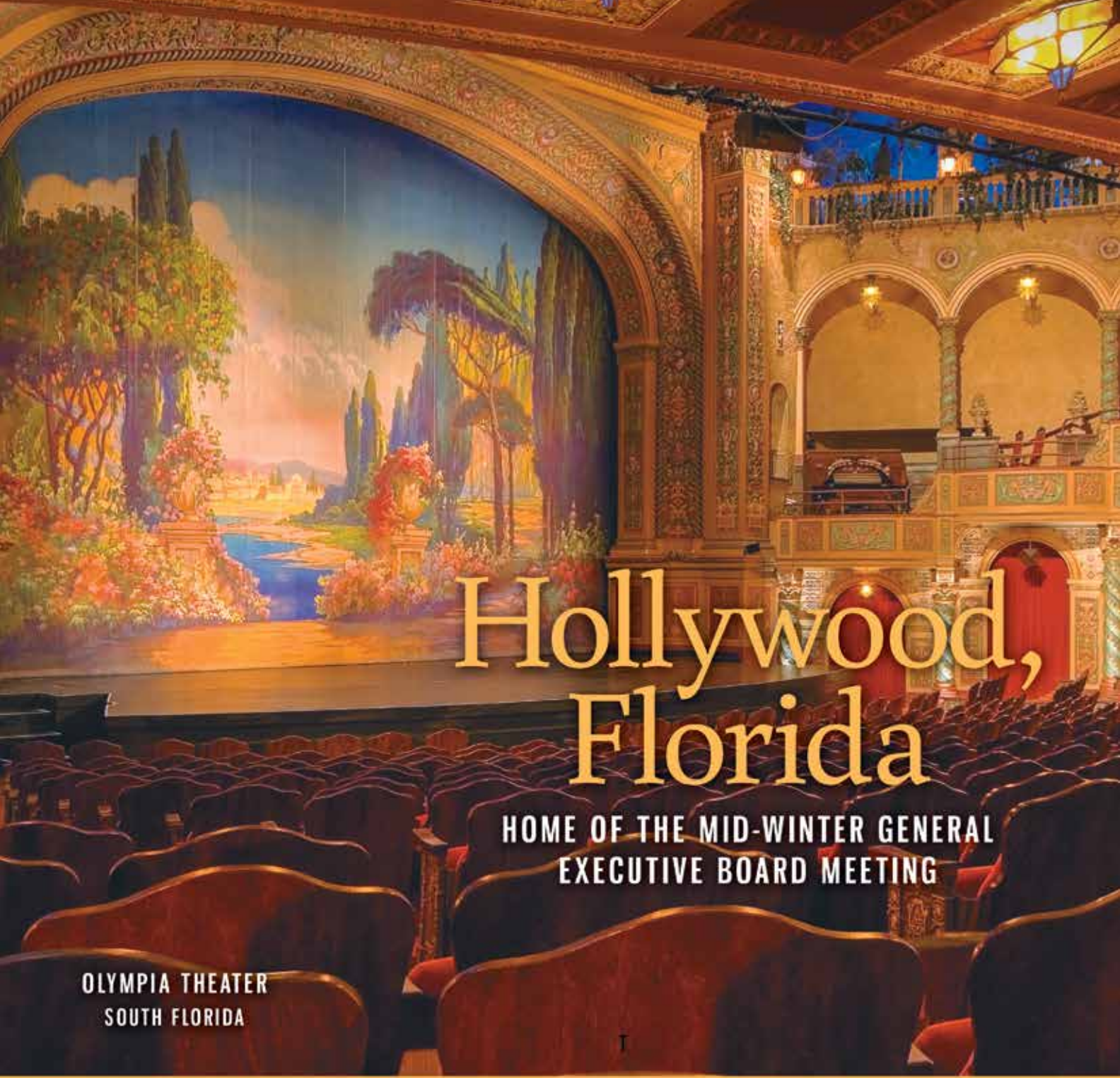


THE OFFICIAL
IATSE

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NUMBER 651
FIRST QUARTER, 2016

Bulletin



Hollywood, Florida

HOME OF THE MID-WINTER GENERAL
EXECUTIVE BOARD MEETING

OLYMPIA THEATER
SOUTH FLORIDA

INSIDE: ▶ HOLLYWOOD MINUTES ▶ MICHAEL W. PROSCIA

Stand Up, Fight Back!

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

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

Help Support Candidates Who Stand With Us!

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

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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

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

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

Print Name _____ Email _____ Phone Number _____

Home Address _____ City _____ State/Zip Code _____

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

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

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

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

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Cover Photo: Courtesy of OlympiaTheater, by Amy Matz

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DONATE A PINT, SAVE A LIFE



IATSE Local 251 held a Blood Drive in the Memory of Brother Brian Hatfield's father, who was killed by a drunk driver. Sister Rachelle Fenster and Brother Davin Pickell (pictured) organized the Blood Drive. Over fifty pints of Blood were donated. See full story in Activists Corner on pg. 82.

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



IATSE Training Trust Fund: www.iatsetrainingtrust.org

The Swinging Pendulum

There is continual focus, especially during the activities of an election year, on how we, as the IATSE and part of the labor movement at large, can effectuate positive change. We often feel that no matter how intense our efforts are we cannot climb the steep hill to political victory that will translate into positive change for working families.



 @matthewloeb

But there are many examples of instances where we have succeeded and our Canadian Brothers and Sisters are already seeing the fruits of their work in defeating the Conservatives in the recent national elections. In addition, the voters in Alberta took power by defeating the right-wing after 44 years of political rule. In the Canadian national election, the landslide for the Liberals has already resulted in the undoing of anti-union legislation, policy and regulation and it is expected that this pro-worker administration will have a lasting positive effect for unions and working families that were under constant attack from the Conservatives.

This is an example of what can be accomplished at the polls when voters show up and *stand up* for what is in their best interests. And in the United States we have the same opportunity to effectuate change this election year. Unions have been under attack, workers' wages compressed and corporate profits have not been shared with the middle class. The pendulum has swung too far and it is time for change. But change will not come be-

cause we wish for it, we have to work for it. As evidenced by the changes made in Canada (and to the surprise of many) our voices and votes are potent, but they must be exercised to have any force.

I am asking the leadership, membership and all the Locals to engage in the political process and make a resounding statement at the polls in the upcoming elections this year. Register to vote and help others do the same, talk about why change is crucial, volunteer at the AFL-CIO regional or local offices or assist a candidate's campaign, drive people to the polls who need help getting there and help your Local with its political program.

The time has come for change and the burden is upon us all to make that happen at the polls. We must support candidates who support us and hold them accountable. Having a political environment that is ripe for us to succeed is as important as anything else we do as unions to protect the members. Let's stand together for our collective interests and swing the pendulum back toward fairness.



OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Westin St. Francis San Francisco on Union Square, 335 Powell Street, San Francisco, California 94102, at 10:00 a.m. on Monday, July 18, 2016, and will remain in session through and including Friday, July 22, 2016. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with The Westin St. Francis San Francisco on Union Square by calling 1-800-937-8461. Guest room rate for the IATSE is \$245.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: June 16, 2016

PERSONAL CHECKS

In order that the processing of membership applications is not delayed, local unions are reminded that all processing fees and back per capita payments forwarded to the International must be drawn on a local union bank account and be made payable to "I.A.T.S.E."

