.

The Board moved and approved such expenditures. The Board also moved and approved to increase the authority of the President to expend amounts without the need for pre-approval to a level of \$10,000.00. All expenditures will continue to be printed in the Union's financial reports and transparency remains a priority.

## **IATSE NATIONAL BENEFIT FUNDS**

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael F. Miller, Jr., Daniel Di Tolla, and William E. Gearns, Jr., Education and Training Department Director Pat White, International Representative Brian J. Lawlor and Special Representative Ron Kutak presented to the Board a report on the IATSE National Benefit Funds.

As they have for the past number of years, the IATSE National Benefit Funds continue to see growth in contribution income with a 12.5% increase in receipts for the year ended December 31, 2012 as compared to the year ended December 31, 2011. For the first time in the history of the Funds, cash basis receipts exceeded \$200 million with almost \$205 million received as of December 31, 2012. As



recently as calendar year 2009, total receipts were less than \$143 million.

Net assets of the Funds have reached approximately \$880 million as of December 31, 2012 compared to total net assets of \$517 million as of December 31, 2008. This is a 70% increase in assets levels over a four-year period, a period that would not be described as booming from an economic perspective.

The IATSE National Health & Welfare Fund continues to see growth in the number of covered lives under its various coverage options; Plans A, C1, C2, C3 and its Medical Reimbursement Program (MRP). The Fund provides benefits through all of its five options to approximately 18,200 working men and women as compared to 17,500 reported in July. When spouses, domestic partners and dependents are included, the Fund is providing coverage to over 30,600 individuals, an increase of over 2,000 lives since July. The Health & Welfare Fund had investment returns of 8.4% in 2012.

The Board of Trustees of the IATSE National Health and Welfare Fund, along with the Board of Trustees of the USA Local 829 Welfare Fund, has just successfully completed merger discussions. The USA Local 829 Fund and its over 1,100 active participants (not including dependents) will be merging into the National Fund effective April 1, 2013. This is one of the largest Health Fund mergers over the past several years. The Fund looks forward to providing its various health plan options at competitive costs to these new participants.

The IATSE National Pension Fund as has been consistently reported, remains more than fully funded. As

a result, retirees of this Fund enjoyed two additional pension benefit checks during 2012 if they were on the retiree rolls at the time of benefit issuance. The first, or 13th pension check, was mailed in April and equaled each retiree's monthly benefit with a \$100 minimum. The second check, or 14th pension check, was mailed in mid-December and equaled each pensioner's monthly retirement benefit. The Pension Fund had investment returns of 12.5% in 2012.

The Benefits Department restructuring is complete. The dedicated Participant Services Center is now returning all voice mail messages within 24 hours as compared to a minimum of 48 hours as of the last report. Open enrollment time, November to December of each year, often causes a backlog of call return ability. The new unit was able to maintain its service standard goal of 24 hour return call target during the open enrollment period that just ended. The dedicated email address developed several months ago to assist those participants who can't reach the Funds during normal business hours has continued to see increased utilization thereby speeding up personal response time. The address is [participantservicescenter@iatsenbf.org](mailto:participantservicescenter@iatsenbf.org) and emails can now be sent in either English or Spanish.

Finally, the Funds new website is progressing on target. The Funds expect to release the site in two stages within the next several months. Several local union representatives will be asked to assist in its beta testing. The Funds plan a full launch prior to the next General Executive Board meeting in Boston this coming July.

### IATSE-PAC REPORT

Appearing before the Board to present a report on the IATSE's Political Action Committee were Committee members J. Walter Cahill, Thom Davis, John R. Ford, Anthony De Paulo and Craig Carlson, along with Assistant to the President Deborah Reid, Local 600 Executive Director Bruce Doering, Local 784 Business Agent Andrea Pelous, and PAC consultant Chuck Rocha of Solidarity Strategies.

It was reported that as of this time the IATSE-PAC has signed up over 300 members of the IATSE who are making monthly contributions. This includes rank and file members as well as local union and International officers and staff. As a result of the monthly contributions received, the PAC has increased its revenue by approximately \$5,500 per month. This is significant because prior to 2011 the PAC had no regular monthly contributions coming in.

To increase awareness and further educate our local union officers about PAC fundraising activities and ways to convey the importance of the PAC, President Loeb assigned Chuck Rocha to attend all IATSE District Conventions that were held in the United States during 2012. Mr. Rocha also attended a training session that was coordinated by Sister Pelous in the Bay Area of California where various local union officers attended to focus on the PAC and learn more about how to educate their members.

Brother Doering reported on the activity of Local 600 and stated that the Local has State PACs in a few states which has enabled the Local to support labor-friendly candidates in those areas where the Local has a

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



large membership. Local 600 also provided financial support in the amount of \$50,000 to the AFL-CIO's Workers' Voice program which expanded labor's outreach to the general public in the 2012 election cycle.

In addition, by increasing the PAC's revenue, it has enabled the IATSE to participate with a greater voice in Washington, D.C. It was reported that for the year of 2012, the IATSE-PAC made contributions to a total of 67 candidates in 27 states, for federal office – U.S. Senate and U.S. House of Representatives. At the request of President Loeb, those contributions were largely hand delivered to the candidates so that the visibility and awareness of the IATSE was enhanced and relationships developed. It was noted that of those candidates supported by the IATSE-PAC in the 2012 elections, about two-thirds were successful in either re-election or obtaining new seats in Congress.

Moving forward, the IATSE-PAC continues to expand on its efforts to increase revenue and to support those candidates who are supportive of issues important to the IATSE membership and to the labor community as a whole.

## **IATSE TRADESHOW PARTICIPATION**

Assistant to the President Sean McGuire and International Representatives Brian Lawlor, Mark Kiracofe and Joanne Sanders reported on the IATSE Tradeshow participation.

Representative Kiracofe provided a description of the newly contracted tradeshow booth. It has craft specific message boards for Visual Effects, Stagecraft and Tradeshow events. The Exhibit also has a general mes-

sage board and can support video display.

### ***Exhibitor 2013***

Exhibitor is an annual show in Las Vegas, NV tailored to the mechanics and logistics of producing trade-shows. Those exhibiting at this event include the General Services Contractors, Exhibitor Appointed Contractors and Display Houses that employ IA members throughout the United States and Canada. Show dates are March 18-20 at Mandalay Bay Convention Center.

### ***PLASA Focus - Stamford, CT***

Representative Kiracofe, Local One Trustee Paul Dean, Jr., and Special Representative Brian Munroe participated in a panel discussion and manned the booth at this regional show. They were joined by USA829 Business Agent Carl Mulert for the panel discussion that focused on craft advancement, certification and the InfoComm partnership.

### ***IAEE Expo Expo- Orlando, FL***

The International Association of Expositions and Events is primarily made up of the associations and show organizers that drive the convention industry. Vice President William Gearn, Representatives Kiracofe and Don Gandolini represented IATSE for the first time at this event. This enabled the message that the IA has the best professional technicians to reach a new and broader market.

### ***USITT Annual Conference Stage Expo***

This event is the entertainment and theatre industries' leading conference for education, networking and resourcing of products and service. Representatives Lawlor, Kiracofe, and

Sanders along with representatives of local unions have represented the IA at these expositions. The event also includes numerous professional development workshops. This year's conference will be held in Milwaukee, WI March 20-23.

### ***SIGGRAPH - Los Angeles, CA***

Representatives Vanessa Holtgrewe, Mark Kiracofe and Julia Neville, along with representatives from various Locals, staffed the IATSE booth at this 3-day conference on computer graphics. Vanessa noted that the new booth with its modern color scheme and targeted messages and catch phrases such as "VFX Union" and "The Union Behind Entertainment" were very effective at drawing interest, to the point that the adjacent aisle was being blocked. She described the booth as a "hive of activity" and commended those who worked hard to have it ready.

### ***Lighting Dimensions International***

Representative Brian Lawlor, Assistant to the President McGuire, Representative Kiracofe and ICAP Chair Kent Jorgenson represented IATSE at this leading tradeshow for design professionals. Locals One and 728 also participated. Additional meetings were held during this event for the ETCP Council and the Plasma North American Regional Board.

### ***PLASA Focus - Orlando, FL***

Representative Lawlor indicated that this conference replicates an event held in the U.K. The IA has a partnership to help promote this show with PLASA. This event is scheduled for May 15-16.

### ***InfoComm 2013- Orlando, FL***

This show will be held June 12-



14th and IATSE will continue to participate and co-sponsor the Rigging and Staging Demo Area.

Representative Lawlor concluded this report by noting that President Loeb plans to attend the USITT, InfoComm and L.D.I. events this coming year. He thanked President Loeb for his commitment to these outreach opportunities.

President Loeb reaffirmed the importance of having a presence at these events and make the IATSE prominent on the landscape of the industry players who attend them. He noted that the IA is providing its best and brightest to participate in these events and the associated Boards. He committed to continue the support and expressed his gratitude for their efforts.

### **IATSE YOUNG WORKERS COMMITTEE**

Communications Director Emily Tao, International Representatives D. Joseph Hartnett, Jennifer Triplett and Vanessa Holtgrewe, along with Young Workers Committee members Patrick Landers, Local 13 Vice President, and Leah Okin, Local 28 Interim Vice President appeared before the Board to report on the activities of the IATSE Young Workers Committee.

#### ***IATSE Young Workers Conferences, Philadelphia, PA***

The first IATSE Young Workers Conference was held in September 2012 in Philadelphia, PA and proved so popular that a second conference was scheduled in October. More than 180 young workers representing a broad range of crafts from IA Locals in the United States and Canada, and two members of BECTU, the IA's sister union in United Kingdom, attended the conferences.

The conference focused on offering practical union skills training, labor education, and empowering members in the workplace, jobsite, or union. The meetings provided a valuable networking opportunity to share common workplace experiences, problems, tactics and solutions. The quality of these education and training seminars was exceptional and cultivated enthusiastic participation from all attendees.

The IATSE encouraged future activism for Young Workers through the "Banner for Good" campaigns. The growth of registered BFG Young Worker activists has been exponential, as has support and participation in the BFG campaigns.

Finally, the IA Young Workers plan to informally meet with delegates at the 2013 Convention in Boston.

#### ***UNI Americas Youth Conference in Montevideo, Uruguay***

Director Tao was among 103 attendees from 32 unions from 12 countries to attend the UNI Americas Youth Conference in Montevideo, Uruguay on December 5-7, 2012. Discussions at the conference focused on three major goals: 1) Climate change and sustainability; 2) organizing more Young Workers; and 3) starting a social dialogue about unions among young workers.

Director Tao established contacts with groups of young trade unionists from Argentina, Brazil, Nicaragua, Chile, Paraguay and Uruguay. She found it inspiring to see and interact with so many young trade union activists.

#### ***IBEW Local 3 Young Workers Conference***

Representative Triplett attend-

ed the IBEW Local 3 conference in Flushing Meadows, NY in August. The keynote address was given by California Congresswoman Linda Sanchez who spoke to the importance of education, trade unionism and young worker involvement. Thereafter, the conference broke into a number of classes and working groups dealing with topics such as employer intimidation and retaliation in trade union organizing; voter registration, mobilization and lobbying; labor history; and issues affecting young workers.

#### ***AFL-CIO Young Workers Coordinating Meeting***

On December 12, 2012, Director Tao participated by teleconference in the AFL-CIO Young Workers Coordinating Meeting. AFL-CIO Secretary-Treasurer Liz Schuler set the agenda for the upcoming year and indicating that the goal for 2013 is to coordinate the Young Workers Groups amongst participating AFL-CIO affiliated Unions to create a movement. Priorities were placed on Local activism, organizing young workers, trade unionism education, and social media communication through Facebook and Twitter.

The IATSE is seeking to position an IA representative on the AFL-CIO Young Workers Advisory Council.

President Loeb commented that the IATSE must be in the vanguard of education for young workers. Rank and file training in trade unionism and values is a keystone foundation of the IA. It requires strong people knowledgeable in the new and modern work environment willing and able to support the leadership. Their efforts and involvement will improve and strengthen the IA's ability to represent its members.

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



## KRAVIS CENTER

International Vice Presidents William E. Gearn, Jr. and Anthony De Paulo, International Representatives Joanne Sanders, Christopher "Radar" Bateman and Brian J. Lawlor, General Counsel Dale W. Short, In-House Counsel Samantha Dulaney and Local 500 Representatives Terrance McKenzie and Pat Cole appeared before the Board and reported on the Kravis Center. Reports have been given at previous Board meetings dating back to 2000 regarding the on-going, long-standing dispute between Local 500 and The Raymond J. Kravis Center.

Since opening in 1992, the Kravis Center was professionally staffed and represented by I.A.T.S.E. stagehands operating under a standard Theatrical Stage Union contract. Union stagehands performed all backstage work for all shows that were presented. In June of 2000, after eight (8) years of congenial interaction, the administration of the facility decided to make a change. The Kravis Center fired the union-referred stagehands with no cause whatsoever and gave non-

union workers their jobs at a lower pay. The Kravis Center then repudiated the Union as the collective bargaining representative.

Between September 2000 and December 2012, Local 500 and the Kravis Center had been locked in a bitter labor dispute, which led to several legal proceedings before the National Labor Relations Board and the District of Columbia Circuit Court of Appeals. The union prevailed at every stage of the litigation.

On December 21, 2012, this long dispute was finally resolved, after the International launched a campaign that included banner, social media, and ultimately authorized Local 500 to strike the Kravis Center on December 18, 2012. Local 500 entered into a five (5) year contract with the Kravis Center that effectively resolved the twelve plus year legal action waged by the Local.

On behalf of Local 500, Brothers McKenzie and Cole expressed their deepest thanks and gratitude to President Loeb and the General Executive Board for the full cooperation and assistance of the Inter-

national throughout the Kravis saga most especially during 2012. They also thanked Vice President De Paulo for standing with the Local every day of the strike, Vice President Gearn for his involvement with the banner campaign, and to Vice President Dan Di Tolla, Representatives Brian Lawlor, Christopher (Radar) Bateman and Joanne Sanders, Administrative Assistant Marcela Barrientos, General Counsel Dale Short and In-House Counsel Samantha Dulaney for their tireless work. They also expressed heartfelt appreciation to Local 500's legal counsel, Matthew Mierzwa, who had represented the Local throughout the twelve-year saga and whose legal theories had been upheld at every stage of the litigation. Brothers McKenzie and Cole thanked Locals One, 2, 8, 16, 33, 107, 784 and B18 for assisting with their banner campaign, noting that Local 33 had bannered five days a week from the launch of the consumer education campaign. They also expressed deep appreciation for everyone who supported them through social media on Facebook and Twitter, especially Locals 13, 53, 107, 122, 232, 631, and 835 and those who signed an online petition directed at the Kravis Center during the strike.

They reported that U.S. Representatives Alcee Hastings and Lois Frankel visited the Local 500 picket line. Brothers Cole and McKenzie noted that the Local had received support from countless others, too many to name, who had assisted and supported the Local along the way.

Finally, Brothers McKenzie and Cole stated that their success would not have been possible without the



**Pictured here are Local 500 Representatives Pat Cole and Terrance McKenzie during the Kravis report.**





**Reporting on the MPIPH Plans are Executive Director of Local 600 Bruce Doering, International Vice President Michael F. Miller, Jr., International Trustee George Palazzo, and International Vice President Thom Davis.**

overwhelming support of the AFL-CIO, Actors' Equity Association, the American Federation of Musicians, and the road crew of "Jersey Boys".

President Loeb remarked that he had sent personal thank-you notes to each member of the Jersey Boys road crew, the AFL-CIO, Actors' Equity, and the Musicians for standing with Local 500. He stated that the new collective bargaining agreement is a bridge to a relationship. He commended Local 500 for being stalwart throughout this twelve-year epic and historic effort, noting that the Local took the risk and the fight. He stated that every local of the IATSE has the full strength and support of the International and that Local 500's success is testimonial of what the IATSE can accomplish when working together to stand our ground.

### **MGM, LLC AGREEMENT**

International Vice President Daniel E. Di Tolla appeared before the Board to discuss the agreement reached with MGM, LLC.

In 2012, the Massachusetts Legislature passed legislation allowing for casino gambling in the state. MGM is one of four groups that have submitted bids to obtain the

license to operate a casino in Western Massachusetts. International President Loeb was approached by UNITE HERE who had entered into discussions with MGM for a neutrality agreement covering MGM employees should they be awarded the license. The final neutrality agreement recognizes the traditional jurisdiction of the IATSE along with UNITE HERE, the Teamsters, and the Operating Engineers.

### **MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS**

International Vice Presidents Michael F. Miller, Jr., Thom Davis, and John Ford, International Trustee George Palazzo, General Counsel Dale W. Short, Midwest Counsel John Shepherd, and the MPIPHP Labor Directors appeared before the Board to report on the Motion Picture Industry Pension & Health Plans, which provide health and pension benefits to employees of the Motion Picture industry.

As of November 30, 2012, the combined value of the Plans was in excess of \$6.8 billion. Returns on pension investments through November 30th were 9.8%, in excess of the actuarial assumption of 8%. This has

been achieved with a conservative asset allocation.

Contribution hours through October were trending slightly lower than the last two years and the residuals are on track to exceed expectations. Hourly contributions have increased as negotiated in the last Basic Agreement. In addition, the higher contribution rates negotiated into Single Production Agreements have provided significant additional funding. Based on the foregoing, and including other sundry factors, the Plan's financial condition has significantly improved.

There have been operational challenges, including the implementation of Plan changes and the replacement of senior Plan management staff. The switch of providers from Blue Shield to Anthem-Blue Cross is expected to result in substantial cost savings. The QNEX Benefits processing program is now in place and will result in better claims processing. The implementation of the OPUS Pension Benefit software remains on track and within budget.

The Call Center was besieged with problems caused by employee turnover and the departure of multiple department managers. These

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



issues are being remedied with new personnel being trained.

Vice President Miller reported that much work needs to be done but, thanks to the dedicated efforts of Joint Chair George Palazzo and the Directors, the issues are being diligently addressed.

Trustee Palazzo thanked Vice President Miller for his tireless and steadfast leadership. He agreed that the issues have been challenging and that progress is being made.

President Loeb commented that with the elimination of the senior management team, the Labor Trustees stepped up and took on a monumental task with great dedication and skill. He noted that the positive financial trends and other changes have eliminated what was once projected to be a billion dollar deficit. President Loeb noted that with the return of the Plans to a stronger financial condition, it is hoped that the next contract negotiations can be refocused on meaningful gains in terms and conditions, as opposed to solving a benefits funding crisis. He concluded by encouraging the MPIPHP Labor Trustees to keep up their exemplary work.

## **PAC 12**

International Vice Presidents Daniel Di Tolla, Thom Davis and Michael F. Miller, Jr., Broadcast Department Director Sandra England, International Representatives Francis O'Hern, Joel Youngerman and Steve Aredas, along with representatives of the involved local unions, reported on the campaign against the PAC 12 Network. This new conference network was established in the Fall of 2012 for the purpose of broadcasting PAC 12 athletic games.

The new network funded itself in part by selling rights to a limited number of football and basketball games to be shown on ESPN and Fox, while the remainder of those games and other sports would air on the PAC 12 Network. Signatory crewing companies began asking for waivers. Crews were working side by side with non-union crews. There was a clear wage and benefit disparity between the venues using union crews versus the other venues. Worse of all was the Conference's use of student labor, while not offering academic support for the industry. The only PAC-12 school with a full time curriculum in broadcast technology is Washington University. At the other campuses, students were exploited without regard to their building toward a career in broadcast.

Despite attempts to reach out to the PAC 12 Network, the conference continued on a path of paying lower standard wages and benefits, unless using a unionized crewing company. The IATSE campaigned against this failure to provide area standards. International President Matthew D. Loeb issued an "unfair" letter against the PAC 12. Area standards picket lines were established at PAC 12 events at the University of Arizona, Arizona State University, The University of Southern California, the University of California at Los Angeles, The University of California at Berkeley, Stanford, The University of Oregon, Oregon State University, and the University of Washington simultaneously on game days. Individual technicians began using social media to publish photographs of strike breakers. This tactic increased the league's attention to our efforts. Finally, the General

Manager contacted Director England, asking for a meeting to discuss the issues faced by technicians. This contact resulted in a hiatus on the picket lines, and abating of social media targeting – at least until the parties could meet. The IATSE and PAC 12 Enterprises have now met and have agreed to a process to resolve issues. We will continue to meet to achieve an overall agreement.

President Loeb acknowledged the concerted effort of the technicians, the local unions, and the Broadcast Department in this successful campaign. He specifically praised Director England for the extraordinary relationship she has worked to build with IATSE broadcast technicians throughout the industry.

Locals 119, 600, 695, 700, 748, 793, 800 and 871 all participated and held together during this campaign.

## **POLITICAL REPORT**

Appearing before the Board to present an overview of the IATSE's political activity for 2012 were International Vice Presidents J. Walter Cahill, Michael Barnes, Thom Davis, and Craig P. Carlson, Broadcast Department Directors Sandra England, Communications Director Emily Tao, Assistant to the President Deborah Reid, International Representatives Brian J. Lawlor and Ronald Garcia, District Secretaries Edward Brown (District 2), John Page (District 4), Andrew Oyaas (District 7), Chris Gauthier (District 9) and Kimberly Bowles (District 14), District 3 Political Director John Gates, Brothers John Hendry on behalf of District 5, Michael Lehan on behalf of District 8, and PAC Consultant Chuck Rocha of Solidarity Strategies.



### *Introduction*

It was reported that the AFL-CIO held a Battleground States Conference in July 2012 immediately following the IATSE's Mid-Summer Board meeting, that was attended by Assistant to the President Reid and representatives from Locals 22, 767, 798, 780 and USA829. Given the expectations of the critical nature of the 2012 Presidential and other federal elections, the opening of the conference addressed the need for the AFL-CIO to take an in depth look at its political program and identify ways to improve and enhance the program, including the expansion of labor's outreach efforts and making the program a year-round effort. It was noted that the Republican strategy clearly included obstructionism, tremendous financial support, and a "seek and destroy mission". It was noted, therefore, that labor needs to spend its funds wisely.

To accomplish labor's goals going into the 2012 elections, the AFL's program was changed to the extent that the Ten Point Plan was executed, but also implemented the Voter Registration and Voter Protection component of the program as well as the use of social media with a Friends And Neighbors network, and RePurpose.

President Loeb sent a letter to all members in United States encouraging their participation in the political process, and he issued a directive to all IATSE officers and representatives to get involved and file weekly reports with his office.

### *The Ten Point Plan*

In early August, President Loeb held an initial conference call with all IATSE District Secretaries and

District Chairs in the U.S. and presented a directive that the International would embark on its own 2012 Political Program following the AFL-CIO's Ten Point Plan, with focus on Core and Battleground States. Vice President Cahill and Assistant to the President Reid were assigned to conduct weekly conference calls with the District leaders with the goal of implementing each step of the Ten Point Plan and mobilizing the IATSE membership.

Voter registration and Voter protection was a large component of the program due to the efforts by some states to make voting more difficult. Three webinars were coordinated with the AFL-CIO, specifically for the IATSE to explain the workings of the My Voter component of the Labor Action Network and the Working Families Toolkit.

IATSE local unions throughout the country stepped up their game in a number of ways and to mention all the Locals was impossible during this report. However, it was noted that about two-thirds of the local unions in

the U.S. came through on the first step in the Ten Point Plan and appointed Local Union Coordinators who assisted in communicating with members at worksites regarding election information, as well as information on phone bank and precinct walks schedules.

### *Released Staff*

It was also reported that because of the critical need for boots on the ground, from September through November the International provided a total of 14 released staff to the AFL-CIO's field coordinators in the Core States of Ohio, Nevada, Michigan, Florida, Wisconsin, Massachusetts and Indiana. The IATSE employed and released staff included members of local unions in those states who were interested in getting involved and were either retired or not currently employed in their craft.

### *Social Media*

The use of social media was used heavily by the IATSE in pushing conversation out about the 2012 elections and joining the social dialogue about the political landscape



**International Vice President John Ford, International Representative Brian Lawlor, International Vice President J. Walter Cahill and Retired International Vice President Michael J. Sullivan.**

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



through the use of the IATSE's Facebook page, Twitter and website, as well as through the use of email. Social media was used to highlight the perspectives of IA members and to an audience of thousands. Postings were made about members joining rallies, phone banks and more. With over 10,000 views in three days, the IA's most popular Facebook post was a photo and letter from Local 12's Tom Sico who conveyed a story about how President Obama stood up for the stagehands in Columbus, Ohio. It was noted that despite the huge online outreach, social media will never replace face-to-face interaction like members who participated in rallies and door-knocks. However, it was impressive to observe how the International, the local unions and members got involved in the modern political dialogue online to encourage people to stay informed, to act, and to stand up and fight for their future, whether at a rally, or from their iPhones.

## ***Proposition 32 - California***

In early September, phone banking was coordinated by the International's West Coast Office for the "NO on Proposition 32" campaign in California, as well as the Presidential election. For nine weeks the International worked closely with the Los Angeles County Federation of Labor and IA Locals from Northern and Southern California regions helped in the effort. It was noted that between 850 and 1,000 volunteers energetically planned meetings, visited worksites, provided voter registration forms to members, participated in precinct walks and other activi-

ties. The IATSE made a difference in California in the successful defeat of Proposition 32 which would have stripped away labor's ability to participate in the political process.

## ***Regional Highlights***

In the Northeastern part of the country, where there were a number of challenges for labor to overcome, IA members from New Hampshire to Massachusetts came out in droves for a number of activities and made more than 1,500 calls in nine nights at various phone banks. It was noted that the vast majority of IATSE members who were contacted by phone were enthusiastic supporters of the labor-endorsed candidates.

In the Southeast, the labor movement began the election cycle with 22 targeted candidates for U.S House seats, as well as seats in the Florida State House and Senate. Through hard work of IATSE Locals throughout the state of Florida, in coordination with the State AFL-CIO the Republican super-majority in both the Florida House and Senate were eliminated which was a major goal of the 2012 political program in the State. It was noted that the State Federation is carefully reviewing the election results to compare 2012 voting percentages with past performance data to get a better sense of what these elections tell us about the future. However, the one thing that was clear is that this was the first time in history that Florida's labor movement entered an election cycle with a unified effort pursuing a small number of carefully targeted seats and the results indicate that this was a significant and successful strategic improvement, thanks in

large part to the contributions and cooperation of the Central Labor Councils and local unions throughout the state.

It was important to note that not all Districts of the IATSE consisted of a Core or Battleground State. District 7, for example did not have one state designated as a Core or BGS, however, the District was constantly communicating with its Locals and many participated in area events. It was noted that even though some states are not designated as a "Core" or "Battleground" state, local unions and Districts must do more than they have in the past to educate our members on issues and candidates and focus heavily on voter registration and get out the vote efforts.

## ***Reel Working America***

Established in 2003, Working America might be considered an offshoot of the AFL-CIO and is the fastest-growing organization for working people in the country. At 3 million strong and growing, strength in numbers is used to educate, mobilize and win real victories to improve working people's lives.

It was through the innovative efforts of the IATSE local unions in New Mexico, that "Reel Working America" (RWA) was established to bring about a collaborative effort of outreach in the 2012 political process. The first roll out of RWA was in October 2012 at the Santa Fe Independent Film Festival's premiere of the union made "Bless Me Ultima". A "live" TV show was produced from the red carpet with Local 480's film technician training program at Santa Fe Community College on behalf of



Santa Fe Community TV. The intent of the RWA effort was to introduce and sign up charter members of RWA at the premiere and during the after party as well as other festival events throughout the weekend. During the same time period, a major fundraiser was coordinated with Working America that provided financial assistance to labor-endorsed candidates in the area.

### **Conclusion**

The IATSE has definitely raised its profile with the AFL-CIO and the IATSE is seen as an integral part of the labor community. Through our increased participation and involvement, we have an opportunity to show the AFL-CIO leadership and staff who we are and what we do. As a result, the International is playing a more integral role in Labor's efforts.

President Loeb's leadership has provided the direction we need to make this all happen, and he has further directed that we continue with the IA's political program and as we move forward, and we will make improvements and progress. We now have a monthly conference call schedule taking us through December 2013.

There are a number of elections coming up in 2013 and we have state legislative battles to contend with, then we go into the 2014 mid-term elections and finally head into the 2016 Presidential election. We must continue to educate our members and create a culture of political awareness and activism among our ranks, and keep up the momentum we gained during the 2012 election season. The International will improve and refine the IATSE's political

program and year-round mobilization program, so we will go forward with more awareness and preparation for the challenges ahead.

President Loeb expressed his appreciation and commended those presenting the report for their efforts in making the IATSE's 2012 political program a true success. He stated that he has directed that the political program continue and noted that as we move forward the IATSE will reap the benefits of our involvement in the political and legislative process.

### **REALITY TELEVISION: REVEILLE/COMEDY CENTRAL**

International Vice President Michael F. Miller, Jr. and International Representative Vanessa Holtgrewe reported on developments related to organizing in reality television.

Two large reality shows were recently organized. "The Next" is a show on the CW network. The production travels throughout the United States, filming in theatres throughout the country. In late July, the producers, 25/7 Productions, feigned willingness to meet with the IATSE, but with discussions limited to only the technical crew. However, carving out only a portion of the traditionally covered classifications and crafts was simply not acceptable to the IATSE. The leverage and dynamics changed radically, however, increasing in the Union's favor, when the show came to Los Angeles for a series finale of live shows. Within days the parties met again. This time a contract was negotiated and all traditional crafts and classifications are now covered.

Another large production called "Fashion Star" was also recently organized. This successful competition show in its 2nd season has a crew of approximately 130 employees. When shooting for the new season commenced the IATSE began collecting authorization cards. Within two weeks a clear majority of the crew signed cards. A meeting with the crew led to a unanimous decision to cease providing services absent recognition of IATSE representation. Picket lines went up at several locations where the company had planned to shoot. The result was a dark set at every location. After four days the company was willing to negotiate. A contract was reached, including terms of enhanced turn-around time for both weekdays and weekends. Benefits for all crew members were retroactive to date of hire.

The Motion Picture and Television Production Department is actively targeting those companies that have produced reality content, but are now also adding scripted product to their programming. More than a half dozen of such companies have been so identified.

Recently a new term agreement was signed with Reveille and its related production entities. This production company produces "The Biggest Loser" and "Master Chef." Moving into scripted product, the pilot for "The Bridge" went into production. While negotiations to cover "The Bridge" led to a one-off agreement, the seed was planted to discuss a term deal to cover all Reveille product. In time such a deal was reached, a contract recently signed, and it is retroactive to November 1, 2012. This new agreement covers

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



three upcoming reality shows scheduled for airing on basic cable, specifically Bravo, Discovery and CMT. These are shows the IATSE typically did not have under contract prior to the recent organizing efforts of the Motion Picture and Television Production Department.

## **SOCIAL MEDIA COMMITTEE**

International Vice President William E. Gearns, Jr., Communication Department Director Emily Tao, and International Representatives Christopher ‘Radar’ Bateman and Joanne Sanders reported on IATSE’s growing use of Social Media.

Since the initial Swank Audio Visual Social Media Campaign, Vice President Gearns reported use of the powerful social media techniques in the current Kravis, NuVista, PAC 12 and Iron Horse campaigns. The IATSE has developed educational tools to encourage members to participate in these campaigns. New and additional techniques learned from other unions are being utilized. The IATSE email list from General Secretary-Treasurer James Woods’ office is one of the most important communication tool starting points allowing for rapid response for contacting and enlisting the participation of the diverse membership for bannerings, pickets, strikes and political rallies such as Wisconsin in 2011 and Michigan Right-To-Work in December 2012.

Representatives Bateman and IA office staffer Marcela Barrientos have developed training materials available to all Locals through the Social Media Committee. All messages to be posted are submitted to In-House Counsel Samantha Dulaney for review, and local union

counsel is required for each campaign application of social media posts. The Committee asks the IA local unions to provide the lists and contact coordinates for interested IA member political activists.

President Loeb commented on the crucial importance of the social media element of all future campaigns. It is the critical link to solicit the support and participation of the IA membership in the field, on a local, regional and craft specific basis. With its wide volume coverage, social media usage and contact is “the way of the future”. The IA now has a sophisticated, agile and potent tool. All IA members are urged to participate with the Social Media Committee to get our message out.

## **SWANK/PSAV**

International Vice Presidents Jack Beckman, Michael Barnes, Craig Carlson, and William E. Gearns, Jr., International Representatives Christopher “Radar” Bateman and Brian Lawlor, and Business Agent of Local 122 Carlos Cota, appeared before the Board and reported on Swank/PSAV.

Vice Presidents Barnes and Carlson, who are also Business Agents of Locals 8 and 2, respectively, along with Brother Cota, expressed their thanks to President Loeb and the Board for their continued support of these campaigns against employers that do not pay area standard wages and benefits.

## **UNI-MEI EXECUTIVE COMMITTEE REPORT**

International Vice President John M. Lewis and Special Representative Ron Kutak reported on their attendance at the UNI-MEI Executive

Council Meeting in Paris, France in October 2012.

UNI Global Union is an umbrella organization with over 900 affiliated unions from over 150 different countries around the world. UNI Global’s mission is to ensure the protection of workers’ rights worldwide by signing as many global agreements as possible. UNI-MEI is the media, entertainment and arts sector of UNI Global. UNI-MEI has over 100 affiliated unions and guilds from over 70 countries representing staff, freelance, independent and contract workers. The IA is an affiliate member of UNI-MEI. President Loeb is the Vice President of the UNI-MEI Executive Committee and is a member of the UNI Global World Executive Board. Vice President John M. Lewis sits on the UNI-MEI Executive Committee.

During their attendance at the UNI-MEI Executive Committee meeting in October, Vice President Lewis and Special Representative Kutak observed that digital theft continues to be a focus for the organization. Although progress is being made in some affiliate regions, the so-called “internet freedom movement” continues to present a problem in Europe. Vice President Lewis did note, however, that the IA’s efforts through UNI-MEI have helped to soften the views of other affiliate member countries that have historically resisted the IA’s position on issues like digital theft.

The UNI-MEI Executive Council Meeting touched on a number of other issues including an international campaign to organize Disney theme park workers, a campaign to organize South America’s largest movie theatre chain



Cinemark, the human rights atrocities and lack of labor laws that recently lead to the death so many miners in South Africa and the increased censorship of journalistic freedom being observed in Egypt after Mubarak.

President Loeb commented on the importance of the IA to maintain its affiliate membership in UNI-MEI because IA members work in a global industry and in a global environment and noted that IA has already seen some returns from its UNI-MEI membership like the European Union's focus on the digital theft issue. President Loeb confirmed that the IA will continue to task the organization with issues important to the IA and its members. He confirmed that UNI-MEI representatives have been invited to the IATSE Convention in July.

### IATSE OFFICE REPORTS

#### *General Office*

General Secretary-Treasurer Wood reported to the Board on the status of the construction of the new General Office in New York.