The International does not accept personal checks submitted by applicants and if these are received, they are returned to the local union which delays the processing of new applicants.

RETIRED STATUS

In accordance with Article Fourteen, Sections 1A & B of the International Constitution and Bylaws, the per capita tax for a retired member shall be in the reduced amount of \$4.50 per quarter. Retired members shall have voice but no vote at union meetings and are not eligible to hold any office. They may serve as delegates.

Holders of Gold Cards shall be considered lifetime members and be exempt from any per capita payments to the International.

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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



The Obligations Of Union Leadership

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



JAMES B. WOOD

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

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

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

For the past several years we have participated in the DOL's Voluntary Compliance Partnership Program. The purpose of the Program is to evaluate affiliated Local Unions' compliance with LMRDA reporting requirements and to offer suggested improvements to the DOL's reporting systems and programs. Last month, I attended our annual meeting with representatives of OLMS. During that meeting, we were complimented on the dramatic increase in timely filings.

Of our local unions that made the DOL's list of "Late Filers", we noted several whose filings were only one or two days late. Accordingly, I would like to take this opportunity to stress the importance of timely filing and remind you that Forms LM-2, LM-3 or LM-4 are due 90 days after year-end (not three months).

Additionally, OLMS provided us a list of all of the local unions who reported insufficient fidelity bonding. Adequate bonding is required by LMRDA to protect unions from losses caused by acts of fraud or dishonesty by officers, employees, or other representatives. Bonds must not have deductibles and coverage should be at least 10% of the Union's liquid assets plus total annual receipts. For example, a union with \$50,000 in cash and total annual receipts of \$75,000 must have coverage in excess of \$12,500. Coverage is reported in questions 14, 20, and 12 on Forms LM-2, LM-3 or LM-4 respectively. Required coverage can be determined by the amounts of assets and receipts reported on the forms.

Many of those who appear to have insufficient coverage may not have updated their disclosures on their reports and others appear to be under-insured due to growth experienced over the past several years. Please be sure to verify that amounts reported are accurate, that your policy does not have a deductible, and that your coverage is sufficient.

In Canada, our local unions will now be spared from similar reporting requirements because anti-union Bill C-377 is in the process of being repealed by the new Liberal government. Labour has been engaged in fighting this bill since it was proposed and the Liberals, under Justin Trudeau, ran on a platform that included a pledge to repeal it. On January 28, the government tabled legislation to repeal not only Bill C-377 but its anti-union partner, Bill C-525. The IATSE and the entire labour movement lobbied hard to put an end to this discriminatory legislation and we will continue to work with government toward a fairer and more progressive future for all working families.

Nova Scotia Fed President and Friend of Labour Retires

The October 2015 Nova Scotia Federation of Labour Convention was the last Convention for Rick Clarke who retired after serving as President for twenty-six years. His contributions to making Nova Scotia a better place for all working families will be a true legacy and he has been a real friend and supporter to the IATSE. We wish him all the best in his retirement.

At the same Convention, Local 680 Vice President Debbie Richardson was re-elected to serve her third 2-year term as General Vice President representing Affiliated Unions with membership under 1,000.



From left to right: Local 680 Business Agent Colin Richardson, Retiring Nova Scotia Federation of Labour President Rick Clarke and Local 680 Vice President Debbie Richardson.

IATSE SUPPORTS ILLINOIS SENATE CANDIDATE



Pictured here is Congresswoman Tammy Duckworth with International Vice President Craig Carlson. He presented her with a check for \$2,500 from the IATSE-PAC for her campaign to represent Illinois in the U.S. Senate. She was grateful for our support and we thank her for her work in helping organized labor.

First Ontario Employer Convictions under Westray Act: “Kill a Worker, Go to Jail!” Campaign is a Success

On Christmas Eve in 2009, four construction workers died and one was seriously injured after a swing stage collapsed in Toronto. A subsequent investigation revealed there were only two lifelines in the area, that the platform itself had a design fault and that the welds used for assembly were inadequate and inconsistent.

The employer, Metron, was initially fined \$200,000 in Ontario court, but that was appealed, and in 2013, the award was more than tripled, to \$750,000. In 2014, Swing N Scaff Inc., the supplier of the swing stage, was fined \$350,000. The CEOs of these companies were not sentenced to any jail time, but in June of 2015, the project manager was charged and convicted of four counts of criminal negligence causing death and one count of criminal negligence causing bodily harm. On January 11 of this year, history was made when the Ontario Court judge sentenced him to three-and-a-half years in jail for each count, to be served concurrently.

The labour movement has been behind stiffer legislation for irresponsible employers since the Westray Mine disaster of 1992, in which twenty-six miners were killed. At that time, manslaughter and criminal negligence charges were laid against the mine managers. The



charges were eventually dropped, and this led to the successful campaign for legal reform. In 2004, Bill C-45, known as The Westray Act, was passed. While this was a positive step, after a decade, there had been few convictions under the Westray Act, and none in Ontario.

The OFL launched its “Kill a Worker, Go to Jail” campaign immediately following the Metron tragedy, demanding jail time for employers whose criminal negligence has resulted in a worker’s death. In 2012, the campaign finally yielded results when Metron received Ontario’s first criminal conviction under the Westray Act.

Upon the release of the sentencing, Ontario Federation of Labour President Chris Buckley stated, “I hope this verdict sends shivers down the spine of employers across Ontario. The message from this Ontario court echoes the campaign of the Ontario Federation of Labour: if you kill a worker, you will go to jail. No prison term or financial penalty can bring back the workers who died or undo the pain felt by their families, but this sentence has the power to prevent other workers from suffering a similar fate.”

Actors' Fund of Canada Re-Launches as AFC! New Name, New Services

As of February 1, the Actors' Fund of Canada was rebranded simply as The AFC. The organization is an expression of the community's goodwill, providing confidential assistance to entertainment professionals when they are at their most vulnerable due to injury, illness or other personal hardship. The AFC provides over \$500,000 each year to assist more than 200 Canadian entertainment professionals and their families.

Approximately one-third of those assisted are IATSE members, who are able to maintain their health, dignity and ability to work. The rebranding aims to increase awareness of The AFC mandate

and to encourage support from industry members and arts audiences across Canada.

"Most entertainment industry professionals work on contract or in tempo-

rary jobs with little income stability. Even the most established artists and technicians can find themselves in a precarious financial position. The AFC is a real lifeline for those in our community and helps to keep the lights on and food on the table," says Executive Director David Hope.