As was previously reported to the Board in July 2012 in Vancouver, BC, the present lease for the General Office expires in January 2014. The International has outgrown its present space and after an analysis was done to compare purchasing a property vs. leasing new larger space in a similar building, the General Executive Board approved the purchase of two floors in a 12-story condominium building in Manhattan to serve as the new location for the General Office.

The International purchased the entire fourth and fifth floors in a

12-storey building located at 207 West 25th Street, which is in the area of 25th Street and Seventh Avenue in New York City. Each floor is approximately 12,000 sq. ft. and the intention is to use the entire fourth floor and approximately half of the fifth floor to house the General Office. As a point of reference, the present General Office is approximately 10,000 sq. ft. in size. The remainder of the fifth floor has three tenants, which will remain in place until future growth requires the International to take back portions of the remaining space.

In September 2012 the demolition of the space was begun and the floors were leveled. There was then a delay as the International was required to enter into discussions with the condominium board in terms of getting the various required approvals for our plans and the acquisition of the necessary building permits. These discussions took far longer than expected and the impact of Hurricane Sandy caused further delays. All during the delays, planning and decisions continued to be made so

that once construction commenced it would not be slowed by any internal issues. Construction began in early November.

As of the commencement of this Board meeting, all internal walls on the fourth floor are up and most have drywall on them. The fifth floor studs are in place and drywall will commence this week as well as the floor being opened up for the internal stairway between the two floors. Construction is on schedule and on budget and the expectation is for a mid-March substantial completion date with a targeted move date into the new space by the end of March.

General Secretary-Treasurer Wood expressed his thanks to members of the Design Committee that have assisted with various decisions and in particular he recognized Office Manager Colleen Paul and IT Supervisor Jimmy Rainey for the substantial amount of time that each has devoted to the project.

#### *West Coast Office*

International Vice President Mi-



**International Representatives Julia Neville, Jamie Fry and West Coast Office Manager Terri Simmons.**

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



chael F. Miller, outgoing West Coast Office Manager Terri Simmons and incoming West Coast Office Manager Buffy Snyder reported on changes within the IATSE's West Coast Office.

Vice President Miller gave a general overview of the work performed by the International's West Coast Office. He expressed his gratitude for its wonderful staff, which he called a truly integral part of the IA team. He noted that, in addition to competently performing their duties, the staff supports the IATSE and its members at events such as rallies and picket lines. The staff also volunteered significant hours to political activity and phone banking.

Vice President Miller announced that Buffy Snyder had been hired as the new West Coast Office Manager and expressed complete confidence in her abilities and talent. He stated that, while Buffy's hiring is certainly a cause for celebration, it is occurring only because of the departure of Terri Simmons, who will be leaving her position at the end of January. He commended and thanked Terri for her unrelenting dedication and tireless work ethic. Vice President Miller then expressed his deepest appreciation and gratitude for her service. He credited her for making all of their jobs easier.

Vice President Thom Davis spoke on behalf of all the West Coast Locals when he stated that Terri will be sorely missed. He referred to her as one of those rare individuals about whom everyone has a kind thing to say.

President Loeb lauded Terri as a team player and an integral part of the IA family. He noted her tremendous work ethic and her true

belief in the IA mission. He wished her well and said she will be greatly missed.

Terri took the opportunity to praise the commitment and involvement President Loeb has demonstrated, noting that he leads by example. She also commended General Secretary-Treasurer Wood and said she will miss working with him. She wished Buffy success in her new position and indicated she would assist her whenever needed.

Terri stated that it has been an honor and a privilege to work with Vice President Miller and the West Coast Office staff for the past seven years and although she is leaving the IA to spend more time with her immediate family, she leaves behind a much larger family. The attendees expressed their respect and appreciation for Terri with two standing ovations.

## **LOCAL NO. 52, STATES OF NEW YORK, NEW JERSEY, CONNECTICUT, NORTHERN DELAWARE AND GREATER PENNSYLVANIA**

### **AICP**

International Vice President and Local 52 President and Business Manager John Ford, Local 52 Business Representatives Ray Fortune and John Fundus, and Local 52 Negotiating Committee Member Jim Anziano reported on the agreement reached with the AICP. Local 52 members overwhelming approved a new three-year contract with the AICP, now set to expire on November 30, 2014. First aid employees are now recognized under the agreement, and there is an increase in meal allowances for in and out-of-town crew. Finally, if spec spots are sold to a client or are distributed

for the public, either domestically or abroad, the crew will receive compensation under the terms of the collective bargaining agreement. The Bethpage facilities are now in the zone and the low budget numbers are now \$75,000 per day and \$300,000 in the aggregate.

### **AMPTP**

The Local 52 Majors Agreement with the AMPTP expired in May 2012. Negotiations commenced in May but talks broke down quickly when the Producers offered three 2% increases and refused to acknowledge the extraordinary costs that members of Local 52 incur for such things as parking, tolls, etc. The next meeting was held in December 2012 with President Loeb and Vice President Michael F. Miller, Jr. joining the discussions.

The Producers refused to put any additional money into wages, protecting their sacrosanct 2%-2%-2% pattern, so Local 52 proposed that additional money be put into their unworked holiday/vacation fund. The Producers agreed and a tentative agreement has been reached. Producers will now pay an additional 2% into the holiday/vacation fund, raising the contribution to 6.719% of all hours worked at straight time. They will also pay an additional \$1.00 per hour into Health, as well as the three 2% wage increases, compounded. Local 52 agreed to reallocate the .305 cents in to the MPI Health Fund.

Vice President Ford thanked the Local 52 Officers and Executive Board/Negotiating Committee, attorney Dale Short, President Loeb and Vice President Miller for their assistance in this difficult negotiation.





**From left to right: Local 669 Executive Board members Christina Kasperczyk, International Vice Presidents Damian Petti and John M. Lewis during the report of Local 212, Calgary, AB.**

#### **LOCAL NO. 212 CALGARY, AB**

**RE: T.S. Spivet & AQTIS vs. IATSE, Alberta**

International Vice Presidents John M. Lewis and Damian Petti, Local 212 Business Agent Ian Wilson, Local 667 Business Agent David Rumley, Local 669 President Brian Whitred and Local 669 Executive Board members Christina Kasperczyk, Simon Jori and Kevin Hall appeared before the Board to report on the settlement reached in the matter of T.S. Spivet & AQTIS vs. IATSE, Alberta.

T.S. Spivet began production in Quebec with an AQTIS production crew as it fell within the jurisdiction of AQTIS pursuant to Quebec's Bill 32. Issues arose over work jurisdiction when Spivet moved its production outside of Quebec and into the Provinces of Alberta and British Columbia. Originally, Spivet planned to bring its AQTIS Quebec crew into the territorial jurisdiction of Locals 212 and 669 in Alberta and Locals 891 and 669 in British Columbia and apply the AQTIS collective agreement. When production was ramping up in Alberta, Locals

212 and 669 were reluctant to commence work on the Spivet production under an AQTIS agreement. In the circumstances, negotiations with Spivet were initiated with a view to obtaining an acknowledgement of the IATSE work jurisdiction in western Canada and a signed IA contract. After protracted negotiations, an agreement was ultimately reached between Spivet and Locals 212 and 669. This deal included acknowledgement of IATSE's exclusive work jurisdiction in Alberta and British Columbia, and also included recognition over 3D camera work – work Spivet refused to give to AQTIS in Quebec. The co-operation of IATSE motion picture and camera locals as well as the International translated into increased power for the IATSE in dealing with Spivet.

President Loeb congratulated Locals 212 and 669 on reaching a deal, noting the importance of the Locals working together across North America to represent members and protect IATSE work jurisdiction. President Loeb commented that the deal reached by Locals 212

and 669 with Spivet sends a clear message to the industry and players like AQTIS that IATSE is a strong union that takes the representation of its members seriously.

#### **LOCAL NO. 415, TUCSON, AZ**

**RE: Tucson Convention Center**

International Vice President Anthony De Paulo and International Representative Joel Youngerman reported on the success of Local 415 when UTP, a signatory payroll company to a collective bargaining agreement with Local 415, was awarded a contract to perform the staging work at the Tucson Convention Center (TCC). This work had been historically performed by Local 415 members, but in 2001 the service contract was awarded by the City to a non-union company called Rhino Staging. Rhino was awarded the bid by continuously undercutting union area standard wages. But with persistence and dedication, the Local, along with assistance from the International, began a multifaceted campaign to regain this work. Included in this strategy was to coalesce with the City employees' union, AFSCME, and to lobby City officials. The bid requirements for servicing the TCC were amended to require that riggers be ETCP certified. In response, UTP could represent that Local 415 could immediately provide six ETCP certified riggers, while Rhino could not provide even one. UTP was subsequently awarded the staging work.

The RFP process in Tucson allows for appeals by the unsuccessful bidders. Rhino has appealed three times, thus far unsuccessfully. A final hearing is scheduled for January 31, 2013.

# REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON NASHVILLE DOWNTOWN HOTEL



Meanwhile, until the appeal process is exhausted, the work at TCC is performed by Rhino, but it is anticipated that this work will be performed by members of Local 415, under the UTP contract, in the very near future.

The TCC includes the Music Hall, Arena, Exhibition Halls and Leo Rich Theatre.

## **LOCAL NO. 478, NEW ORLEANS, LA**

### **RE: Schism LLC/4PIX LLC**

West Coast Counsel James Varga reported on the status of claims filed by Local 478, New Orleans, Louisiana against Schism, and charges filed by Schism against Local 478 and the International. The charges filed by Schism were dismissed by the NLRB Regional Director. The charges filed by Local 478 were duplicative of the allegations in a grievance filed by the Local. The Regional Director has deferred the Local's charges to the grievance machinery. The grievance is pending arbitration on those issues raised by the local union.

## **LOCAL NO. 485, STATE OF ARIZONA**

### **RE: Status**

International Representatives Jamie Fry and Joel Youngerman reported on the status of Local 485, State of Arizona.

Local 485 had not paid its per capita fees since the third quarter 2011. The Local was given 30 days to pay and neglected to do so. The Charter for Local 485 has been revoked. The 82 members were advised of their right to transfer their union membership to Local 336 Phoenix, AZ (which will now exercise state-wide jurisdiction for studio mechanics agreements), or to become Members-at-

Large. A terminal LM report is being prepared for filing as is the final tax return.

President Loeb suggested the assigned representatives make sure the members know their options and the applicable time periods. He noted that lack of work in the jurisdiction was the primary cause of this situation.

## **LOCAL NO. 800, LOS ANGELES, CA**

### **RE: NLRB Rejection**

General Counsel Dale Short, West Coast Counsel James Varga and In-House Counsel Samantha Dulaney and reported on Local 800 and the status of various charges that have been filed by Joseph Musso and Martin Kline. Unfair labor practices charges alleging various infractions related to the initial merger of the Illustration and Matte Artists crafts, formerly Local 790, into the Art Director's Guild, Local 800. The charges included claims of improper domination resulting from the merger, failure of the Local to represent the craft during negotiations and in grievance handling, and also that the internal charges brought against Musso and Kline by both Local 800 and the International violated their rights.

The Regional Director for NLRB Region 31 rejected all allegations and dismissed the charges. The charging parties appealed to the NLRB Office of the General Counsel. This appeal was rejected and the decision of the Regional Director to refuse issuance of a complaint was upheld. Musso and Kline have now filed a complaint with the Department of Labor and have filed new unfair labor practices charges with the National

Labor Relations Board. The DOL and NLRB charges are pending.

## **LOCAL NO. 834, ATLANTA, GA**

### **RE: GSC Decorating Negotiations**

International Trustee and Local 834 Business Agent C. Faye Harper and International Representative Don Gandolini appeared before the Board to report on Local 834's negotiations with General Service Contractors in Atlanta during August 2012.

The negotiations were contentious with the employers proposing drastic changes to the referral system used by the Local to dispatch workers and reducing payments from half-hour to six (6) minute increments. The Local held firm to its position and was able to negotiate a five-year collective bargaining agreement that made significant gains against the employer's call-by-name proposal, includes substantial wage and benefit increases as well as employer contributions to the IATSE Training Trust Fund. It was noted that Trustee Harper is a tenacious negotiator who does all she can for and on behalf of members of Local 834. President Loeb remarked that the Local is controlling the workforce, which is critical because it ensures that members are working. He noted that the Local had done well in securing this contract given the tough economic environment in Atlanta.

## **ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at approximately 10:15 a.m. on Friday, January 11, 2013.



## REPORT OF THE DEFENSE FUND COMMITTEE

### SHERATON DOWNTOWN NASHVILLE • NASHVILLE, TN • JANUARY 8, 2013

Since the last meeting of the Defense Fund Committee in Vancouver, BC, Canada on July 24, 2012, the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 3, Pittsburgh/ New Castle, PA – August Wilson Ctr. - Legal	\$ 1,533.00
Local B-7, Denver, CO. – Denver Center for the Perf. Arts - Legal	1,317.50
Local No. 56, Montreal, QC - Organizing	3,173.50
Local No. 63, Winnnipeg, MB - NASCO - Legal	110.87
Local No. 63, Winnipeg, MB – Live Nation – Legal	589.91
Local No. 85, Davenport, IA/Moline/Rock Island, IL- Wireless Ctr. – Legal	13,756.71
Local No. 262, Montreal, QC – Bell Centre - Special Organizing	6,792.71
Local No. 295, Regina, Moose Jaw, SK – Globe Theatre – Legal	1,137.17
Local No. 500, South Florida – Kravis Center- Legal	33,340.07
Local No. 631, Orlando/Cape Canaveral/Cocoa/Melbourne/Lake Buena Vista/Daytona Beach, FL- ESPN/Disney – Legal	9,771.03
Local No. 849, Atlantic Canada – Egg Productions – Legal	49,710.69
Local No. 906, Charlottetown, PE – Harbourfront Festival – Legal	5,412.70

I.A.T.S.E. - Golf Channel, Iron Horse, Tupelo Honey, Guardians, RIPD, Alvin Ailey – Legal	114,435.83
I.A.T.S.E. - Bannerer	36,046.01
I.A.T.S.E. - Objections re: Defunct Local - Legal	2,474.65
I.A.T.S.E. - Iron Horse - Printing	2,496.42
<b>TOTAL</b>	<u>\$282,098.77</u>

Basic Agreement	3,437.50
Thorsen French Advocacy	51,470.11
Solidarity Strategies	55,866.70
<b>TOTAL</b>	<u>\$ 110,774.31</u>

<b>EDUCATION</b>	
LEAP Reimbursement to Locals and Officers	31,622.14
Misc. Training/InfoComm/Instructors/Districts/Young Workers	\$222,559.51
<b>TOTAL</b>	<u>\$254,181.65</u>

**GRAND TOTAL** \$647,054.73

Respectfully Submitted,  
Matthew D. Loeb  
Anthony De Paulo  
J. Walter Cahill  
John M. Lewis  
Daniel Di Tolla



**Local 100 Members at the 2nd Presidential Debate at Hofstra University in Hempstead, NY on October 16, 2012.**



**“Mary Poppins” Crew, January 2013, at the Bob Carr Performing Arts Center in Orlando, FL.**





**Pictured here are Local 22 members working the 57th Presidential Inauguration Ball in Washington, D.C.**



**The Akoo Theatre crew and road crew of the Rockettes Christmas Show, consisting of members from Locals 2 and 769 in Chicago along with road crew from New York, Missouri, Florida and Minnesota.**





## Charlotte Local Honors Mayor

On December 10, 2012, Local 322 honored Mayor Anthony Foxx, with an Honorary Gold Card. This Card was presented to Mayor Foxx in recognition of his support and service to the Charlotte community, and in thanks for his dedication to bringing the 2012 Democratic National Convention (DNC) to Charlotte.

During the DNC, Local 322 staffed the main events at Time Warner Cable Arena, Bank of America Stadium, and the Charlotte Convention Center. Additionally, the Local staffed the PBS Newshour Studio, Carolina Fest, plus multiple events and after parties at the EpiCentre, the Music Factory, Verizon Wireless Amphitheater, Ov-

ens Auditorium and the Belk, Knight and Loonis McGlohon theaters of Blumenthal Performing Arts.

Foxx's dedication to the City of Charlotte and its residents helped bring the event to Charlotte, and allowed the city to showcase its world-class status, and express its greatness on the world stage.



**Pictured from left to right: Local 322 member Lorenzo Mack, Business Agent Bo Howard, Mayor Anthony Foxx, PR Director Jennifer Propst, and President Mickey Jenkins.**

## YOUNG WORKERS REPRESENTED AT THE BCFED CONVENTION

At the 55th British Columbia Federation of Labour (BCFED) Convention in Vancouver, B.C., IATSE youth committee members Angela Boyd and Matt Dewan met BCNDP leader Adrian Dix, CLC leader Ken Georgetti, BCFED leader Jim Sinclair, and Federal Opposition Leader Thomas Mulcair. IATSE Local 118 and 891 Presidents Mike Phelan and Ken Anderson were also in attendance.



**IATSE youth committee members Matt Dewan and Angela Boyd with BCNDP leader Adrian Dix.**

## CANADIAN VICE PRESIDENT SWEARS IN NEW BUSINESS AGENT

International Vice President John M. Lewis (right) swears in newly elected Stage Business Agent Ian Wilson at a Local 212 Meeting in Calgary.