Members and Locals are able to set up regular contributions. For more info on how to support this organization - that supports us - visit www.afchelps.ca



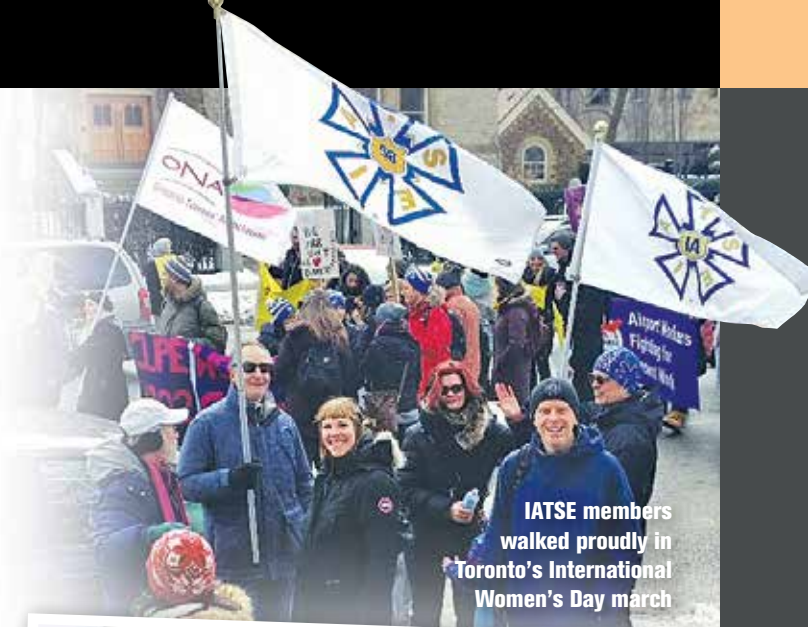
Local 856 Business Agent Rob Rowan, International Representative Peter DaPrato, AFC President Fiona Reid, Local 667 Business Representative David Rumley and Local 873 President Wayne Goodchild gather to discuss The AFC Relaunch at the Prime Time Conference in Ottawa

INTERNATIONAL WOMEN'S DAY EVENTS IN CANADA

March 8 was International Women's Day, and IATSE locals & the International marked the occasion in a number of different ways. In Vancouver, Locals 669, 891, and the International participated in a Women in Entertainment fundraiser for IWD, as well as a Vancouver & District Labour Council dinner celebrating women in trades and featuring entertainment and speakers on being a woman working in the trades. Congratulations also to International Representative Julia Neville and Local 669 Treasurer Braden Haggerty on being recognized as Local 891's and Local 669's inaugural International Women's Day Honourees!

On the other side of the country, Locals 680 and 849 rallied in front of Halifax City Hall on issues important to women, including restoring funding to Women's Employment Centres across Nova Scotia, ensuring the inquiry for Missing and Murdered Aboriginal Women leads to change, and creating a national child-care and early childhood education system. Local 709 members participated in an IWD 2016 luncheon in St. John's, Newfoundland. In Montreal, Local 514 and Local 56 members attended a rally and participated in a collective composed of union and feminist leaders that met with government leaders to promote their demands concerning women's rights. The group also organized several events such as dinners, plays, and lectures across the province of Quebec, based on this year's theme, "On March 8th, I'm being heard!"

In Toronto, Locals 58, 411, 667 and the International marched through the downtown core in North America's biggest International Women's Day march. The opening event was a rally which



IATSE members walked proudly in Toronto's International Women's Day march



International Women's Day Honourees Braden Haggerty and Julia Neville

PHOTOGRAPHER: STEPH SCHUMANN

included discussion on justice on the job as well as putting an end to violence, racism, and poverty. The march terminated at Ryerson University, where an IWD Fair was being held. The IATSE is on the move. Solidarity and equality for women!



International Vice President Walter Cahill and his wife, Jeanne, with Vice President Joe Biden and Second Lady, Dr. Jill Biden during a holiday reception at their residence at December 17, 2015.

CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, January 11, 2016 in the Diplomat 1, 2, 3 Conference Room of the Diplomat Resort, Hollywood, Florida.

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 DEPAULO,
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: International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White; Assistant to the President Sean McGuire; Director of Communications Emily Tao; Director of Broadcast Sandra England; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Christopher "Radar" Bateman, Steve Belsky, Dan'l Cook, John Culleeny, Peter DaPrato, Don Gandolini, Jr., David Garretson, Barny Haines, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Brian Lawlor, Peter Marley, Julia Neville, Fran O'Hern, Joanne Sanders, Lyle Trachtenberg, and Jason Vergnano; Retired Assistant to the President Deborah A. Reid; Staff members Marisol Correa, Asha Nandlal, Alejandra Tomais, Marcia Lewis, MaryAnn Kelly and James Rainey, Jr.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 3, Pittsburgh, PA; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 11, Boston-Waltham, MA; 13, Minneapolis-St. Cloud-Little Falls-Brainerd-St. John's Univ.-Coll. of St. Benedict-St. Paul, MN; 14, Albany-Schenectady-Amsterdam-Troy, NY; 16, San Francisco-Marin Cty-

Santa Rosa-Lake Mendocino-Sonoma-Napa Cty-San Mateo Cty-Palo Alto, CA; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 26, Grand Rapids-Muskegon-Battlecreek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 30, Indianapolis-Kokomo-Richmond-Earham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 110, Chicago, IL; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 209, State of Ohio; 251, Madison-Columbia-Sauk County, WI; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 411, Province of Ontario; 461, St. Catherines-Welland-Niagara Falls, ON; 470, Oshkosh-Fond Du Lac-Green Bay-Wisconsin Rapids-Marshfield-Wausau, WI; 476, Chicago, IL; 477, State of Florida; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 487, Mid-Atlantic Area; 491, States of North/South Carolina-Savannah, GA; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 695, Hollywood, CA; 700, United States;



Representatives of the Host Locals welcome all attendees to Hollywood, Florida

705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 856, Province of Manitoba; 871, Hollywood, CA; 873, Toronto, ON; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY, B20, Portland, OR; B27, Cleveland, OH; B173, Toronto-Hamilton, ON and B192, Hollywood, CA.

HOST LOCALS

At the opening session of the Board meeting representatives of Host Locals 161, 477, 500, 600, 700, 706, 800, 798 and USA829 appeared to officially welcome the members of the General Executive Board, Official Family, local union representatives and guests to Hollywood, Florida. On behalf of the Host Locals, Chris Ranung-McComb, President of Local 477, thanked the General Executive Board for the opportunity to host this meeting and offered to provide any assistance to the Board and all attendees during the week.

President Ranung-McComb spoke on restoring the political process in the State of Florida. The State has about 12 million registered voters, 15% of whom are union

members. They have a 5% voter majority of Democrats to Republicans. Working families get stone-walled because Florida has a Republican majority of the State Senate and a Republican super-majority of the State House. He urged everyone that we have to start now and “Get Out The Vote.”

Terry McKenzie, Business Agent of Local 500 also wished the Official Family a warm welcome to Hollywood, Florida.

On behalf of the Board, President Loeb expressed his gratitude to the Host Locals for all their hospitality and hard work in assisting with the arrangements for making this meeting run smoothly. President Loeb mentioned that the 68th Quadrennial Convention will be held in 2017 at the Diplomat Resort. He also noted that the IA has held six conventions and eight General Executive Board meetings in Hollywood, Florida.

President Loeb addressed the political comments by assuring the commitment and support of the Alliance with regard to political activism. Florida is in fact a pivotal and important state for the 2016 Elections.

INTRODUCTIONS

At the onset of the Board meeting, President Loeb introduced the following new members of the Official Family:

Dan'l Cook, International Representative, Tradeshow and Display Work

Dan'l Cook has been a member of IATSE Local 720 since 1995. He began his career in Las Vegas show rooms working as a spotlight operator and stage electrician. In 1997 Dan'l transitioned into the convention industry working as an audiovisual technician and Job Steward. In 2001 he was hired as an assistant training manager and trainer for the IATSE Local 720 Training Trust. Dan'l has served on the Executive Board of his Local as 3rd Vice President and Trustee.

From 2008-2015 Dan'l held the position of President of Local 720 and Trustee of Local 720's Pension, Training and Disability Trust Funds. In 2009 International President Matthew D. Loeb appointed him to the District 2 Executive Board. He has also served the International as a trainer for the AV Essentials class at various Locals throughout the United States. From 2013 to the present he holds the position of President of the Nevada State AFL-CIO and chairman of the Board of Governors for the Grace Carroll Rocky Mountain Labor School.

Steve Kaplan, International Representative, Motion Picture & Television Production Department

Steve began his career as an Organizer for The Animation Guild, Local 839 IATSE in 2010 with the goal of organizing the animation and visual effects fields. As the Guild's organizer, Steve made significant headway in outreach and education

about unionization with the Visual Effects industry during their time of upheaval. Steve saw success organizing non-union teams of animation artists at Starburns on the Rick and Morty show as well as the CG artists at Nickelodeon.

Steve was successful at organizing internally by increasing the value of 839 membership through the Local's training and engagement programs. In 2014, Steve took on further responsibilities with the Local by supervising the upgrade and then regular maintenance of the Guild's website, assuming the editorial responsibilities of the Guild's monthly publication, The Pegboard, as well as assuming Field Representative duties at signatory animation studios in Los Angeles.

Before his job with the Guild, Steve worked as a Visual Effects artist directly for Visual Effects Supervisor John Nelson on a small in-house team for the production of Sorcerer's Apprentice. Before that, Steve had a steady freelance visual effects career in Los Angeles that saw work in features, commercials, and television and industrial productions.

Andrew Kahn, Associate West Coast Counsel

Andy has been a union-side attorney for twenty-seven years. He attended UC Berkley School of Law and clerked for the 9th Circuit Judge James Browning. He taught labor law at UC Berkley School of Law in 2014 and has represented a variety of union employee groups including Hotel and Restaurant Workers, Building Trades, and Grocery Clerks. His focus was on union speech issues, and assisted in organizing and contract campaigns, particularly through comprehensive campaigning. Before he attended law school, he was a researcher for four years for the AFL-CIO and then for SEIU, primarily

for the Los Angeles County Employees Association. He was born in New York City to an AFT member and grew up in the New York suburbs. He attended Harvard College where he started working for the labor movement. He will be working out of the IATSE West Coast Office with West Coast Counsel, James Varga.

Krista Hurdon

Krista has been formally appointed as an International Representative. Krista was the Canadian Office's Operations Manager for thirteen years prior to this appointment.

Nate Richmond

Nate Richmond has been promoted to Operations Manager of the IATSE Canadian Office.

RETIREMENT OF ASSISTANT TO THE PRESIDENT DEBORAH A. REID

As one of the first orders of business during the opening session of the 2016 Mid-Winter General Executive Board meeting, Assistant to the International President Deborah A. Reid addressed the Board publicly announcing her retirement, which officially occurred on October 7, 2015.

She recounted that after her freshman year of college in 1974 she applied for a secretarial position in the IATSE General Office, working for International President Walter F. Diehl. At her retirement, Assistant to the President Reid had worked in the administrations of four International Presidents, including that of current IA President Matthew D. Loeb. And, although she did not work for President Emeritus Richard F. Walsh, Assistant to the President Reid recounted that she knew him from his attendance at many Board meetings early in her career.

Assistant to the President Reid is a member of the IATSE Special Department California Branch. In 1994 she was appointed International Representative and was the first woman to be appointed to the position of Assistant to the President in 2004.

Assistant to the President Reid described the positive changes to the IATSE in size and influence over the course of her career including, but not limited to, the expansion of the General Executive Board; growth in membership and treasury; the purchase of office buildings in Toluca Lake, Toronto and the General Office New York. She is most proud of the roles she played in the IATSE's purchase of a West Coast Office building and in the International's political program, which she spearheaded until her retirement. She extended warm appreciation to President Loeb, General Secretary-Treasurer James B. Wood, the General Executive Board, retired Representative-in-Charge of the West Coast Office Joseph Aredas, former General Counsels Harold P. Spivak, Steven B. Spivak, Dale W. Short, General Counsel Samantha Dulaney and West Coast Counsel James G. Varga, and all Officers, Representatives, local union representatives and delegates for their constant support and mentorship over the course of her long career with the International.

On behalf of the International and all of its Locals, President Loeb expressed sincere gratitude to Assistant to the President Reid, remarking that she has two families, that into which she was born and the IATSE, the family she chose. He remarked that there is no one more dedicated to the IATSE than Assistant to the President Reid. He announced that in appreciation for her tireless commitment to the Alliance, the semi-annual IATSE Political Action Committee reception would



International Vice President Walter Cahill, Retired Assistant to the President Deborah Reid, International President Matthew Loeb and General Secretary-Treasurer James Wood at the IATSE-PAC Reception.

be held in her honor during the week of this Board meeting. At the conclusion of President Loeb's remarks, those in attendance saluted Assistant to the President Reid with a convivial standing ovation.

In addition to the IATSE-PAC reception where President Loeb presented her with an award for her service, other events in honor of Assistant to the President Reid during this Mid-Winter Board meeting included a dinner hosted by the IATSE East Coast Council and a special presentation by the IATSE Women's Committee.

GENERAL EXECUTIVE BOARD MEETING MINUTES Mid-Summer Meeting – July 27-31, 2015 – Halifax, Nova Scotia

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Summer meeting of the Board held in Halifax, Nova Scotia, the week of July 27-31, 2015.

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

REPORT OF THE GENERAL SECRETARY-TREASURER

General Secretary-Treasurer, James B. Wood reported to the Board on the financial status of the IATSE.

Membership Growth

During 2015, a record was set in the General Office in terms of the number of "A" membership applications that were processed. That number was 9,102 and surpassed the previous record of 8,658 that had stood since 1996.

The total membership of the Alliance continues to grow and has now reached the highest number in history at 125,841. This is an increase of 3,724 during 2015 and an increase of 8,346 members since the last International Convention in July 2013.

68th Quadrennial Convention

The next International Convention will take place in July 2017 at the same property as this General Executive Board meeting. The mid-summer meeting of the General Executive Board will precede the convention and take place from July 10 – 14, 2017 and the Convention itself will take place from July 17 – 21, 2017. The District meetings will occur during the weekend between the conclusion of the Board meeting and the start of the convention. The room rate will be \$199.00 per night single/double occupancy. Some preliminary preparations are already starting in the General Office

and those preparations will continue to increase throughout 2016 and early 2017.

Audited Financial Statements

As was reported during the Halifax General Executive Board meeting, the accounting firm of Schultheis & Panettieri completed their audit of the International and those financial statements were published in the Third Quarter issue of the Official Bulletin.

The year-end of April 30, 2016 is fast approaching and in the next few months, the auditors will once again begin their annual audit. The growth in membership combined with controlled expense growth has provided positive net income numbers thus far in the fiscal year and that is expected to continue through the remainder of the year.