## Local 706 Celebrates 75th Anniversary

Approximately 700 members and invited guests celebrated the 75th anniversary of IATSE Local 706 at the Hollywood Museum on November 3, 2012. President Sue Cabral-Ebert and Business Representative Tommy Cole accepted an official proclamation from the Los Angeles City Council which designated the day officially as "IATSE Local 706 Make-up Artists and Hair Stylists Day." Governor Jerry Brown, senators, congresspersons, city and county officials sent more than a dozen congratulatory proclamations to the Local. The following evening, Local 706 members were honored at the gala by International President Matthew D. Loeb and International Vice Presidents Michael F. Miller, Jr. and Thom Davis, for 75 years of outstanding artistic contributions to the entertainment industry. Local 706 represents 1,800

make-up artists and hair stylists in motion picture and television, com-

mercials, networks, theater, theme parks and new media.



International Vice President Michael F. Miller, Jr., Local 706 President Sue Cabral-Ebert, International President Matthew D. Loeb, U.S. Congressman Adam Schiff and Business Representative Tommy Cole.





## Local 768 Celebrates 70th Anniversary

Local 768 celebrated its 70th Anniversary on December 3, 2012. This Theatrical Wardrobe local represents the wardrobe employees at the major theatrical houses and arenas in the Los Angeles area. Special guest was Dorothy Priest, a retired but still treasured Business Agent who served the Local for over 25 years.



## COLUMBUS LOCAL HONORS COMMISSIONER

On December 10, 2012, in appreciation for her tireless efforts and her unwavering support of the Stagehands of Local 12 in Columbus, Ohio, Franklin County Commissioner Marilyn S. Brown was presented with an honorary membership into Local 12.



Pictured here from left to right: IATSE Local 12 President Doug Boggs, Commissioner Brown, Business Agent Richard Shack and Vice President James McMahon.



**Sometimes there are fewer  
problems when everyone  
at work sticks together.**



"Jersey Boys" road crew with Local 500 crew.

**IATSE members know that uniting to solve problems  
helps us to succeed. Be sure that everyone at your  
workplace is covered by a union contract.**



**WORK SAFE. WORK SMART. WORK UNION.**

[www.iatse-intl.org](http://www.iatse-intl.org)





## PROJECTIONIST HONORED BY SEATTLE LOCAL



At Seattle Local No. 15's November general membership meeting, Brother Henry W. Cannon, III, was presented with his Gold Card in recognition of his many years of work as a projectionist. Standing Left to Right are: Executive Board Projectionist member-at-large Rick Hancock, Vice President (Projectionists) Larry Price, Henry W. Cannon, III, and President Bess Sullivan.



Senator Gipson with his wife, Michelle.

## SCENIC ARTIST MEMBER WINS SENATE RACE

Pictured here is USA829 member Terry Gipson being sworn in at the New York State Senate. Brother Gipson defeated the Republican incumbent in a close race that was not called until Mid-December and will be representing Dutchess and part of Putnam Counties, New York. Gipson has been a scenic design member of USA829 since 1998.



On December 11, 2012, Brother Joseph Heintz was presented with his Gold Card. From left to right are Local 39 President Keith Christopher, Retired member Harvey Choina, Honoree Joseph Heintz, International Representative Don Gandolini and Business Agent Alan Arthur. Congratulations on 25 years of dedicated service.

## TORONTO LOCAL HONORS 50-YEAR MEMBER

Brother William J. (Bill) Wood received his 50-Year Membership Scroll from Local 873 at the General Membership Meeting held on January 27, 2013 at the Ontario Federation of Labour Hall. He joined the Local on July 2, 1961. Throughout his long career in the Prop/Set Decorating Department, Brother Wood was always an active member in the affairs of Local 873. He held many offices including Business Agent and was the first full-time President of the Local.



From left to right: Local 873 President Wayne Goodchild, William J. (Bill) Wood and his son, General Secretary-Treasurer James B. Wood.

## IA VICE PRESIDENT ATTENDS REMEMBRANCE MEMORIAL



Dean Tistadt, Vietnam Veteran and high school classmate with Vice President Cahill.

On February 2, 2013, at Arlington National Cemetery in Washington, D.C., International Vice President and Vietnam Veteran J. Walter Cahill was asked by the No Greater Love Organization to place a wreath at the Tomb of the Unknown Soldier. The No Greater Love Organization has honored America's troops, our Fallen, and their families for 41 years. This wreath ceremony marked the anniversary of the Mexican American War.



**Sometimes you can put  
your values in motion as  
part of your everyday life.**



**BLOOD DONOR**



**PARENT**



**FITNESS ENTHUSIAST**



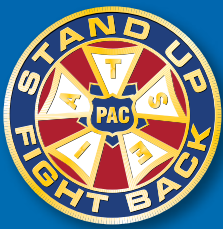
**UNION MEMBERS**

**IATSE members demonstrate every day that our commitment to good jobs and  
our belief in the effectiveness of collective action are principles worth living by.  
Be sure that everyone at your workplace is covered by a union contract.**



**WORK SAFE. WORK SMART. WORK UNION.**

[www.iatse-intl.org](http://www.iatse-intl.org)



# Stand Up, Fight Back!

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

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

## Help Support Candidates Who Stand With Us!

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

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



## Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee  
Voucher for Credit/Debit Card Deductions



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

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

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

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

**Card #:** \_\_\_\_\_ **Expiration Date (MM/YY):** \_\_\_\_/\_\_\_\_ **Card Security Code:** \_\_\_\_\_

**Employee Signature** \_\_\_\_\_ **Date** \_\_\_\_\_ **Last 4 Digits of SSN** \_\_\_\_\_ **Local Number** \_\_\_\_\_

**Print Name** \_\_\_\_\_ **Email** \_\_\_\_\_ **Phone Number** \_\_\_\_\_

**Home Address** \_\_\_\_\_ **City** \_\_\_\_\_ **State/Zip Code** \_\_\_\_\_

**Billing Address** \_\_\_\_\_ **City** \_\_\_\_\_ **State/Zip Code** \_\_\_\_\_ **Occupation/Employer** \_\_\_\_\_

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

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

RETURN TO: IATSE PAC ~ 207 West 25<sup>th</sup> Street, 4<sup>th</sup> Floor, New York, NY 10001





# Remembering James E. "Jimmy" O'Donnell

James E. "Jimmy" O'Donnell, 92, of Indianapolis passed away peacefully on Wednesday, January 9, 2013 with his family by his side. Jimmy was an Indianapolis Hometown Hero and longtime Local 30 member.

He was born July 8, 1920 in Indianapolis and was the proud son of James H. and Kathleen (Slattery) O'Donnell. He and his family grew up attending Holy Cross parish. He graduated from Tech High School in 1938 and served in the U.S. Navy from 1944 to 1946. Jimmy was the sole USS Indianapolis Survivor from the City of Indianapolis. On July 30, 1945, shortly after delivering critical parts for the first atomic bomb to be used in combat to the United States air base at Tinian, the ship was torpedoed by the Imperial Japanese Navy submarine I-58, sinking in 12 minutes. Of 1,196 crewmen aboard, only 317 survived.

After serving in the Navy, Jimmy was a life-long Indianapolis Firefighter, retiring in 1981. Also, during his time as a firefighter, he was a Local 30 member working on his days off from the firehouse. Mary Alice and he were active parishioners at Our Lady of Lourdes parish for 40+ years and were very involved in supporting the Parish in many



activities specially its' festival and bingo.

Jimmy was a member of IATSE Local 30 since October, 1961, American Legion #0495, Disabled American Veterans, F.R.A., Amvets, VFW, Our Lady of Fatima Council of Knights of Columbus, honorary member of the Sertoma Club, and Firefighters' Union. Jimmy was honored as 1995 Man of the Year by the Indianapolis Star, Indiana Sagamore of the Wabash in 1998 and Hibernian Irishman of the Year in 2001. The lives of many people have been touched with the

sharing of his story of the USS Indianapolis and the history that it created. Jimmy and the USS Indianapolis Survivors' Organization were instrumental in having the Monument construction on the Canal in downtown Indianapolis. He was also honored with a statue of himself in his Navy uniform that is permanently placed at the City Market.

Jimmy is survived by his wife of 70 years, Mary Alice O'Donnell; sons, Jimmy (Cindy), Tom (JoAnn), Timmy (Suzy) and daughter, Mary Theresa Hofmeister; 11 grandchildren and 8 great-grandchildren. He was preceded in death by his parents and his sisters, Kathleen (O'Donnell) Perry and Josephine (O'Donnell) Pich.

## MARCEL DUQUETTE

**APRIL 3, 1960 – DECEMBER 18, 2012**

**Marcel Duquette, President of Local 56, passed away on December 18, 2012 at the age of 52.**

**A member of the IATSE since 1978, Marcel received his first card, with projectionist Local 262, at the tender age of 17. Brother Duquette went on to become a laser operator and stagehand with Local 56, gaining membership with the Stage Local in 1993.**

**In 2004 Marcel became the Head Carpenter for the world renowned Les Grands Ballets Canadiens. In this capacity, Marcel was able to travel the world, with his most recent stints bringing him to Oman and China.**

**President of Local 56 since 2008, Marcel was always greatly invested in his role. He consistently fought to make sure his brothers and sisters in the Local had what was best. He was always there to listen and help others; not because his role as President demanded it, but because he genuinely cared about people.**

**Marcel is survived by his wife Annie Moisan and his four children, Tristan (3), Liam (7), Alexis (9) and Danae (11).**

**The IATSE will miss him as a leader, a friend and a brother.**





## **WILLIAM "BILL" LAWRENCE DANIEL**

**APRIL 7, 1919 - NOVEMBER 30, 2012**

Bill Daniel passed away at his home in Del Ray Beach, Florida due to complications associated with emphysema.

Bill grew up in Atlanta, Georgia and worked in the motion picture business before and after World War II.

Assigned to the Signal Corps, he was stationed in London and was responsible for coordinating the distribution of telegraph wire for use by the allies during their invasion of Europe. During the war, Bill fell in love with his assistant, Constance Goldberg, of New York City, and the two were later married by the Mayor of Paris, once the city was liberated from German control.

Upon returning to the US, Bill and Connie lived in Atlanta, where he continued to work as a motion picture projectionist with the IATSE. A third generation union card holder, and a firm believer in the right of the working man to be paid

a fair wage for a day's work, Bill served frequently as the Business Agent for IATSE Local 225 in the 1960's and 1970's, and was responsible for negotiating the first paid vacations for Local 225 members. In the late 70's, he was elected a Trustee for the International and continued this work until he retired from the cinema in the 1980's.

Bill was an avid fan of NASCAR and loved University of Georgia football. He enjoyed a good meal and bourbon and was a loyal friend. He took deep pride in his work for the IATSE and the fact that he never backed down from a fight when defending the rights of his union brothers and sisters. Most of all, Bill loved his family and was completely devoted to his wife of over 60 years, and stayed by her side as she passed away in March of 2011.

He will be laid to rest next to his wife and son in Arlington Cemetery in Sandy Springs, Georgia on January 5, 2013.

## **REMEMBERING BARRY J. MERRELLS**

**AUGUST 29, 1936 - DECEMBER 20, 2012**

Barry J. Merrells peacefully passed away after a long and valiant battle with cancer at 76 years of age.

Barry was born in Calgary, AB to Harry Merrells and Annie Walls. He was the youngest of three children and was predeceased by brother Frank Merrells, and is survived by brother Melvin Merrells.

Barry was predeceased by his wife Maureen and is survived by his partner Irene, his two sons, Ken and Dean, as well as his extended family including four grandchildren and six great-grandchildren.

As a young man, Barry worked as a bricklayer, and in 1960, his career took quite a different direction when he became a member of IATSE Local 212 to pursue work in stage and film. Barry was often seen with his brothers unloading rail cars of stage equipment, sets, and lighting on frigid winter nights to prepare for events such as the Ice Capades, and yet continued his work as a bricklayer during the day. Since 1960, Barry has served Local 212 in various capacities including fifteen years as Business Agent as well as various other executive positions. He was one of the most prolific Stage Stewards and served on countless com-

mittees for his Local. Barry also worked many years as a Prop Master on countless movies and is regarded as a pioneer of Alberta's motion picture and television industry as a Prop Master.

In 2001 Barry received the International President's award for his contributions to the Alliance. In 2010, Barry received his gold pin and Presidential scroll for fifty years of exemplary service to the IATSE. In April 2012, he received his gold retirement card. He was very proud of and humbled by his achievements for the I.A.T.S.E. In addition to his sons Ken and Dean, and Brother Mel, (all IATSE Members) Barry leaves behind many friends and extended family within the membership of Local 212. In July 2011, Barry was recognized for his achievements and legacy to the Local and is featured in Local 212's 100th Anniversary video. He also held the distinction of being one of only 3 Members to have attended both the 50th and 100th Anniversary celebration of the Local.

Rest in Peace Brother Barry.







NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
<b>Robert E. Bender</b> October 24, 2012	1	<b>Rikk David</b> September 19, 2012	26	<b>Wayne Calder</b> August 22, 2012	58	<b>Chris Fields</b> December 2, 2012	193
<b>Michael Burns, III</b> December 25, 2012	1	<b>Richard D. Patronik</b> June 13, 2012	26	<b>Chris J. Locke</b> August 22, 2012	58	<b>Robert Bloch</b> May 8, 2012	199
<b>Alvin Chernoff</b> October 25, 2012	1	<b>Harold Wollenweber</b> November 11, 2012	30	<b>Richard L. Pacifico</b> October 1, 2012	64	<b>Donald B. Aley</b> November 6, 2012	204
<b>Joseph P. Flood</b> October 14, 2012	1	<b>Michael T. Sprague</b> November 17, 2012	33	<b>Richard P. Johnson, Sr.</b> November 18, 2012	74	<b>Delbert Ballantine</b> October 19, 2012	204
<b>George R. Hearn</b> October 24, 2012	1	<b>Erwin R. Vanwinkle</b> December 29, 2011	33	<b>Jonathan Whitlock</b> July 4, 2010	76	<b>Barry Merrells</b> December 20, 2012	212
<b>Harold D. Marks</b> October 25, 2012	1	<b>Harold Brown</b> October 22, 2012	44	<b>Arthur G. Brandenburg</b> December 6, 2012	80	<b>Kathleen Vold</b> October 27, 2012	212
<b>Ralph J. Picone</b> October 7, 2012	1	<b>Alan E. Easley</b> September 30, 2012	44	<b>Hector Figueroa</b> December 26, 2012	80	<b>David Torney</b> December 3, 2012	251
<b>Eugene P. Travers, Jr.</b> November 12, 2012	1	<b>Clarence F. Konkel</b> December 3, 2012	44	<b>Mark K. Kuromoto</b> December 21, 2012	80	<b>Derek H. Burford</b> August 25, 2012	260
<b>Claude C. Lynch</b> August 8, 2012	2	<b>Jack Lasky</b> October 31, 2012	44	<b>Calvin Olson</b> September 25, 2012	80	<b>Carl Proper</b> October 6, 2012	289
<b>Gregory J. Quinlan</b> September 6, 2012	2	<b>Arnold R McArdle, Jr.</b> November 20, 2012	44	<b>David Crawford</b> November 29, 2012	93	<b>Mary Simcoe</b> November 30, 2012	306
<b>Bill Park</b> December 26, 2012	3	<b>Rodger L. Neill</b> October 29, 2012	44	<b>Phil Antonucci</b> September 27, 2012	100	<b>Raymond White</b> November 15, 2012	306
<b>John Jiernback</b> November 29, 2012	4	<b>Robert L. Tiller</b> October 24, 2012	44	<b>Kenneth Romano</b> September 29, 2012	100	<b>James A. Graf</b> December 5, 2012	395
<b>Howard Larson</b> December 11, 2012	4	<b>Barry W. Van Bremen</b> October 24, 2012	44	<b>Gustavo R. Guerra, Jr.</b> July 27, 2012	107	<b>Wilson J. Bechtel</b> March 25, 2012	423
<b>Philip Rosato</b> October 28, 2012	4	<b>Michael Netherton</b> December 15, 2012	46	<b>Leo A. Bartkus</b> November 1, 2011	110	<b>Michael Losurdo</b> November 26, 2012	476
<b>Robert G. Gratz</b> October 4, 2012	7	<b>Lanny L. Glenn</b> August 13, 2012	48	<b>Leonard Cafilisch, Jr.</b> April 30, 2012	110	<b>Robert McLain, III</b> November 12, 2012	476
<b>Mark D. Taylor</b> December 18, 2012	12	<b>Kim N. Hines</b> June 21, 2012	48	<b>Donald C. MacKinnon, Jr.</b> October 31, 2012	110	<b>H. David Stephenson</b> October 16, 2012	476
<b>David L. Gauthier</b> March 4, 2012	13	<b>Edward C. Dawes</b> December 1, 2011	52	<b>Albert F. Smrha</b> February 5, 2012	110	<b>Michael A. Di Ieso</b> November 3, 2012	481
<b>Dallas Hunter</b> October 6, 2012	15	<b>Howard C. Greene</b> December 28, 2012	52	<b>Catherine MacNeill</b> July 5, 2011	118	<b>William C. Salter</b> October 28, 2012	481
<b>Thomas Wm. Brown</b> October 31, 2012	16	<b>James H. Pollard</b> November 10, 2012	52	<b>Al Ward</b> September 15, 2011	118	<b>John W. Mills, Jr.</b> August 1, 2012	487
<b>Richeard P. Cucinotta</b> October 22, 2012	16	<b>James W. Raitt</b> December 1, 2012	52	<b>Richard M. Parbst</b> May 6, 2012	125	<b>Levi C Sovie</b> October 31, 2012	491
<b>Gregg J. Totten</b> December 20, 2012	16	<b>Alan H. Stetson, Sr.</b> December 11, 2012	52	<b>Willard Barnett, Jr.</b> January 18, 2012	190	<b>Shawn Brady</b> October 18, 2012	495
<b>Thomas S. Strongfellow</b> December 1, 2012	23	<b>Denis A. Zack</b> November 16, 2012	52	<b>Curtis H. Davis</b> October 8, 2012	190	<b>Bernard Dubrow</b> November 16, 2012	500
<b>John F. Cassaubon</b> December 12, 2012	24	<b>Marcel Duquette</b> December 18, 2012	56	<b>Richard A. McClelland</b> December 31, 2012	190	<b>Antonio Vidosa</b> December 28, 2012	514