Local Union 2016 Supplies

The process of sending the 2016 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 2015 and purchased the necessary amount of per capita stamps for 2015.

As of the commencement of this General Executive Board meeting, all but 54 of our 372 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2016 supplies and membership cards.

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

Information Technology

The day-to-day amount of administrative issues and help desk type of functions that our IT Administrator Jimmy Rainey now performs is quite substantial given

the increased number of staff and Representatives and the ever-increasing amount of technology that we are now deploying to support those employees in the performance of their jobs. However, two individual projects have recently been commenced which should be specifically mentioned.

The first project involves an expansion of the database functionality in order to begin to capture additional data particularly related to activism. Many individual departments are presently tracking such items, but by centralizing this information within the International's database, all departments will be able to obtain information from a centralized source.

A second project that is in the early stages of development will allow the International to have an online organizing tool that will allow for the creation of a campaign in a matter of minutes.

In other Finance Department News,

1. The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During 2015, royalty payments totaling almost \$175,000 were received.
2. There are now 249 of the International's 372 local unions using the online system for completing and submitting Quarterly Reports and these local unions represent almost 97% of the total membership of the Alliance. This system continues to be promoted during the Officer Institute training and local unions continue to register.
3. The campaign to encourage members to receive the Official Bulletin in electronic format has continued and almost 14,000 members now receive the Bulletin in that manner.
4. The emblem of the IATSE has long been a registered trademark and we are vigilant in protecting its use. In

November of 2015 the Canadian registration for the emblem came due and it was renewed for the maximum allowable fifteen years as was the phrase "I Am The IA" and "The Union Behind Entertainment".

5. The sample Constitution and Bylaws booklet that is available from the International has been translated into Spanish and the French translation is almost complete.
6. The International continues to charge fees for consultation responses for INS Visas. During 2015, over \$900,000 in fees were collected and as per prior General Executive Board action, all of that revenue is deposited in the Building Fund. The volume of work has increased to the point that we have now assigned a dedicated staff person in the General Office to handle this task.

REPORT OF THE BOARD OF TRUSTEES

International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2015 through September 30, 2015 to the General Executive Board. Trustee White reported that the Trustees met in the General Office in New York City on November 10-12, 2015 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order. President Loeb thanked the Trustees for their important work. The report of the Trustees was accepted and approved by the Board.

APPEARANCE: LOCAL NO. USA829, UNITED STATES

Re: Organizing Activities

Local USA829 National Business

Agent Cecilia Friederichs made an appearance along with Local USA829 Business Representatives Carl Mulert, Kevin S. Sciotto, Patrick S. Landers, Martha Mountain and Susan Gammie to report on Local USA829's recent organizing efforts.

The Local's recent activities included a membership organizing drive for theatrical designers; an initiative to improve conditions for Off-Broadway designers in New York City; a first contract for costume department coordinators on motion pictures in the New York City area; and a successful member mobilization to encourage the New York Times to properly credit designers in the newspaper's theatrical reviews.

It was first reported that as part of its efforts to strengthen the Local, USA829 periodically offers a streamlined membership process for qualified theatrical scenery, projection, costume, lighting, and sound designers. In 2015, the Local commenced a successful membership drive of this sort. Members across the U.S. were encouraged to reach out to unrepresented designers and urge them to take this opportunity to join. It was reported that USA829 staff across the country were heavily involved in this process with head Theatrical Business Representative Carl Mulert serving as nationwide point person. The new member applications were reviewed by a panel of USA829 designers in all disciplines. Ultimately, over 350 individuals were brought into membership. It was noted that—as a result of this drive—the Local has witnessed activism and involvement by these new (many young) members and renewed energy within its existing membership.

It was next reported that the Local recently embarked on a push to strengthen working conditions for Off-Broadway

designers. Historically, USA829 members worked in this sector on a project-by-project basis but the Local did not truly seek to organize Off-Broadway theatres, producers and producing groups. Changes in this work have now caused designers to take action collectively. At the request of its members, the Local formed a committee to confront Off-Broadway conditions and improve pay scales for this increasingly demanding work. The committee has conducted meetings to engage current members and completed extensive outreach, including one-on-one conversations with dozens of designers who work Off-Broadway. The Local has reached out to many early career non-members who fill Off-Broadway roles (who it now calls “pre-members”) to build wide support and a communication network. The committee has also contacted other creative groups with Off-Broadway ties to solicit their support. With this project, USA829 looks forward to eventually establishing a collective bargaining agreement with terms that can be extended to other small producers.

The third topic reported upon was Local USA829’s successfully organizing campaign covering costume department coordinators working on motion pictures in the New York City area. It was reported that the title of “costume department coordinator” is generally held by young costume designers in the industry. In 2013, USA829 was approached by costume department coordinators seeking representation. One member came to the Local with a petition signed by over forty individuals in that classification (plus many costume designers who supported them). USA829 met with Local 764, which was supportive of the effort, and requested permission from President Loeb to represent these workers. That

permission was granted and USA829 representatives met with workers over the next several months to develop campaign strategies. It was noted that USA829 Business Representative Patrick Landers was instrumental in this campaign. Representation cards were gathered from a vast majority of people working in the costume department coordinator classification. The Local concluded that it could file National Labor Relations Board representation petitions involving five separate companies. After commencing its filings, USA829 was contacted by the AMPTP, which offered to voluntarily recognize the union and negotiate a global contract for all companies. On September 19, 2015 a first contract covering costume department coordinators was attained. The contract includes full health, pension and annuity benefits, overtime provisions, and holidays. At a special October 6, 2015 meeting, the contract was unanimously ratified. It went into effect on October 18, 2015.

Finally, it was reported that USA829 led a successful effort to restore theatrical designer credits to the New York Times theater reviews. In September 2015, the newspaper stopped publishing this credit section. USA829 wanted the credits restored and its designers to continue to be publicly credited. The Local took action to voice its concern to the Times. People spread the word extensively using social media. Over 850 members of the Local, including many prominent theatrical designers signed a letter to the newspaper as did President Loeb and dozens of well-known playwrights. Ultimately, these efforts paid off and by mid-October 2015 the credit listings had been restored to the New York Times theatrical reviews in both print and website versions.

It was noted that as a result of its

member organizing efforts USA829 enrolled an additional 498 members in 2015. It was further noted that the Local has grown from approximately 2,300 to approximately 4,500 members in the past twenty years.

President Loeb thanked those reporting. He added that USA829 is responsive, creative, and aggressive about organizing. The Local has completed well-conceived organizing drives throughout its industries and in doing so has built bargaining power and enrolled people who complement its current members.

APPEARANCE: LOCAL ONE, NEW YORK-WESTCHESTER-PUTNAM COUNTIES, NY

Re: Local One Merger with Local 340

The following officers of Local No. One reported to the Board on the noteworthy merger of Local 340 into Local One: President James J. Claffey, Jr., William Cassidy, Second Vice President (former Local 340 President), Theatrical Business Manager Kevin A. McGarty, Television Business Manager Robert C. Nimmo, and Representative Robert M. Sullivan (former President of Local 340).