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Stephen Blackman July 4, 2012	600	Fred Johnston September 19, 2012	695	Gloria Sieber October 4, 2012	780	Paul C. Parr December 29, 2012	927
Humphrey M. Blaisdell August 3, 2012	600	Sumner J. Kaufman July 29, 2012	695	Barbara Masinick October 19, 2012	786	Susan Blume December 17, 2012	USA829
Philip Caplan July 16, 2012	600	Bret T. Mardock November 5, 2012	706	Lillian Cvecich December 23, 2012	798	Neil Deluca October 22, 2012	USA829
Dennis A. Dalzell July 4, 2012	600	Joseph N. Mathis December 31, 2012	720	Michael A. Escher December 1, 2012	800	Edward Gilbert December 3, 2012	USA829
Marshall L. Faber September 4, 2012	600	Rob L. Lee Parsons December 1, 2012	720	Marilyn Giardino October 13, 2012	871	John Holabird December 11, 2012	USA829
Warren C. Forman July 15, 2012	600	Christopher Gelfo October 27, 2012	728	Beverly L. Mink Jusi December 27, 2012	871	Leon Munier, Jr. November 28, 2012	USA829
Peter Garbarini September 14, 2012	600	Louis F. Ramos October 30, 2012	728	Michael R. Anderson November 22, 2012	873	J. Christopher Phillips December 5, 2012	USA829
Angelo Halikias September 27, 2012	600	Kevin B. Mead November 27, 2012	728	Pete Hayes June 8, 2012	873	David Reppa December 20, 2012	USA829
Richard S. Kendall August 5, 2012	600	Seymour P. Sorowitz November 2, 2012	728	Doug Ingle August 16, 2012	873	John Scheffler December 17, 2012	USA829
Thomas E. McKenney September 8, 2012	600	Marie Attanasio October 6, 2012	751	Peter Jansons May 18, 2012	873	William Varecka October 3, 2012	USA829
Lloyd E. Brown September 30, 2012	614	Robert Conaway October 3, 2012	751	Tim Mogg April 29, 2012	873	Richard Dierkes December 22, 2012	B2
Terry Richardson October 6, 2012	635	Dennis Deveney October 16, 2012	751	Coleen Meyer December 26, 2012	883	Christine Lemoine September 12, 2012	B4
Kathleen M. Allen June 13, 2012	636	John McCafferty, Jr. December 18, 2012	752	Eija T. Johnson November 1, 2012	891	Susan Weiss December 1, 2012	B18
Matthew Lyons October 27, 2012	665	Chad Jason November 4, 2012	764	Ha Nguyen December 23, 2012	892	Marjorie Mosher December 10, 2012	B32
Henry Soli Niheu November 29, 2012	665	Nick F. Sherlock May 1, 2012	768	Virginia McGurk November 13, 2012	897		
Howard Alper December 19, 2012	695	Ruth M. Matthews December 1, 2012	775	William L. Daniel November 30, 2012	927		

## THANK YOU

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

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

### CONTRIBUTOR

Franklin Moss

### IN MEMORY OF

Lillian Moss



# NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who makes a written request for Financial Core Status is deemed to have resigned from membership and by doing so will have no rights of membership (as distinguished from employment rights). Among other things, such person will not have the right to attend membership meetings, to run for office, to vote in union elections, to participate in formulation of bargaining proposals and ratification votes. However, so long as the person continues to pay his or her financial obligations to the union, he or she has the right to continue employment and to be represented by the union under the collective bargaining agreement the same as a union member. A person who takes Financial Core Status and later wishes to re-join the union will have to apply for membership and will be treated as a new member for all purposes, including initiation fees, unless there is a waiver or a special fee for readmission.

4) There is an exception to the requirement that a person with Financial Core Status pay the same dues as members. By reason of the U.S. Supreme Court case, *Beck vs. CWA*, a person with Financial Core Status is only obligated to pay that share of union dues that is chargeable for the cost of union administration, collective bargaining, contract representation and to matters that are germane to representation. Expenses involving political, social and ideological matters are not chargeable.

5) The union will break down its expenses into those items which are chargeable and not chargeable to Financial Core Status employees by a special audit by a certified public accountant.

6) The IATSE will provide to each IATSE member at least once a year through the IATSE Bulletin the IATSE financial core policy which will constitute notice to members working under collective bargaining agreements with a union security clause of the right to take Financial Core Status and be in compliance with the applicable union security clause. An employee not a member who is required to comply with a union security clause shall be informed at the time of application for membership that he or she may take Financial Core

Status in place of union membership and be in compliance with the applicable union security clause. Upon request, the union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

7) A person who requests Financial Core Status may choose to pay the full amount of the regular dues and in that case he or she will be charged the full amount. Any member who takes Financial Core Status or an employee who is required to fulfill financial obligations under the union security clause who desires to only pay the amount of dues that are chargeable to a Financial Core Status employee must notify the union in writing that he or she does not desire to pay the full amount of union dues. Such written request must be signed by such Financial Core Status person. The reduction of dues will take effect in the next dues period after such notice is received by the union.

8) A Financial Core Status person may within thirty (30) days after taking Financial Core Status or after receiving the audit statement, file a written objection to any of the items of the expenditures breakdown or to the percentage of the dues that the union has determined must be paid. Such objections must be in writing and signed by the person filing the objection. If the union does not agree with the objection either as to the expenditures or as to the percentage amount of dues to be paid, then the union will notify the Financial Core Status person, objecting in writing that such person has ten days to request arbitration; and if he or she fails to do so within that time by a written notice, then such person waives the right to arbitration.

9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the arbitrator's fees.

10) The union will open an interest bearing, separate and identifiable escrow account, if there are any objecting Financial Core Status persons. Any portion of dues that is received by the union on behalf of a Financial Core Status person that is in dispute will be placed in such escrow account.

11) The President of the IATSE or his designee shall administer the policy in a manner that is consistent with the objectives of the policy and the applicable federal law to provide a fair and equitable procedure regarding Financial Core Status persons. The President or his designee shall have the authority to determine the amount of the reduction of dues for each fiscal year. For a local union, the chief administrative officer shall have such responsibilities.

12) This policy shall be deemed to be automatically amended to conform with applicable federal laws.

## Local Secretaries and Business Agents

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

**ADG** Art Directors Guild

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

**AMPE** Airline Motion Picture Employees

**APC** Affiliated Property Craftspersons

**ATPAM** Association of Theatrical Press Agents and Managers

**C** Camerapersons

**CDG** Costume Designers Guild

**CHE** Casino Hotel Employees

**E,S&CST** Electronic, Sound & Computer Service Technicians

**EE** Exhibition Employees

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

**FAE** First Aid Employees

**ICG** International Cinematographers Guild

**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 Editors and Story Analysts)

**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,O,VT&CT** Motion Picture Projectionists, Operators, Video Technicians & Computer Technicians

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

**MPSELT** Motion Picture Studio Electrical Lighting Technicians

**MPSG/CS** Motion Picture Studio Grips/Crafts Service

**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

**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

**SA&P** Scenic Artists and Propmakers

**S&FMT** Sound & Figure Maintenance Technicians

**SM** Studio Mechanics

**SM&BT** Studio Mechanics & Broadcast Technicians

**SS,CC,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

**TBR&SE** Television Broadcasting Remote & Studio Employees

**TBSE** Television Broadcasting Studio Employees

**T&T** Treasurers & Ticket Sellers

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

**TWU** Theatrical Wardrobe Union

**USA** United Scenic Artists

## ALABAMA

**S 078 BIRMINGHAM**-Sam Barnett, samdbarnett@bell-south.net; P.O. Box 10251, Birmingham, 35202. (205-251-1312) Bus. Agt.: Allen Langston.

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

**M 900 HUNTSVILLE**-David Hendricks, atse@bellsouth.net; P.O. Box 12, Huntsville, 35805. (256-551-2243) (Fax: 256-551-2329) Bus. Agt.: Gary Boggs.

## ALASKA

**S 918 ANCHORAGE**-Ann Reddig, stagehanddispatch@live.com; P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Eric Lizer.

## ARIZONA

**S 336 PHOENIX/PRESCOTT**-Pamela Boyd, boyd336@gmail.com; 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy, iatse336@msn.com.

**M 415 TUCSON**-George Fritz, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: Susan Whitaker.

**TBSE 748 STATE OF ARIZONA**-David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-491-6280). Bus. Agt.: Eric Falkner, efalkner@yahoo.com.

## ARKANSAS

**M 204 LITTLE ROCK**-Nikki M. Kelly, 11324 Arcade Drive, Suite 17, Little Rock, 72212 (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Russell G. Hardy.

## CALIFORNIA

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

**S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA**-Jane E. Leslie, jel042@iatse33.com; 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Steve Coffey, scoffey@iatse33.com; (Legit) Mark Madrigal, mmadrigal@iatse33.com.

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

**S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE**-Betsy Martin, ia50secretary@sbcglobal.net; 410 N. 10th Street, Sacramento, 95811. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

**MPSG/CS 080 HOLLYWOOD**-Rick Schunke, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.

**S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND**-Larry Hunter, lhunt107@aol.com; 8130 Baldwin Street, #134, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Agt.: Judson Owens, jud.owens@iatse107.org.

**TBSE 119 SAN FRANCISCO BAY AREA**-Liz Farkas, P.O. Box 911, San Carlos, 94070. (510-206-7987) Bus. Agt.: Daniel Nicholson.

**S 122 SAN DIEGO**-Donnie Clifton, 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-0045) Bus. Agt.: Carlos Cota.

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

**S 158 FRESNO/MODESTO/STOCKTON**-Scott Ellis, P.O. Box 5274, Fresno, 93755. (559-432-3277) Bus. Agt.: Pebbles Rapp.

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

**O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES**-Stephen Shelley, P.O. Box 29284, Oakland, 94604-9284. (510-470-2424) Bus. Agt.: Stephen Shelley.

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

**O 297 SAN DIEGO COUNTY**-Gary Livengood, livengood1969@sbcglobal.net; 6668 Ballinger Avenue, San Diego, 92119. (619-302-2556) Bus. Agt.: Dale Hyder.

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

**M 442 SANTA BARBARA TRI-COUNTIES (SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)**-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) Bus. Agt.: Jubal Molitor, businessagent@iatse442.org.

**SM 495 SAN DIEGO**-Jack Shepherd, 1717 Morena Blvd., San Diego, 92110-3635. (619-275-0125) (Fax: 619-275-2578). Bus. Agt.: Jack Shepherd.

**M 504 ORANGE COUNTY/PARTS OF CORONA**-Jerome Omasta, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Leslie Blanchard.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also Florida, Illinois and New York) Alan Gittlin; National Executive Director, Bruce Doering; Western Region Director, David Behm, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Rusty Burrell (Chicago/Olando: 312-243-3841 / 305-538-9226).

**M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/ SEASIDE**-Steve Retsky, 611secretary@iatse611.org; 903 Pacific Avenue, Santa Cruz, 95061. (831-458-0338)-Bus. Agt.: Patrick Fitzsimmons, businessrep@iatse611.org.

**S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP**-Windy





J.Maxon, windyjma@yahoo.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 484-887-3780) Bus. Agt.: Mike Berg, countbergula@gmail.com.

**PST,TE,VAT&SP 695 HOLLYWOOD**-Elizabeth Alvarez, 5439 Cahuenga Boulevard, North Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Jim Osburn.

**MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)**-Diane Adler; Exec. Dir.: Ron Kutak; Asst. Exec. Dir.: Catherine Repola. 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Asst. Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

**MPC 705 HOLLYWOOD**-Wanda Leavey, 4731 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Bob Iannaccone.

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

**M 707 PALM SPRINGS/PALM DESERT/HEMET/BANNING/ELSINORE/29 PALMS**-Shay Funk, P.O. Box 2240, Palm Desert, 92261 (760-340-6323) (Fax: 760-340-6323) Bus. Agt.: Shay Funk, businessagent@iatse707.com.

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

**MPSP&SW 729 HOLLYWOOD**-George Palazzo, 1811 W. Burbank Blvd., Burbank, 91506. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: George Palazzo.

**FAE 767 LOS ANGELES**-Maureen McCormack, 2520 West Olive Avenue, Suite 320, Burbank, 91505-4529. (818-842-7670) (Fax: 818-474-1570). Bus. Agt.: Tammy Yazgullan.

**TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS**-Mary B. Seward, wardrobe768@yahoo.com; 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Ann Kelleher.

**TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD**-Andrea Pelous, twu784@sbcglobal.net; 1182 Market Street, Suite 213, San Francisco, 94102. (415-861-8379). Bus. Agt.: Andrea Pelous.

**TBSE 795 SAN DIEGO**-Mark Gleason, 3755 Avocado Blvd., PMB 437, La Mesa, 91941. (619-335-0795) (Fax: 858-715-0640). Bus. Agt.: Darin Haggard.

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

**USA829 CALIFORNIA REGIONAL OFFICE (See Also New York)**-6363 Wilshire Blvd., #400, Los Angeles, 90048. (323-965-0957) Bus. Agt.: Charles Berliner.

**AG&AOE&GA 839 HOLLYWOOD**-Jeffrey N. Massie, jefm@animationguild.org; 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Steven Hulett, shulett@animationguild.org.

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

**SS,CC,A&APSG 871 HOLLYWOOD**-Margery Kimbrough, 11519 Chandler Blvd., N. Hollywood, 91601. (818-509-7871) (Fax: 818-506-1555) Bus. Agt.: Heidi Nakamura.

**TWU 874 SACRAMENTO AND VICINITY**-Mary Kay Morris, i.a.wardrobewench@sbcglobal.net; P.O. Box 188787, Sacramento, 95818-8787 (916-832-3396) (Fax: 916-371-2530) Bus. Agt.: Sheryl Emmons, seaemmons@yahoo.com

**MPST 884 HOLLYWOOD**-Cheryl Diamond, iteachu107@

aol.com; P.O. Box 461467, Los Angeles, 90046. (310-652-5330) Bus. Agt.: Polly Businger, pollyfuisse@aol.com.

**CDG 892 HOLLYWOOD**-Terry Gordon, 11969 Ventura Blvd., 1st Floor, Studio City, 91604. (818-752-2400) (Fax: 818-752-2402) Executive Director: Rachael Stanley.

**TWU 905 SAN DIEGO**-Mary Harris, mary@beautybubble.com; P.O. Box 361, San Diego, 92074. (619-980-6709) Bus. Agt.: Michael Regna, mregna4022@yahoo.com.

**S&FMT 923 ANAHEIM**-Lyle Worsley, P.O. Box 9031, Anaheim, 92812-9031. (714-342-1255) Bus. Agt.: George Voss.

## CANADA

**S 056 MONTREAL, QC**-Denis Forest, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Jason Vergnano.

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

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

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

**S 118 VANCOUVER, BC**-John Beatty, Suite #202 -601 Cambie Street, Vancouver, BC, V6B 2P1. (604-685-9553) (Fax: 604-685-9554) Bus. Agt.: Joe Sawan.

**S 129 HAMILTON/BRANTFORD, ON**-Cindy Jennings, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (Fax: 905-577-9425) Bus. Agt.: Gary Nolan.

**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. Agt.: Rebekah Johnson.

**S 210 EDMONTON, AB**-Tara Gale, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, pgerrie13@gmail.com.

**S 212 CALGARY, AB**-Vince Bevans, secretarytreasurer@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Agts.: (Prod.) Gie Roberts(Interim), filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

**O 262 MONTREAL, QC**-Isabelle Wouters, yzowout10@hotmail.com; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-272-5763) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

**M 295 REGINA/MOOSE JAW, SK**-Celeste Pinder, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440) Bus. Agt.: Debra Sawarin.

**M 300 SASKATOON, SK**-Andrew Forrester, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-343-8900) Bus. Agt.: Greg Roberts.

**M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON**-Mike Walsh, secretary@iatse357.com; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller, businessagent@iatse357.com.

**PC, CP&HO 411 PROVINCE OF ONTARIO**-Robert Shea, 1315 Lawrence Avenue East, Unit 103, Toronto, ON, M3A 3R3 (416-645-8025) (Fax: 416-645-8026) Bus. Agt.: Robert Shea.

**M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON**-Robert A. Vernon, P.O. Box 1594, Niagara On Lake, ON, L0S 1J0. (905-932-4461) Bus. Agt.: George Galanis.

**S 467 THUNDER BAY, ON**-James Austin, 541 Hyde Park Avenue, Thunder Bay, ON, P7E 1Y1. (807-622-7407). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

**M 471 OTTAWA/KINGSTON/BELLEVILLE, ON**-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-852-7321) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

**MPSP 514 PROVINCE OF QUEBEC**-Ian Lavoie, 4530 rue Molson, Montreal, QC H1Y 0A3. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Michel Charron.

**M 523 QUEBEC, QC**-Rina Campion, 2700, Jean Perrin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage) Guy Journeault; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernad.

**M 580 WINDSOR/CHATHAM, ON**-Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3X2. (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; P.O. Box 68, Naughton, ON, P0M 2M0. (705-788-2447) (Fax: 705-788-2448) Bus. Agt.: Jamie Adamson, iatse634@bell.net.