Prior to the merger, Local One’s jurisdiction included three of the five boroughs of New York City, including Manhattan, Bronx, and Staten Island; as well as, Westchester and Putnam Counties. The jurisdiction of Local 340 included Nassau and Suffolk counties on Long Island. President Claffey advised that the merger discussions began over five years ago. The officers and members of Local 340 were deliberate in their proceedings and discussions about the merger because the decision was not an easy one. Local 340 was chartered in 1922 and had a significant, honorable history.

As a result of the merger, Local One’s jurisdiction now covers the following

counties: Bronx, New York, Richmond, Nassau, Suffolk, Westchester and Putnam. The officers thanked President Loeb for his guidance and support throughout the process.

President Loeb remarked that he approved the merger agreement because it was the right thing to do. He noted that the agreement was ratified by a 2:1 vote, which is a solid mandate from the members. He stated further that the merger will allow for progress, including broad organizing opportunities on Long Island. President Loeb commended both memberships for their foresight. He wished them well and stated that he looks forward to reports of progress.

APPEARANCE: LOCAL ONE, NEW YORK-WESTCHESTER-PUTNAM COUNTIES, NY

Re: The Broadway League and Manhattan School of Music

Local One Officers President James J. Claffey, Jr., Theatrical Business Agent Kevin A. McGarty, Television Business Agent Robert C. Nimmo, and Representative James A. Claffey, Sr. appeared before the Board to report on the successful organizing of the Manhattan School of Music (MSM) located in Morningside Heights, NY. Founded in 1921, the MSM is a premier international conservatory with eight performance spaces/studios. The organizing campaign was begun in 2013 and concluded in 2015. The Local proceeded cautiously, ever mindful that this work is exactly that under contract with other employers. Brother Nimmo explained that Local One sought to provide area standard terms and conditions of employment for the workers at the MSM. He advised that the contract was ratified. Brother Claffey thanked Local One Organizer Daniel Gilloon who has since retired for his work on this campaign.

President Loeb remarked that Local One has positively changed the lives of the workers at the MSM, while simultaneously securing and preserving its jurisdiction. He congratulated the workers at the MSM and the Local for a job well done.

The Local also reported on its negotiations with The Broadway League which recently concluded. Brother Claffey reported that what usually takes much longer to achieve only required nine meetings this time. He noted that Broadway is thriving and the negotiations took place against that backdrop. Although it took a marathon twenty-three hour session and President Loeb's presence on the last day in order to reach a deal, the parties settled on an agreement to their mutual satisfaction. The agreement includes increases to wages and meaningful contributions to the Local One health plan. Brother Claffey thanked President Loeb for his assistance and reported that the contract was ratified unanimously.

President Loeb congratulated the Local for concluding its collective bargaining agreement, observing that what Local One is able to achieve inures to the benefit of the IATSE Locals that follow.

APPEARANCE: LOCAL NO. 632, NORTHEAST NEW JERSEY

Re: "Art Matters"

Kevin O'Brien, President of Local 632 made an appearance before the Board along with Local 632 Vice President James Villani, and Local 632 Business Manager Joseph Villani to report upon his role as a member of the New Jersey State Council on the Arts and that agency's implementation of a program called "Art Matters."

It was noted that Brother O'Brien was first nominated to the New Jersey State Council on the Arts in 2008. He has since been reappointed to the council and con-

tinues his service to date. The Council periodically carries out specific programs for New Jersey's arts and cultural organizations and Art Matters is one such program. It raises the profile of New Jersey's arts institutions and in doing so highlights the social and economic benefits of the arts for local economies throughout New Jersey. The report included a demonstration of the Art Matters website. With the anticipated success of Art Matters, the cultural interests of New Jersey communities will be enhanced and it will generate employment opportunities for members of the Alliance.

President Loeb thanked Local 632's officers for their appearance and remarked that this is an example of diligent activism. The arts are an essential part of the economy and this creates an environment where our members our protected and jobs are created.

APPEARANCE: LOCAL NO. 750, CHICAGO, ILLINOIS

Re: Billboard Award

Local 750 Business Agent Daniel P. Garnett reported on the technological advances that have altered the selling and distribution of tickets to the consumer. He advised that ticket technology has undergone a seismic shift in the last ten years. During that time ticket sales have changed from in-person contact at box offices to more indirect ways of purchasing tickets using computers and mobile devices. Local 750 has taken the initiative to educate its membership about these new distribution methods. It has kept abreast of the technological advances in digital ticketing and has seen an increase in jobs under union agreement in order to deal with issues presented by modern distribution methods. The Local has worked events at, and has agreements covering,

the Auditorium Theatre, Live Nation Chicago, Soldier Field, McCormick Place and Navy Pier. It will continue to stay up-to-date and even in front of developments in ticket purchase and distribution in order to maintain and secure jurisdiction on behalf of its members.

President Loeb noted that this is a challenging part of the live entertainment industry, but Local 750 has shown tremendous foresight and agility in tackling these technological changes straight-on. He observed that the education and training described by Brother Garnett has been crucial in helping the Local maintain its collective bargaining agreements and relationships. He stressed that the IATSE and its Locals must be able to meet the challenges posed by changing industries and technology, noting that Local 750 is meeting the test. He advised that he is in discussions with International Trustee and Education Department Director Patricia A. White about Local 750, with the goal of educating other treasurers and ticket seller Locals. President Loeb concluded his remarks by pointing out that this is our work and it is growing—not shrinking—as a result of technology. He extended his appreciation to Local 750 on the significant work it is doing.

APPEARANCE: LOCAL NO. 514, PROVINCE OF QUEBEC

Re: Local Training and Health and Safety Program

IATSE Local 514 Business Agent Michel Charron appeared before the General Executive Board to report on the successes of Local 514's health and safety and training initiatives which are funded exclusively by employer contributions to the Local's health and safety fund.

Charron reviewed the training certification statistics for the Local. Since 2007,



Local 514 Business Agent Michel Charron

the Local has conducted 413 training sessions for members which have translated into 3,175 certifications being issued. In 2015, the Quebec Ministry of Labour and the Ministry of Education certified the Local as a government recognized training organization. The Local currently has three certified “train the trainer” members. Training courses offered by the Local over the years include, among others, WHMIS, first aid, AED/CPR, fall protection and rescue, fork lift operation, ETCP Arena Rigger certification and scaffolding inspection. All course programming accords with federal and provincial regulations and have been adjusted to the workplace reality of the television and film industry. Charron explained that the Local also uses its health and safety fund to provide members with IA branded health and safety equipment free of charge and administers a safety shoe reimbursement program which has paid out more than \$167,000 in reimbursements to over seven hundred members since 2012. The Local has also sponsored the installation of seventeen AED units located in member workplaces and the Local's offices.

President Loeb applauded Local 514 for establishing such a comprehensive health and safety and training program for members in such a short period of time. He noted that the International will assist and support all Locals across North America that strive for similar membership training successes of their own.