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

**C 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.: Marcus Handman, marcus@ia669.com.

**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.

**TW,MA&HS 822 TORONTO, ON**-Jeffrey Dineen, jwdineen@yahoo.com; 511 Adelaide Street West, Toronto, ON, M5V 1T4 (416-622-9000) (Fax: 416-622-0900). Bus. Agt.: Corbin Valerie, businessagent@iatse822.com.

**SA&P 828 PROVINCE OF ONTARIO**-Nick Velliotis, sec. iatse828@gmail.com, 2-558 Upper Gage Ave., Suite 289, Hamilton, ON, L8V 4J6. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Steve Mazza, ba.iatse828@gmail.com.

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

**MPSP 849 ATLANTIC CANADA**-Marcel Boulet, 15 McQuade Lake Crescent, 2nd flr., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Gary Vermeir.

**MPSP 856 PROVINCE OF MANITOBA**-Jeremiah Milmine, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

**TWU 863 MONTREAL, QC**-Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC, H2J 3T5 (514-524-1630). Bus. Agt.: Silvana Fernandez, silcarolinaf@hotmail.com.

**MPSP 873 TORONTO, ON**-Monty Montgomerie, 1315 Lawrence Ave. East, Unit 104, Toronto, ON, M3A 3R3. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Monty Montgomerie, businessagent@iatse873.com.

**MPSP 891 BRITISH COLUMBIA/YUKON TERR.**-Dusty Kelly, dustyk@iatse.com; 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Agt.: Paul Klassen, paulk@iatse.com.

**M 906 CHARLOTTETOWN, PE**-Garnett Gallant, P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Damon Compton.



**TWU 924 STRATFORD, ON**-Inez Khan, izkhan73@gmail.com; P.O. Box 21151, Stratford, ON, N5A 7V4. (519-949-4040) (Fax: 519-508-0955) Bus. Agt.: Mary-Lou Mason, ba924@hotmail.com.

## COLORADO

**S 007 DENVER/BOULDER**-Mark J. Gabriel-Debell, mark@iatse7denver.org; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Mark J. Gabriel-Debell, mark@iatse7denver.org.

**S 047 PUEBLO**-Bob Krasovec, 1330 W. Abriendo Avenue, Pueblo, 81004. (719-320-6220) Bus. Agt.: Saul Trujillo, 27850 Hwy. 50 East, Pueblo, 81006.

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

**S 229 FORT COLLINS, CO/CHEYENNE/LARAMIE, WY**-Dan Schoonover, 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) (Fax: 303-948-3414).

## CONNECTICUT

**SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE. /GREATER PA.**-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 074 SOUTHERN CONNECTICUT**-Scott Meikle, scott.meikle@iatse74.org; P.O. Box 9075, New Haven, 06532. (203-376-2544) (Fax: 203-516-2398). Bus. Agt.: James Shea, jshea@iatse74.org.

**S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT**-Joseph Davis, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: William Philbin.

**SS,PG,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-James Buckner, jamie.buckner@yahoo.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

## DELAWARE

**SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.**-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 284 WILMINGTON**-Eva Lynne Penn, P.O. Box 1503, Wilmington, 19899-1503. (302-652-4626) (Fax: 302-475-4903) Bus. Agt.: Michael Harrington.

## DISTRICT OF COLUMBIA

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

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211. (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

**TWU 772 WASHINGTON**-Martha Timlin, ia772sect@gmail.com; 3940 Second Street, S.W., Washington, DC 20032. (703-402-8623) Bus. Agt.: Linda Boyland, lalocal772@hotmail.com.

**E,S&CST 815 WASHINGTON**-Charles Boddie, 2512 Cliff-bourne Pl., N.W., Washington, 20009-1512. (202-265-9067) (Fax: 202-265-1613) Bus. Agt.: Samuel J. Mc Fadden.

**TBSE 819 WASHINGTON**-Renee Moore, rmoore2@verizon.net; P.O. Box 5645, Friendship Station, Washington, 20016. (202-966-4110) Bus. Agt.: David Lee, davidleejmu@aol.com.

**T&T 868 WASHINGTON**-Michael Gilotte, secretarylocal868@gmail.com; P.O. Box 58129, Washington, 20037. (646-319-8017) Bus. Agt.: Anita Wilkinson, Local868businessagent@gmail.com.

## FLORIDA

**M 060 PENSACOLA/PANAMA CITY/DESTIN**-Diana Nelson, forgana69@hotmail.com; P.O. Box 1084, Pensacola, 32591. (850-390-6819) (Fax: 850-455-0135). Bus. Agt.: Dale Hawthorne.

**M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE**-Scott Campbell, scampbell@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**-Judy Philips, jphilips@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**-Rick Cannon, secretary@iatse412.com; P.O. Box 1307, Tallahassee, 32309. (941-359-1254) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

**SM 477 STATE OF FLORIDA**-Nancy Flesher, 3780 SW 30th Avenue, Hollywood, 33312. (305-594-8585) (Fax: 954-440-3362) Bus. Agt.: William F. Moyse.

**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.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 690 Lincoln Road, Suite 203, Miami Beach 33139. (305-538-9226) (Fax: 305-538-9259). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275).

**M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH**-Kimberly A. Bowles, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Michael LaNinfa.

**S 647 NAPLES/FT. MYERS/MARCO ISLAND**-Thomas T. Triplett, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: James E. Richards.

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

**EE 835 ORLANDO/DAYTONA BEACH**-Richard Vales, 4403 Vineland Road, Quorum Ctr. B4, Orlando, 32811. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Richard Vales.

## GEORGIA

**M 320 SAVANNAH**-Michael Little, mikelittle10@yahoo.com; P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Wayne Roelle, iatse320@earthlink.net.

**SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)**-Terry Moody, tmoody@iatse479.org; 1000 Iris Drive,

Suite F, Conyers, 30094. (770-483-0400) (Fax: 770-483-0999) Bus. Agt.: Michael Akins, makins@iatse479.org.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA**-Andrew Oyaas, sectres@iatse491.com; 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

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

**M 824 ATHENS**-Margi Flood, P.O. Box 422, Athens, 30603. (706-549-8244) (Fax: 706-549-0828) Bus. Agt.: William Jackson.

**EE 834 ATLANTA**-C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30540. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: C. Faye Harper.

**TWU 859 ATLANTA**-Rita Cochran, rcochran1956@yahoo.com; 2970 Leah Lane, Douglasville, 30135. (770-733-9223) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, kelmil2@aol.com.

**S 927 ATLANTA**-Neil Gluckman, 449 1/2 Moreland Avenue, Suite 215, Atlanta, 30307. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

## HAWAII

**M 665 STATE OF HAWAII**-Kay Carter, carter@iatse665.org; 875 Waimanu Street, Suite 610, Honolulu, 96813. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Henry Fordham, BusRep@iatse665.org.

## IDAHO

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID**-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO**-Melody Oliver, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

**EE 838 SOUTHERN IDAHO/SALT LAKE CITY, UT**-Nancy Trowse, 230 West 200 Street, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Nancy Trowse.

## ILLINOIS

**S 002 CHICAGO**-Thomas J. Cleary, 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**-Rich Harris, treasurer@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526)-Bus. Agt.: Joseph Goodall, businessagent@iatse85.org.

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

**S 124 JOLIET**-Tim Kelly, twk1415@sbcglobal.net, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, l\_lorin@hotmail.com.

**S 138 SPRINGFIELD/JACKSONVILLE**-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-787-5440) (Fax: 217-787-5440) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

**M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA**-Ann Marie Dunn, P.O. Box 172, Bloomington, 61701-0172. Bus. Agts.: Paul Showalter (Peoria), Kevin Paxton (Bloomington).





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

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

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

**M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR**-Andrew Hall, andyh61801@yahoo.com; P.O. Box 3272, Urbana, 61803-3272. (217-898-0056) Bus. Agt.: Doug Gherna, iatselocal482-businessagent@gmail.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Florida and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60668. (312-243-3841) (Fax: 312-243-4275). Florida Office: 690 Lincoln Road, Suite 203, Miami Beach, FL 33139. (305-538-9226) (Fax: 305-538-9259).

**T&T 750 CHICAGO**-Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313).

**TBSE 762 CHICAGO**-Tom Hoover, thomashoover@comcast.net; P.O. Box 3710, Lisle, 60532 (312-671-7679) Bus. Agt.: Dennis Gates, dennis@gatesdigital.com.

**TWU 769 CHICAGO**-Kathryn Rubel, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-608-6884) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twu769@sbcglobal.net.

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

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

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

## INDIANA

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

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

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

**M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDSVILLE**-Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8038) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037), ba125@frontier.com.

**S 146 FORT WAYNE**-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. (260-494-9765) Bus. Agt.: Michael Barile, iatselocal146@comcast.net (260-402-3257).

**O 163 CLARKSVILLE, IN/LOUISVILLE, KY**-Kent L. Green, 125 West Carter Avenue, Clarksville, IN, 47129. (812-282-

2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN, 47119. (812-923-1295).

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

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

**M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK**-Mark R. Sarris, 511 North Fess, Apt. 7, Bloomington, IN 47408. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

**TWU 893 INDIANAPOLIS/BLOOMINGTON**-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

## IOWA

**S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA**-Joe Carter Lee, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatse42.org.

**S 067 DES MOINES/AMES/WAUKEE/MASON CITY**-Linda Tweedy, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-266-4640) Bus. Agt.: Ryan Anderson, raba67@mchsi.com, (515-707-8567).

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL**-Rich Harris, treasurer@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) (Fax: 563-323-3339) Bus. Agt.: Joseph Goodall, businessagent@iatse85.org.

**M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/DUBUQUE**-Scott Wiley, swiley@circlecloud.net; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA**-Alice George Holmes, nehomesfam@msn.com; P.O. Box 158, Sutton, NE 68979 (402-773-5202) Bus. Agt.: Scott Schmer, scott.schmer.prgu@statefarm.com.

## KANSAS

**S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO**-Dan Pfizner, 923-A West 17th Street, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

**M 190 WICHITA/HUTCHINSON/EL DORADO**-Tim McCulloch, st190@iatse.kscoxmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, ba190@iatse.kscoxmail.com.

**M 464 SALINA**-Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67202. (785-342-6786). Bus. Agt.: Bill Tuzicka, wtuzicka@stiefeltheatre.org.

## KENTUCKY

**S 017 LOUISVILLE/FRANKFORT/DANVILLE**-Mark Ferree, electrix17@aol.com; 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison, iatse17@bellsouth.net.

**O 163 LOUISVILLE, KY/CLARKSVILLE, IN**-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyd Knobs, IN 47119. (812-923-1295).

**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/IRONTON, OH**-Judy M. Chapman, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

**TWU 897 LOUISVILLE**-Lisa Green, budgetprint@insightbb.com; 27 Arctic Springs, Jeffersonville, 47130. (502-491-1071) (Fax: 812-282-4057) Bus. Agt.: Rita Gagliardi, rgaglia123@aol.com.

## LOUISIANA

**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) (Fax: 337-598-3455). Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

**S 298 SHREVEPORT**-Eric Bradford, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. Bus. Agt.: Russell Wingfield (318-227-2914).

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

**M 540 BATON ROUGE**-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-275-1891) (Fax: 225-578-4174) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

**M 668 MONROE**-Dan Saterfield, d.saterfield@yahoo.com; 1427 Cedar Street, West Monroe, 71291 (318-355-0522). Bus. Agt.: Ross Slacks, rossslacks@aol.com.

**TWU 840 NEW ORLEANS**-Lesly Davi, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

## MAINE

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

**TBSE 926 AUBURN**-Sarah Quaintance, 99 Danville Corner Rd, Auburn, 04210 (207-782-1800). Bus. Agt.: Sharon Deveau-Handy.

## MARYLAND

**S 019 BALTIMORE**-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman, bruceLATSE@aol.com.

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

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

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211. (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

**M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV**-Michael E. Clem, local591iatse@verizon.net; 10300



Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

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

**TWU 913 BALTIMORE**-Brenda Strauss, raybrenda@verizon.net, 4870 Melody Drive, Manchester, 21102 (443-507-5851). Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-795-1590).

## MASSACHUSETTS

**S 011 BOSTON/WALTHAM/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, vla-rese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Affitto, agent53@comcast.net.

**M 083 NORTH ADAMS**-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair, ialocal83@verizon.net

**M 096 WORCESTER**-Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339).

**O 182 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD**-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

**M 195 LOWELL, MA./NEW HAMPSHIRE**-Dwain Hammett, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

**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, 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn (617-894-1020).

**TWU 775 BOSTON/PLYMOUTH/CAPE COD**-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 888-207-3092) Bus. Agt.: Carol F. Colantuoni.

## MICHIGAN

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

**S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON**-Edwin J. Miller, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: Calvin Hazelbaker.

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

**MPP, VT&CT 199 DETROIT**-Paul Bratfish, 22707 Dequinder Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: Donald M. Lewis.

**S 201 FLINT/OWOSSO**-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-239-

8547) (Fax: 810-239-8547) Bus. Agt.: Daniel Collick, dancollick@gmail.com.

**M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA**-John McDaniel, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) (Fax: 517-374-5589) Bus. Agt.: Matthew Woolman.

**M 395 ANN ARBOR/MONROE**-Mark Berg, markberg@iatse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Agt.: Dean Neeb, ba@iatse395.org.

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

**T&T 757 DETROIT**-Tina Bell, 165 S. Opdyke, #126, Auburn Hills, 48326. (248-373-9557) Bus. Agt.: Sandra Sobotka.

**TWU 786 DETROIT**-Margaret Thorp, peggyt11@aol.com; 1645 Pinecrest, Ferndale, 48220. (586-291-1530) (Fax: 248-399-0034) Bus. Agt.: Beverly Llobart, bevmarie2556@gmail.com.

## MID-ATLANTIC AREA

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211. (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

## MINNESOTA

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

**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, P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

**M 416 ROCHESTER/AUSTIN/MANKATO/WI-NONA**-Edward D. Searles, eds.1@juno.com, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund, ba416iatse@embargmail.com, (507-753-3262).

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

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

**TBSE 745 MINNEAPOLIS**-JoAnn Fisher, iatse745@gmail.com; P.O. Box 21157, Columbia Heights, 55421 (612-619-9113) Bus. Agt.: JoAnn Fisher.

## MISSISSIPPI

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

**SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI**-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (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) (Fax: 601-856-2197) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

**M 616 MERIDIAN**-Jerry Tucker, P.O. Box 2903, Meridian, 39302-2903. (601-481-5942). Bus. Agt.: Jerry Tucker.

**M 674 BILOXI/GULFPORT**-Darrel Volesky, 6030 S. Vista Drive, Gulfport, 39507. (228-313-6865) Bus. Agt.: Bobby Saucier.

## 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.: Christopher Scalise.

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS**-Dan Pfizner, 923-A West 17th Street, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas/

**MPP,AVE&CT 143 ST. LOUIS**-Miron Vulakh, 5214 Chippewa Street, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: Gordon J. Hayman.

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

**SM 493 STATE OF MISSOURI**-Greg Goad, P.O. Box 410151, St. Louis, 63141. (314-469-4931) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen, iatse493@aol.com.

**T&T 774 ST. LOUIS**-Mary Althage, 556 Hickory Manor, Arnold, 63010 (314-570-3575). Bus. Agt.: Angie Walsh, (314-647-9424).

**TWU 805 ST. LOUIS**-Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: Karen Stone, 2433 Romaine Creek, Fenton, MO 63026 (314-712-7013).

**TWU 810 KANSAS CITY**-Judith McElroy, 5113 West 70 Street, Prairie Village, KS 66208. (816-225-6131) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

## MONTANA

**M 240 BILLINGS**-Deborah J. Richard, P.O. Box 545, Billings, 59103. (406-962-3655). Bus. Agt.: Dave Bakker (406-855-1664).

**M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/ GREAT FALLS/HELENA**-Katherine Matz, local339@gmail.com, P.O. Box 6275, Great Falls, 59406-6275. (406-403-8786) Bus. Agt.: Darrell Ogg.

## NEBRASKA

**S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/ SIOUX CITY, IA**-Joe Carter Lee, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatse42.org.

**M 151 LINCOLN**-Erik Holy, P.O. Box 30201, Lincoln, 68503-0201. Bus. Agt.: T. Perry Gillaspie, iatse151@me.com, (402-429-3213).

**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA**-Alice George Holmes, nehomesfam@msn.com; P.O. Box 158, Sutton, NE 68979 (402-773-5202). Bus. Agt.: Scott Schmer, scott.schmer.prgu@statefarm.com.

## NEVADA

**M 363 RENO/LAKE TAHOE**-Claudia Johnson, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-786-2286) (Fax: 775-686-2401) Bus. Agt.: Charlotte Picerno.

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



## NEW ENGLAND AREA

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

## NEW HAMPSHIRE

**M 195 LOWELL, MA/NEW HAMPSHIRE**-Dwain Hammett, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

**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.

**S 919 HANOVER/LEBANON, NH/BURLINGTON, VT**-Leslie Day, P.O. Box 951, Burlington, 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

## NEW JERSEY

**S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA**-Daniel Giaquinto, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

**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.**-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 059 JERSEY CITY**-Richard Drum, P.O. Box 3122, Secaucus, 07096. (973-769-6187) (Fax: 201-863-8551) Bus. Agt.: Richard Drum.

**M 077 ATLANTIC CITY/VINELAND**-Thomas M. Barnbrick, Jr., P.O. Box 228, Linwood, 08221. (609-437-6343) (Fax: 609-909-9591) Bus. Agt.: Eric Berry.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-James Buckner, Jamie.buckner@yahoo.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

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

**M 632 NORTHEAST NEW JERSEY**-Judy Feltus, jfeltus.iatse632@verizon.net; 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani. Villani13@yahoo.com.

**TWU 799 CAMDEN, NJ/PHILADELPHIA, PA**-Stacey McBride, 200 Plymouth Place, Merchantville, NJ 08109. Bus. Agt.: Elisa Murphy, showbiz57@aol.com, 901 Llanfair Road, Lower Gwynedd, PA 19002 (215-643-1282).

**CHE 917 ATLANTIC CITY**-Gilda Passarella, ia917sec@comcast.net; 927 N. Main Street, Suite A-5, Pleasantville, 08232. (609-241-8794) (Fax: 609-241-8964) Bus. Agt.: Darrell Stark, ia917ba@comcast.net.

## NEW MEXICO

**M 153 LAS CRUCES, NM/EL PASO, TX**-Ignacio Flores, 3349 Dunganran Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Scott White.

**M 423 ALBUQUERQUE/ROSWELL/SANTA FE**-Brian Shaffer, secretary-treasurer@iatse423.com; P.O. Box 81376, Albuquerque, 87198. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Brian Shaffer, business-agent@iatse423.com.

**SM 480 STATE OF NEW MEXICO**-J. Frank Garcia, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

**TWU 869 ALBUQUERQUE**-Darlene Jones, cdarlenejonz@hotmail.com; 369 Playful Meadows Dr., NE, Rio Rancho, 87144. (505-681-0601) Bus. Agt.: Ann Schreiber (505-269-7956).

## NEW YORK

**S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES**-Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Mickey Fox and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

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

**S 009 SYRACUSE/ROME/ONEIDA/UTICA**-Beth Bernardone, secretary@iatselocal9.com; P.O. Box 617, Syracuse, 13201-0617. Bus. Agt.: Keith Russell, karuss01@aol.com, (315-668-5327) (Fax: 315-481-6327).

**S 010 BUFFALO**-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-822-2770) (Fax: 716-634-5529). Bus. Agt.: Gary Syracuse, Jr., ba@iatse10.com; 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

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

**S 025 ROCHESTER**-Michael J. Ventrella, 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) Bus. Agt.: Thomas F. Mason.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.**-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 054 BINGHAMTON**-Daniel Sonnen, 1405 Livingston Place, Vestal, 13850. (607-777-2531) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).

**TBSE 100 NEW YORK**-Rich Rahner, iatse100@verizon.net; 545 West 45th Street, 2nd Floor, New York, 10036 (212-247-6209) (Fax: 212-247-6195) Bus. Agt.: Greg Calvin.

**M 121 NIAGARA FALLS/BUFFALO**-John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr., scar264@aol.com.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-James Buckner, Jamie.buckner@yahoo.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

**M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA**-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

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

**MPP,O,VT, & AC 306 NEW YORK**-Lorraine Lowrey, 545 West 45th St., 2nd flr., New York, 10036. (212-956-1306) (Fax:

212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Carol Bokun.

**M 311 MIDDLETOWN/NEWBURGH/KINGSTON**-Franklin DenDanto, fdendanto@hvc.rr.com; P.O. Box 192, Washingtonville, 10992. (845-283-7387) Bus. Agt.: John Bradshaw, jabradshaw@hvc.rr.com

**O 324 ALBANY**-Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378). Bus. Agt.: John K. Hill.

**S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND**-Michael Brogden, recordingsecretary@iatselocal340.org; P.O. Box 160, Jericho, 11753. (631-339-3009) Bus. Agt.: James Mistler, jmistler1@aol.com.

**M 353 PORT JERVIS/SULLIVAN COUNTY**-Franklin DenDanto, fdendanto@hvc.rr.com; 502 County Route 50, New Hampton, 10958. (845-283-7387) Bus. Agt.: Judy Feltus, judyfeltus@ymail.com.

**M 499 POUGHKEEPSIE**-Patricia Dynes, 180 Downs Street, Kingston, 12401. (845-430-0034) Bus. Agt.: Patricia Dynes, turbomoon1@gmail.com.

**M 524 GLENS FALLS/SARATOGA**-Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) (Fax: 518-745-5954) Bus. Agt.: Edward Smith (518-623-4427) (Fax: 518-623-4427).

**M 592 SARATOGA SPRINGS**-James Farnan, jfarnan592@hotmail.com; 47 County Route 76, Stillwater, 12170. (518-729-8741). Bus. Agt.: Rick Daus, iatse592@hotmail.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Florida and Illinois) Alan Gitlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

**MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND**-Timothy King, 600 Johnson Avenue, Suite C-5, Bohemia, 11716. (631-750-6588) (Fax: 631-750-6589) Bus. Agt.: Robert B. Gottschalk, Jr.

**M 645 ROCKLAND COUNTY**-Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Brian McGarity, 85 South William Street, Pearl River, NY 10965 (718-813-2025).

**MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)**-Diane Adler; Exec. Dir.: Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

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

**T&T 751 NEW YORK**-Lawrence Paone, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Lawrence Paone.

**TWU 764 NEW YORK AND VICINITY**-Shannon Koger, skoger@ia764.org; 545 West 45th Street, 2nd flr., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agt.: Frank Gallagher, fgallagher@ia764.org.

**TWU 783 BUFFALO**-Patricia J. Marchewka, 124 Brentwood Drive, So. Cheektowaga, 14227-3271. (716-812-0783) Bus. Agt.: Mary Jo Witherell, 7578 Derby Road, Derby, NY 14047.

**T&T 788 ROCHESTER**-Floyd R. Schilstra, 1142 Bay Road, Webster, 14580 (585-787-2934). Bus. Agt.: John Giffen, local788@rochester.rr.com.

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



**MAHS 798 NEW YORK**-Cindy Gardner, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

**ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)**-Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).

**EE/BPBD 829 NEW YORK**-Kenneth Kerrigan, 386 Park Avenue South, 5th floor, New York, 10016. (212-679-1164) (Fax: 212-679-1421).

**M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON**-William Pierce, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Agt.: William Pierce, pierceb@wpent.com.

**TWU 858 ROCHESTER**-Clarice Lazary, clarice@rochester.rr.com; 53 Meadow Glen, Fairport, 14450. (585-490-3009). Bus. Agt.: Anne Bowes, bbowes@rochester.rr.com.

**ATPAM 18032 NEW YORK**-Nick Kaledin, nkaledin@atpam.com, 62 West 45th Street, Suite 901, New York, 10036. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Gerry Parnell.

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

## NORTH CAROLINA

**M 278 ASHEVILLE**-Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Michael D. Rhodes, iatseba278@gmail.com.

**M 322 CHARLOTTE/GREENVILLE**-Victoria Perras, vper-ras@ia322.com; Anne Taylor, ataylor@ia322.com; 6101 Idlewild Road, Suite 322, Charlotte, 28212. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Charles "Bo" Howard, bhoward@ia322.com.

**M 417 DURHAM/CHAPEL HILL/RALEIGH**-Amy O'Donnell, iatse417@ureach.com; P.O. Box 28152, Raleigh, 27611. (919-422-0866) (Fax: 877-834-5096) Bus. Agt.: Rob McIntire, iatse417@ureach.com.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA**-Andrew Oyaas, sectres@iatse491.com; 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

**M 574 GREENSBORO/BURLINGTON/HIGH POINT**-Neil Welch, Jr., P.O. Box 8575, Greensboro, 27419. (336-451-0390) (Fax: 336-638-3625) Bus. Agt.: Bill Daves, 4025 Lamond Drive, Winston-Salem, 27101. (336-852-0660).

**M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE**-Henry Grillo, P.O. Box 24864, Winston-Salem, 27114-4864. (336-399-7382) Bus. Agt.: Patrick O'Kelly.

**ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York)**-John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-8838).

## NORTH DAKOTA

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

## OHIO

**S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD**-Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

**S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE**-Joe McCutcheon, jmcutcheon@iatse12.org; 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, rshack@iatse12.org.

**S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/**

**TIFFIN/FINDLAY**-Sandra Cassaubon, 435 S. Hawley Street, Toledo, 43609. (419-244-6320) (Fax: 419-244-6325). Bus. Agt.: John Palsa.

**S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY**-Patrick Duffy, 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Michael Lehane.

**S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD**-Helen Louie, secretary@ialocal48.com; 678 North Main Street, Akron, 44310. (330-374-0480) Bus. Agt.: Helen Louie, businessagent@ialocal48.com.

**M 064 STEUBENVILLE, OH/WHEELING, WV**-Tony Asaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scamechia (304-639-2516) (Fax: 304-242-6134).

**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**-David Rees, iatse101@aol.com; P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne.

**MPP,0&VT 160 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY**-John Galinac, iatse160@usa.com; 8358 Munson Road, Suite 104, Mentor, 44060. (440-255-3160) (Fax: 440-255-3119) Bus. Agt.: John Galinac.

**SM 209 STATE OF OHIO**-Jonathan Andrews, secretarytreasurer@iatse209.com; 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Kenneth McCahan, businessagent@iatse209.com.

**M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY**-Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

**TWU 747 COLUMBUS**-Julia Johnson, 4791 Summit Road, SW, Pataskala, 43062. (740-927-1696) Bus. Agt.: C. Wayne Cossin, twu747wayne@aol.com; 1954 Indianola Ave., Columbus, 43201 (614-313-8119).

**T&T 756 CLEVELAND**-Glenn Barry, glennbarry01@yahoo.com; 8669 Center Drive, North Royalton, 44133. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Thomas Patton.

**TWU 864 CINCINNATI**-Jean Mueller, 4361 Skylark Drive, Cincinnati, 45238. (513-967-0848) (Fax: 513-861-5301) Bus. Agt.: Vicki Roush.

**TWU 883 CLEVELAND**-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

**TWU 886 DAYTON**-Sharleen Rafferty, raffertyhouse@yahoo.com; P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser, cc886@att.net.

## OKLAHOMA

**S 112 OKLAHOMA CITY**-Tina Saxton, iatse112tina@att.net; P.O. Box 112, Oklahoma City, 73101. (405-231-0025) (Fax: 405-231-0056) Bus. Agt.: Stephen Rysted, iatselocal112@att.net.

**S 354 TULSA/PONCA CITY**-Paul Clear, secretarylocal354@cox.net; P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown, s354brown@aol.com.

**M 387 LAWTON/OKLAHOMA CITY**-Homer L. Hawkins, homerhkw@aol.com; 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday, bleday@swbell.net, 25 NW 28th, Lawton, OK 73505. (580-248-0830).

**TWU 904 TULSA**-Lloyd Roberts, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

## OREGON

**M 028 PORTLAND/SALEM**-Phillip Timmons, 3645 SE 32nd Avenue, Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Roger Gayton.

**SM 488 PACIFIC NORTHWEST**-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

**M 675 EUGENE/CORVALLIS/BEND**-Virginia Sands, P.O. Box 12217, Eugene, 97440. (541-554-1771) (Fax: 541-344-6306) Bus. Agt.: Rocky Haffner.

**TBR&SE 793 PACIFIC NORTHWEST**-Sarah Kneller, sarahbottenberg@gmail.com; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agt.: Todd Gordon, trg@trgvideo.com.

## PACIFIC NORTHWEST

**SM 488 PACIFIC NORTHWEST**-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

**TBR&SE 793 PACIFIC NORTHWEST**-Sarah Kneller, sarahbottenberg@gmail.com; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agt.: Todd Gordon, trg@trgvideo.com.

## PENNSYLVANIA

**S 003 PITTSBURGH/NEW CASTLE**-Shawn W. Foyle, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: Robert J. Brown.

**S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ**-Daniel Giaquinto, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

**SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.**-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 082 WILKES BARRE**-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-262-1106). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

**S 097 READING**-David Sterner, iatse97@gmail.com; P.O. Box 7511, Reading, 19603-7511. (484-955-3009) Bus. Agt.: Charles Moyer, cml8@msn.com.

**S 098 HARRISBURG/HERSHEY/CARLISLE**-F. Joseph Spackman, jspack01@verizon.net; P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Chester Ross, ialocal98@yahoo.com.

**S 113 ERIE**-Sonia Ferrante, P.O. Box 557, Erie, 16512. (814-323-2744) Bus. Agt.: Kenneth Marchant.

**M 152 HAZELTON**-Nicholas St. Mary, 403 Lori Drive, Beaver Meadows, 18216. (570-459-1602) (Fax: 570-453-0887) Bus. Agt.: Nicholas J. St. Mary.

**S 200 ALLENTOWN/EASTON/STROUDSBURG/BETHLEHEM**-David Garone, iatse200sec@gmail.com; P.O. Box 1723, Bethlehem, 18016. (610-360-4705) (Fax: 610-867-0658) Bus. Agt.: Frank lafrate, iatse200ba@gmail.com.





**M 218 POTTSVILLE/MAHANAY CITY/SHENANDO-AH/LANSFORD/SHAMOKIN**-Robert Van Horn, rvanhorn@verizon.net; 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, twopeke@verizon.net, 77 Rose Avenue, Port Carbon, 17965. (570-622-5720).

**M 266 WARREN COUNTY, PA/JAMESTOWN/CHAU-TAUQUA, NY**-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R Pugh (716-761-6944).

**M 283 HANOVER/YORK COUNTY/GETTYSBURG/LANCASTER COUNTY**-Judi S. Miller, iatsepejudi@yahoo.com; 1927 Queenswood Drive, L-205, York, 17403. (717-846-4314). Bus. Agt.: Dan Wiley, Jr., iatse283@gmail.com.

**M 329 SCRANTON/PITTSBURGH**-Patricia Martin, patcathair@aol.com; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Don Martin, martinlite@aol.com, (570-650-3607).

**SM 489 GREATER PITTSBURGH AREA**-Cassie Ross Eccles, treasurer@iatse489.org; P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: Charles Eccles, ba@iatse489.org.

**M 591 WAYNESBORO, PA/HAGERSTOWN, MD/FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV**-Michael E. Clem, local591iatse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com/.

**M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)**-Jim Adams, 215 Calhoun Road, Elizabeth, 15037. (412-431-0264) (Fax: 412-431-0264) Bus. Agt.: Arthur Milliren.

**M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/ILLIAMSPORT/JOHNSTOWN//INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGROVE/INDIANA**-Jessica Kush, iatse636@gmail.com; P.O. Box 394, State College, 16804. (814-883-0769) Bus. Agt.: Jessica Kush, businessagent636@yahoo.com.

**T&T 752 PHILADELPHIA**-Tara Suppa, tsuppa@comcast.net; P.O. Box 70, Runnemede, NJ 08078. Bus. Agt.: Jerry Kelly, jkelly1229@comcast.net.

**TWU 787 PITTSBURGH**-Deborah Termini, wardrobela787@yahoo.com; P.O. Box 22173, Pittsburgh, 15222. (412-944-5060) Bus. Agt.: Roza Martinovic, rozamartinovic@yahoo.com.

**TWU 799 PHILADELPHIA/CAMDEN, NJ**-Stacey McBride, 200 Plymouth Place, Merchantville, NJ 08109. Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002 (215-527-2862).

**TBSE 804 PHILADELPHIA**-Thomas Baginski, 210 Locust Street, #6AW, Philadelphia, 19106 (856-784-9843). Bus. Agt.: Debbie Harris.

**TBSE 820 PITTSBURGH**-David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marji Murphy, marji.mm@verizon.net.

**T&T 862 PITTSBURGH**-Ryan Clark, 528 Knoll Street, Pittsburgh, 15212. (412-606-3298) (Fax: 412-231-0951) Bus. Agt.: Luke Doyle.

**TBSE 902 JOHNSTOWN/ALTOONA**-Jody Vavrek, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Bob Fleegle.

## PUERTO RICO/VIRGIN ISLANDS

**M 494 PUERTO RICO/U.S. VIRGIN ISLANDS**-Lydia Carina Grilli, carinagrilli@iatselocal494.org; P.O. Box 191963, Hato Rey, PR 00919 (787-764-4672) (Fax: 787-756-6323). Bus. Agt.: Luis Estrella, lestrella@iatselocal494.org.

## RHODE ISLAND

**M 023 STATE OF RHODE ISLAND**-Louis DeSousa, st@iatse23.org; P.O. Box 23044, Providence, 02903. (401-419-9500) (Fax: 401-295-3009) Bus. Agt.: Mike Araujo, ba@iatse23.org; 11 Gibbon Court, Providence, RI 02909.

**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.

**TW, MA&S 830 STATE OF RHODE ISLAND**-Jacqueline Keegan, jckkn@yahoo.com; 10 South Bend Street, Pawtucket, 02860. (401-489-0886) (Fax: 401-728-8251) Bus. Agt.: Frances Howe, fhowe830@yahoo.com; 85 Pine Hill Road, North Scituate, 02857. (401-647-9333).

## SOUTH CAROLINA

**M 333 CHARLESTON/MYRTLE BEACH**-Michael Coffey, iatse333@att.net; P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: George Aytes, iatseba@att.net.

**M 347 COLUMBIA**-Scott Smith, P.O. Box 8876, Columbia, 29202 (803-240-0111) (Fax: 866-925-3475) Bus. Agt.: Harrison Palmer.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA**-Andrew Oyaas, sectres@iatse491.com; 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

## SOUTH DAKOTA

**S 220 SIOUX FALLS/MITCHELL/HURON**-Walter Luedtke, P.O. Box 2040, Sioux Falls, 57101. (605-951-2531) Bus. Agt.: Andrew Burman.

**M 731 RAPID CITY/BLACK HILLS AREA**-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Harlan Scherich.

## TENNESSEE

**S 046 NASHVILLE**-Bryant Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Buford Manley.

**S 069 MEMPHIS**-Allen Byassee, ialocal69@aol.com; 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994) (Fax: 901-327-8626). Bus. Agt.: Allen Byassee.