APPEARANCE: THE ACTORS FUND

Joseph Benincasa, President and Chief Executive Officer of the Actors Fund, gave an engaging presentation to the Board about the programs offered by the Fund. The Actors Fund was founded in 1882. It is a National Human Services Organization that helps all professionals in the performing arts and entertainment community, including film, television, radio, theatre, music, dance and opera. In 2014, the Fund assisted more than 21,000 people directly in forty-five states. The Fund is a safety net, providing programs and services for those in need, crisis or transition. It has an operating budget of \$33 million dollars and receives support from individual donors, foundations and corporations, government agencies, special events, Broadway Cares, industry unions and employers. In fact, the International is a regular contributor to the Fund. Over the past five years, 6,183 IATSE members from eighty-three Locals received assistance.

President Loeb sits on the Fund's Board of Trustees. Among other programs/services, the Fund operates four residences, providing affordable housing in New York and Los Angeles. It also operates the Lillian Booth Home in Englewood, NJ, providing assisted living and skilled nursing care. The Fund is currently campaigning to rebuild, expand, preserve and operate that facility. In the



**President and CEO
Joseph Benincasa of
The Actors Fund**

last five years, forty-three IATSE members have lived at the home; presently, sixteen members reside there. Brothers Kevin M. O'Brien, of Local 632 and Daniel D. Dashman of Locals One and 798, expressed heartfelt thanks to Mr. Benincasa, each remarking that he had family members who had been helped by the Fund and who had resided at the Lillian Booth Home.

President Loeb remarked that as he did in 2009, he is requesting that all IATSE Locals make sizeable contributions to the Fund's campaign to refurbish the Lillian Booth Home, adding that the IATSE will participate in a "significant way." He thanked Mr. Benincasa for his appearance and for the work the Fund does on behalf of IATSE members and their families. Mr. Benincasa thanked President Loeb for his leadership and commitment to the Fund. He thanked IATSE Locals for their past and continued support.

APPEARANCE: IATSE TRAINING TRUST FUND

Re: 2015 Special Project Updates

Liz Campos, Executive Director of the IATSE Entertainment and Exhibition Industries Training Trust Fund ("TTF"),

made an appearance before the Board to give a status report on developments and activities of the Training Trust. She was joined by Participant Trustees Julia Neville, Patricia A. White and James G. Varga. A major 2015 project of the Training Trust Fund, developing a customized entertainment safety curriculum for use by all Locals, is coming to a close. The content of the UCLA curriculum is complete. The finishing touches are being put on the design and then the package will go to print.

The Training Modules include Basic Safety, Biological Hazards, Hazard Communication, Chemical Protection, Electrical Safety, Fall Prevention and Arrest, Elevated Work Platforms, Scaffolds, and Lift Safety Awareness, Ergonomics, Noise Exposure, Confined Spaces/Small Spaces, Firearm Safety and Lockout/Tag out among others. The modules are intended to convey best safety practices.

The materials themselves are interactive – not lecture-based, and are designed to be used by novice or experienced instructors. They are written using adult-learning principles and strategies.

Participants are engaged through activities and the use of case studies. IATSE worker voices are reflected throughout the curriculum making it Entertainment-industry specific. The case studies are based on real-life experiences, giving whoever is teaching options for customizing the modules through the use of the case studies. Notes and teaching scripts are inserted throughout the instructor manual prompting teachers along the way.

The next step is getting these modules to the Locals who apply for them. The process for applying for the curriculum and receiving orientation to the curriculum will be similar to the application for

other curricula and will be posted to the TTF website soon.

Locals wanting to use any of the TTF curricula to train their members should submit an application to the Training Trust Fund. The TTF will assure the Local's member trainers receive the necessary orientation and are ready to start training using the Training Trust Fund materials. The application is on the TTF website.

The Trust is further developing the resources that will be available so that the TTF can better support Locals engaged in all types of training courses. Many of these resources are posted on the website. Others may be obtained by contacting the Trust Fund office.

The second major new resource since the last GEB meeting is a booklet that serves as a guide for local unions on how to develop their own training program that suits the needs of their members and employees. This primer on developing training programs and courses is available on the TTF website. It is designed to be a review primer that breaks down material covered in our popular Train the Trainer course with some added resources. It can also be used by those unable to attend the Train the Trainer as a basic guide to putting together training courses.

The 2015 Area Standards Agreement (ASA) calls for contributions to the TTF for those working under it. Pursuant to this agreement, the TTF is partnering with the Contract Services Safety Pass program to offer the online A and A2 safety courses to IATSE workers working under the ASA.

The TTF staff has been working closely with Safety Pass program staff on this special program rollout, and details will be available over the winter and spring as the roll-out is finalized.

The Training Trust Fund spent a great deal of time over the past six months enhancing capacity building, technical assistance and resources. There is curriculum available for use, a trainer database to help local unions find the right trainer for courses and templates for use in training. The TTF invites all Locals to share their trainer recommendations and curriculum they wish to allow others to use.

It was noted that up-to-date information about TTF programs, news and resources developed/shared are available on the website at www.iatsetrainingtrust.org. Locals are encouraged to send updates about trainings and other training related news so the TTF can help share this news. There is also a TTF newsletter that can be subscribed to while visiting the website.

Information about how to access any and all TTF programs and resources can also be found on the website. The trainers shown there have gone through training on the TTF Entertainment Safety curriculum with one of the ICAP seasoned instructors. Also - if a Local has an OSHA Outreach Trainer or is interested in developing a new OSHA Outreach Trainer, please contact the TTF.

The TTF will continue to offer a reimbursement to Locals that send their own member trainers to the OSHA Training Institute to become OSHA Outreach Trainers. Many Locals have made use of this opportunity. Contact the Training Trust Fund for more information.

As per the Area Standards Agreement (to add five Participant Trustees and five Employer Trustees from the AMPTP), five new Participant Trustees were recently appointed by President Loeb. They are: Joseph D. Aldridge of Local 720, Kevin L. Amick of Local 479, Murray K. Campbell of Local 484, Greg McCutcheon from Local 481 and Beverly Miller, President of

Local USA829. The Trust Fund has also added two new staff members – Mark Arteaga, Controller and Bill Mc Cord, Training Implementation Specialist.

The TTF held OSHA classes in Dallas, Atlanta, Chicago, Nashville, New York, Cleveland and Boston in 2015. Over two hundred and five IATSE workers were reached with more than 2,082 cumulative hours of training. Since the inception of this program, the Trust has reached over 1,122 IATSE workers with over 12,416 hours of safety training. Between the calendar OSHA 10 classes and supported OSHA 10 classes, the Trust has reached over 1,750 people with over 18,735 hours of cumulative training.

In 2015, one hundred and ninety-eight IATSE safety and skills instructors were trained through the Train the Trainer course. Those trainers have conducted 95+ trainings for 1,900 IATSE workers equaling a grand total of more than 17,050 cumulative hours of training. It was noted at the last GEB in July, that only seventy-seven IATSE workers had received training and they had conducted sixty-five trainings for 1,515 workers totaling 14,400 hours of training. That's a 157% increase in the number of trainers trained in the second half of the year.

This year, the Training Trust has supported classes from Omaha and St. Louis, to Reno and Buffalo, and to Halifax. Trust Fund support reached more than five-hundred IATSE workers with over 5,830 cumulative hours of training. Since the inception of the Supported Course program, over nine-hundred-fifteen workers have been reached with more than 9,525 hours of training.