**S 140 CHATTANOOGA**-Robert Hobgood, rhobgood@me.com; P.O. Box 132, Chattanooga, 37401. (423-933-4658) (Fax: 423-629-4826) Bus. Agt.: Bob Hasselle, brasselle53@yahoo.com.

**S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG**-Charles J. Flenniken, stage197@yahoo.com; P.O. Box 946, Knoxville, 37901. (865-256-6001) Bus. Agt.: Ronald Carrell.

**SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI**-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Peter Kurland.

**M 699 JOHNSON CITY/KINGSPOUR, TN/BRISTOL, VA**-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

**TWU 825 MEMPHIS**-Dorothy L. Clark, 1472 Kinilwood, Memphis, 38134. (901-386-3429) (Fax: 901-382-7832) Bus. Agt.: Dorothy Clark.

**TWU 894 KNOXVILLE**-Tammy King, bbtax2@aol.com; 7724

Temple Acres Drive, Knoxville, 37938. (865-414-3047) (Fax: 865-922-8608) Bus. Agt.: Roland Harkness.

**TWU 915 NASHVILLE**-Barbara W. Sullivan, P.O. Box 383, Hermitage, 37076 (615-883-3533) Bus. Agt.: Judy Resha (615-590-7544).

## TEXAS

**S 051 HOUSTON/GALVESTON**-Scott Firth, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Jim Capfer.

**S 076 SAN ANTONIO**-Daniel Vivier, spursun44@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell, raymondgsewell-ba@iatse76.org.

**S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE**-Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Tyler Alberts.

**S 127 DALLAS/GRAND PRAIRIE/MCKINNEY**-Senita Peck, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: David Newman.

**M 153 EL PASO, TX/LAS CRUCES, NM**-Ignacio Flores, 3349 Dungarvan Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Scott White.

**M 183 BEAUMONT/PORT ARTHUR/ORANGE**-Marie Pinner, iatse183@gt.rr.com; 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: James B. Strawther, jamiestrawther@gmail.com.

**M 205 AUSTIN**-Bon V. Davis, secretary@iatse205.org; P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Lupe Perez, businessagent@iatse205.org.

**O 330 FORT WORTH/DENTON/GAINESVILLE**-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-599-1517) Bus. Agt.: Coleman Bennett.

**M 331 TEMPLE/KILLEEN/BRYAN/WACO**-Holly Serfass, captserf@aol.com; P.O. Box 424, Killeen, 76540. (254-535-1256) Bus. Agt.: William Sproul, billrat2@centurylink.com.

**M 378 WICHITA FALLS**-Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman.

**SM 484 STATE OF TEXAS**-Jason Keene, 1514 Ed Bluestein Blvd., #106, Austin, 78721 (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

**M 604 CORPUS CHRISTI/HARLINGEN/McALLEN/BROWNSVILLE**-John Jones, 4901 Branscomb, Corpus Christi, 78411. (361-548-0472) Bus. Agt.: Simon Zambrano.

**TBSE 796 STATE OF TEXAS**-Frank Trevino, secretarytreasurer@iatse796.org; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen, kevincallen@windstream.com.

**TWU 803 DALLAS/FORT WORTH**-Vicki Ruth Cole-Perrin, wrpc@aol.com; P.O. Box 570574, Dallas, 75357 (817-832-9090). Bus. Agt.: (Fort Worth) Kathy Neel Gentry, fg83425@earthlink.net, (817-889-0273) (Fax: 817-834-4256); (Dallas) Barbara Proska barbaraprokska@yahoo.com, (817-734-5607).

**M 865 ODESSA/MIDLAND/LUBBOCK**-Lamont Furlow, 9372 W. University Blvd., Odessa, 79764. (432-381-2500) (Fax: 432-530-2223) Bus. Agt.: Lamont Furlow.

**TWU 896 HOUSTON**-Kathleen Pecha, P.O. Box 130774, Houston, 77219-0774. (281-686-5548) (Fax: 713-928-6731) Bus. Agt.: Glinda Anderson.



## UTAH

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO**-Melody Oliver, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

**EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO**-Nancy Trowse, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Nancy Trowse.

## VERMONT

**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.

**S 919 BURLINGTON, VT/HANOVER/LEBANON, NH**-Leslie Day, P.O. Box 951, Burlington, VT 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

## VIRGINIA

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

**M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/ STAUNTON**-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

**S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA**-Charles J. Hartsook, Jr., P.O. Box 100, Sandston 23150. Bus. Agt.: John Fulwider (804-746-1601) (Fax: 804-746-1601).

**M 264 NEWPORT NEWS/HAMPTON/WILLIAMS-BURG**-Dawn Nicely-Hicks, P.O. Box 7467, Hampton, 23666. (757-825-9685) (Fax: 757-825-9685) Bus. Agt.: Dorian Nicely.

**S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH**-Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, 2031 Clipper Park Road, Suite 105, Baltimore, MD 21211. (410-843-3860) (Fax: 410-843-3863) Bus. Agt.: David O'Ferrall.

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV**-Michael E. Clem, local591iatse@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

**M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN**-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

## WASHINGTON

**S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDOO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW**-Katy Fogg, secretary@ia15.org, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Agt.: Paul Bigman, stagerep@ia15.org.

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID**-Jill Scott, lightman2u@comcast.net; P.O. Box 1266, Spokane, WA

99210. Bus. Agt.: Kevin Ford, kford7307@comcast.net; Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

**SM 488 PACIFIC NORTHWEST**-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

**TBR&SE 793 PACIFIC NORTHWEST**-Sarah Kneller, sarahbottenberg@gmail.com; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agt.: Todd Gordon, trg@trgvideo.com.

**TWU 887 SEATTLE**-Rita M. Brown, ritabrown@twu887.org; 2800 1st Avenue, #229, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland, deliam@twu887.org.

## WEST VIRGINIA

**M 064 WHEELING, WV/STEBENVILLE, OH**-Tony Asaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scamechia (304-639-2516) (Fax: 304-242-6134).

**S 271 CHARLESTON**-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

**M 369 HUNTINGTON, WV/ASHLAND, KY/IRONTON, OH**-Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

**M 578 NORTH CENTRAL WEST VIRGINIA**-R.A. Nethken, iatse.local578@live.com, P.O. Box 293, Morgantown, WV 26507. Bus. Agt.: William Delbridge, wrdelbridge@gmail.com, (703-868-3154).

**M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV**-Michael E. Clem, local591iatse@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

## WISCONSIN

**S 018 MILWAUKEE/WAUKESHA**-James Luljak, 1110 N. Old World Third Street, Suite 650, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Peter Misko.

**M 141 LaCROSSE**-Kit Mayer, kmayer218@gmail.com; 625 Riders Club Road, Onalaska, 54650. (608-792-2710) Bus. Agt.: Trygve Zielke, trygvez@aol.com.

**M 251 MADISON/COLUMBIA/SAUK COUNTY**-Justina Vickerman, secretary@iatse251.com; 1602 South Park Street, #224, Madison, 53715. (608-616-0251) (Fax: 608-251-6023) Bus. Agt.: Chris Gauthier, ba@iatse251.com.

**M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU**-Richard Comfort, dablindguy@gmail.com; P.O. Box 2421, Appleton, 54912. (866-426-4707) Bus. Agt.: Stephen Dedow, iatse470@hotmail.com.

**TWU 777 MILWAUKEE**-William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, N11163 County Road, Tomahawk, 54487 (414-312-0646).

## WYOMING

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

**M 426 CASPER**-Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

# Local Secretaries and Business Agents of the Special Department Locals

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

**AAE** Amusement Area Employees

**AE** Arena Employees

**AFE** Arena Facility Employees

**AMTS** Admissions, Mutual Ticket Sellers

**BPTS** Ball Park Ticket Sellers

**MT** Mail Telephone Order Clerks

**T** Theatre Employees - Special Departments

**TSA** Ticket Sales Agents

## CALIFORNIA

**T B18 SAN FRANCISCO**-Johnny Moreno, 965 Mission St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

**T B32 SAN JOSE-SANTA CLARA COUNTY**-Lucinda Stride, P.O. Box 2832, Santa Clara, 95055.(408-464-3640) Bus. Agt.: Nancy Williams.

**T B66 SACRAMENTO**-Doris Goodwin, doris.goodwin@att.net; P.O. Box 19063, Sacramento, 95816. (916-927-5141) Bus. Agt.: Richard Allen, jallen33@att.net.

**AAE B192 HOLLYWOOD**-Adam Fanshier, adamfanshier@b192iatse.org; 5250 Lankershim Blvd., Suite 600, N. Hollywood, 91601. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Matthew Nelson, matthewnelson@b192iatse.org.

**CALIFORNIA SPECIAL BRANCH**-Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

## CANADA

**T B173 TORONTO/HAMILTON**-Marika Csotar, 2368-A Munns Ave., Oakville, Ontario L6H 6G9 (647-309-2024). Bus. Agt.: Chastity Brooker, chastitydawn@gmail.com, 165 Queen St., South, Apt. 707, Hamilton, ON L8P 4R3.

**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.

**T B898 ST. JOHN'S, NL**-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

**T B906 CHARLOTTETOWN, PE**-Larry Arbing, 145 Richmond St./Conf Ctr Arts, Charlottetown, PE, C1A 1J1. (902-628-1864) (Fax: 902-566-4648).

## COLORADO

**T B7 DENVER**-Lindsay Bergstrom, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216). Bus. Agt.: Katie Murphy.





## DISTRICT OF COLUMBIA

**TSA B868 WASHINGTON**-Vevica Tobias, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8521) Bus. Agt.: Antonio Bullock.

## FLORIDA

**AE AE938 JACKSONVILLE**-Charles Bennett, 1000 Water Street, Jacksonville, 32204 (904-879-7539) Bus. Agt.: David Moore.

## ILLINOIS

**T B46 CHICAGO, IL/MILWAUKEE, WI**-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

## INDIANA

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

## MASSACHUSETTS

**T B4 BOSTON**-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128) (Fax: 617-868-8194) Bus. Agt.: Beverly McCormack.

**AfE B935 WORCESTER**-Mike McKenzie, 24 Toria Heights Road, Oxford, 01540 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).

## MICHIGAN

**T B179 DETROIT**-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479) (Fax: 586-754-6883). Bus. Agt.: John Nesbitt.

## MINNESOTA

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

## MISSOURI

**T B2 ST. LOUIS**-Robert Horan, rh5250@aol.com; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Robert Young, 2647 Meadowlane Drive, Granite City, IL 62040. (314-503-3706).

## NEW YORK

**T B90 ROCHESTER**-Frank Puidokas, 67 Crossroads Lane, Rochester, 14612. (585-455-2027) Bus. Agt.: Mike Povio.

**MT B751 NEW YORK**-Katherine Lowell, P.O. Box 20561, P.A.C.C., New York, 10129. (212-239-6226) (Fax: 212-239-5801) Bus. Agt.: Curtis Bunche.

**BPTS F72 NEW YORK**-Michael A. Byrnes, 15 Mill Road, South Farmingdale, 11735 (516-658-1384) (Fax: 516-454-0188). Bus. Agt.: Michael A. Byrnes.

**AfE AE936 ALBANY**-Cory Straker, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

## OHIO

**T B27 CLEVELAND**-Patrick Duffy, 1422 Euclid Avenue, Suite 1604, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns.

**T B38 CINCINNATI**-Mike Murray, P.O. Box 11476, Cincinnati, 45211. (513-662-9615) Bus. Agt.: Thom Brannock.

**T B148 AKRON**-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

**AMTS B754 CINCINNATI**-Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

## OREGON

**T B20 PORTLAND**-Karen Raya, iatseb20recsec@gmail.com; 3645 SE 32nd Avenue, Portland, 97202. (971-285-1814) (Fax: 503-230-7044) Bus. Agt.: Bambi Ooley, Booley.iatseb20@gmail.com, (503-230-1138).

## PENNSYLVANIA

**T B29 PHILADELPHIA**-Antoinette Enoch, iatse\_b29@yahoo.com; P.O. Box 54508, Philadelphia, PA 19148. (215-510-5949). Bus. Agt.: Myra Pettigrew, myrapettigrew@yahoo.com.

## TEXAS

**T B184 HOUSTON**-Helen Gonzalez, 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Denise Fabry.

## WISCONSIN

**T B46 CHICAGO, IL/MILWAUKEE, WI**-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

## DISTRICT SECRETARIES

**District No. 1 (Montana, Idaho, Oregon, Washington & Alaska)**-Delia Mulholland, 2800 First Avenue, Suite 229, Seattle, WA 98121 (206-478-8877) Website: www.districtone.com; Email: district.one@twu887.org.

**District No. 2 (California, Nevada, Arizona & Hawaii)**-Ed Brown, 10061 Riverside Drive, Suite 825, Toluca Lake, CA 91602. (818-303-4351) Website: www.iadistrict2.org; Email: ebrown@iadistrict2.org.

**District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)**-James E. Flanders, 152 Old Colony Avenue, Box 25, South Boston, MA 02127. (617-268-5595) (Fax: 617-269-6252). Email: jflanders@iatse11.org.

**District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia)**-John Page, 1810 Hamlin Street, NE, Washington, D.C. 20018-2459. (301-943-2908) (Fax: 202-635-0192) Email: iatse-d4@comcast.net.

**District No. 5 (Wyoming, Colorado, Utah & New Mexico)**-Susan N. Jones, 8159 Ventana Azul Ave., NW, Albuquerque, NM 87114. (505-280-1517). Email: esjonz35@gmail.com.

**District No. 6 (Texas, Oklahoma & Arkansas)**-Stuart Hale, 4821 Elsby, Dallas, TX 75209. (214-352-2046) (Fax: 214-747-4792). Email: ia6sec@aol.com.

**District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)**-Andrew Oyaas, 1707 Castle Hayne Road, Wilmington, NC 28401 (828-421-8123) (Fax: 910-343-9448) Email: iadistrict7@gmail.com.

**District No. 8 (Michigan, Indiana, Ohio & Kentucky)**-Rick Madison, 119 West Breckinridge Street, Louisville, KY 40203 (502-587-7936) (Fax: 502-587-3422). Email: iatse17@bellsouth.net.

**District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)**-Chris Gauthier, 1602 South Park Street, #224, Madison, WI 53715 (608-616-0251) (Fax: 608-251-6023) Email: ia251sba@tds.net.

**District No. 10 (New York, New Jersey)**-John K. Hill, 171 East Side Drive, Ballston Lake, NY 12019 (518-399-2085) (Fax: 518-384-1817). Email: jhill11@nycap.rr.com.

**District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick & Newfoundland)**-Cheryl Batulis, 2 Neilor Crescent, Toronto, ON M9C 1K4 (416-622-8555) (Fax: 416-620-5041) Email: iad11@bellnet.ca.

**District No. 12 (Manitoba, Saskatchewan, Alberta & British Columbia)**-Barry Haines, 175 McDermot Avenue, 2nd Floor, Winnipeg, MB R3B 0S1 (204-943-4634) (Fax: 204-943-8394). Email: ia.d12@allstream.net.

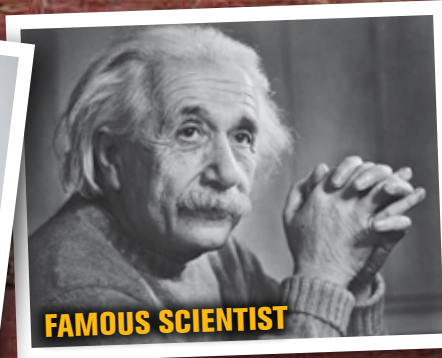
**District No. 14 (Florida, Puerto Rico, U.S. Virgin Islands)**-Kimberly Bowles, 5385 Conroy Road, Suite 200, Orlando, FL 32811 (407-422-2747) (Fax: 407-843-9170) Email: KABowles@IATSEDistrict14.org; Website: www.IATSEDistrict14.org.



# Sometimes you have a chance to be a symbol of high-quality work.



Local 600 member Claudio Miranda, ASC.  
Copyright 20th Century Fox



IATSE members stand for quality, high performance standards and productivity and we build these values into our culture. Be sure that everyone at your workplace is covered by a union contract.



## WORK SAFE. WORK SMART. WORK UNION.

[www.iatse-intl.org](http://www.iatse-intl.org)



PRINTED IN THE U.S.A.

# PACK YOUR BAGS, YOU COULD BE A WINNER!

## Enter to Win a Disney World Dream Vacation for Four

Here's what you can win:

- ★ Four Walt Disney World 4-Day Park Hopper with Water Park tickets (2 adult & 2 child tickets)
- ★ Airfare for four
- ★ Four nights Hotel
- ★ 5 days car rental



To enter, visit **UnionPlusContest.org**

**OR text DISNEY to 22555** and enter your email address for a chance to win the Union Plus Disney Dream Vacation for 4.

Msg&Data Rates Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2 msgs/mo.

**Contest begins March 5, 2013, and ends May 15, 2013**



No purchase necessary to enter. A purchase will not increase your chances of winning. All Sweepstakes are void where prohibited or restricted by law. This Sweepstakes is provided by Union Privilege and is open to current union leaders, staff and members of affiliated unions who participate in the Union Plus programs. This Sweepstakes is not open to employees of Union Privilege, Walt Disney Company, and their families. To claim the prize you must be a resident of the United States, be 21 years or older and have a valid driver's license in the United States. You may enter only once in the Sweepstakes. Multiple submissions will be removed by Union Privilege. Approximate retail value of the prize is \$3,625.00. The Walt Disney Company is not a sponsor of and not affiliated with this Sweepstakes. Walt Disney World images and logos are the property of The Walt Disney Company.