More than forty-five IATSE workers have been reimbursed for over fifty ETCP, CTS or AED exam/certification fees this year. Back in July, only twenty-nine work-

ers had applied for thirty-one certification or exam reimbursements. Over two hundred and forty-six individuals have received reimbursement for two hundred and sixty-seven certifications and/or exams since the program was first created. Individuals may now apply for up to \$100 reimbursement for the AED class/certificate and up to \$1,600 for SPRAT certification. SPRAT certification funds are limited so preference may be given to Locals with TTF language in their agreements.

The Trust added more than eighty-five new major employers as a result of the Area Standards Agreement making for 1,323 employers who are or have been signatory to the TTF since its inception, up from 1,135, as reported at the last GEB. It was also reported that ninety-one Locals have language in their agreements making their employers signatory to the Training Trust Fund and calling for contributions to the Training Trust Fund.

In 2015, over 3,130 IATSE workers were reached through 135+ classes and more than 38,915 hours of training. The 2015 numbers represent a 207% increase in the number of people served and a 154% increase in the number of cumulative training hours over the previous year. Once again, much of the growth in the number of people reached can be attributed to the Train the Trainer program.

The Training Trust Fund is gaining national recognition for its unique approach to incumbent worker training. Training Trust Fund Executive Director, Liz Campos and IATSE Education and Training Department Director, Patricia A. White were asked by the International Foundation of Employee Benefit Plans to teach at the Institute for Apprenticeship, Education and Training in Rancho Mirage, CA. The panel addressed recruitment and retention strategies in training programs.

In conclusion, Campos noted that the Training Trust Fund has reached just shy of 5,350 IATSE workers with two hundred and thirty-nine classes and more than 68,600 cumulative training hours. In addition, two hundred and forty-six individuals have been served through the Exam Reimbursement program.

The Training Trust Fund expressed sincere thanks to President Loeb; General Secretary-Treasurer Wood; the Board and Department Directors; International Vice President Michael F. Miller, Jr. and Buffy Snyder of the West Coast office and IT Administrator Jimmy Rainey for all they do to support the work of the Training Trust Fund. Thanks were given to the Trustees and Staff for all of their hard work, the ICAP, Ben Adams and all of the IA reps who support the work of the Trust.

Extra special thanks were extended to all of the Locals that work with the Trust in many ways -- from bargaining for employer contributions, partnering with the Fund to use their space for programs, offering to share their resources, participating in programs, putting on supported courses, and much, much more.

APPEALS:

Armando DaSilva v. IATSE Local No. 129, Hamilton-Brantford, ON

The General Executive Board considered Brother Armando DaSilva's November 20, 2015 appeal of President Loeb's decision dated October 22, 2015. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Brother DaSilva's appeal and resolved to communicate this decision to Brother DaSilva in writing in accordance with the advice of legal counsel. International President Matthew D. Loeb, and International Vice Presidents C. Faye Harper and Colleen Glynn

abstained from participating in any debate and/or vote in relation to this appeal.

ACTIVISM MANUAL

International Vice President and Director of Motion Picture and Television Production Michael F. Miller, Jr., International Vice President and Director of Canadian Affairs John M. Lewis, International Representative Krista Hurdon and Communications Department Director Emily Tao reported to the Board on their efforts to assemble the IATSE Activism Manual, a guide for local unions of the Alliance interested in engaging in activism within their Local.

Vice Presidents Miller and Lewis volunteered to oversee the creation of such a booklet. Representative Hurdon was assigned to conduct research and create a first draft. At the Mid-Winter 2015 General Executive Board meeting in Charlotte, Representative Hurdon met with Vice Presidents Miller and Lewis and Assistant Motion Picture Department Director Vanessa Holtgrewe to receive their input and finalize content. The final draft of the Manual provides direction to Locals on identifying possible forms of activism, identifying activists within Locals, managing activists, and conducting campaigns. Director Tao and Outreach Coordinator Molly Katchpole assisted in finalizing the format of the Manual. The Communications Department emailed the Manual to all IATSE Locals, with the French version being sent to all Quebec-based Locals. The Manual has also been posted on the IATSE website under the "Get Involved" section.

President Loeb thanked all those involved with the creation of the Activism Manual. In doing so, he noted that the Manual will become a useful tool for Locals looking to engage their members and stimulate activists.

BIG TEN NETWORK

Broadcast Department Director Sandra England and International Representative Fran O'Hern reported on recent collective bargaining negotiations following the IA's successful election as representative of broadcast technicians working for Big Ten Network in Wisconsin and Minnesota. It was reported that throughout 2015, Broadcast Department representatives met several times with Big Ten Network executives and labor relations representatives of Fox Entertainment Group (a parent company of Big Ten Network). The technicians sought higher pay, clear working conditions and coverage under the IATSE National Benefit Funds. The company wanted to implement less favorable conditions and lesser pay increases for work on sports content that ostensibly produces smaller amounts of revenue for the Big Ten Network.

Significant details were debated but a fair contract resulted from the negotiations that includes wage increases for technicians working on all Big Ten Network content in these markets. For all work performed under the contract, technicians will receive contributions to the National Benefit Funds. The membership promptly ratified this landmark contract, which the leaders of Locals 745 and 414 were instrumental in negotiating. The Broadcast Department is confident that additional Big Ten markets will soon also be under contract.

President Loeb thanked those reporting and remarked upon the sizable gains made by the new contract. He reiterated the Alliance's commitment and ongoing pursuit of fair working conditions for all broadcast technicians of the Big Ten Network.

BILL C-377 REPORT

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon reported to the General Executive Board on recent developments with Bill C-377, to amend the Canada Income Tax Act.

IATSE Canada has reported many times on the status of Bill C-377, which is commonly referred to as the “Union Transparency Bill”. It is the proposed amendment to the Canada Income Tax Act that unfairly singles out unions by compelling them to comply with onerous financial reporting obligations to the Canada Revenue Agency would then become available to the public for scrutiny, including employers. The reporting obligations contemplated by the Bill are not required by any other dues paying organization in Canada. Bill C-377 was passed by the Conservative Government immediately prior to the October 2015 election and was set to become law effective January 1, 2016.

Following the election of a Liberal majority government in October 2015, Prime Minister Justin Trudeau met with labour at the CLC’s Canada Council, marking the first time a sitting Prime Minister has met with the CLC in over fifty years. At the meeting, Prime Minister Trudeau pledged to Canadian union leaders, including International Vice President Lewis, that his government would repeal Bill C-377.

In Prime Minister Trudeau’s mandate letter to MaryAnn Mihychuk, the Minister of Employment, Workforce Development and Labour, the Liberal Government, which was made public, confirmed instructions to repeal Bill C-377. Minister Mihychuk has since issued a press release announcing that she has waived the re-

porting requirements for labour organizations and labour trusts arising from Bill C-377 for the fiscal periods starting on December 31, 2015 and through 2016 while the federal government works towards repealing the Bill.

President Loeb applauded the IATSE Canadian Office and other labour and like-minded organizations including the CLC for publicly opposing Bill C-377 and actively campaigning to support elected representatives committed to the Bill’s demise. He also applauded the Liberal Government’s recognition of the importance trade union’s play in Canada and its decision to take steps to swiftly repeal Bill C-377.

CANADIAN PRAIRIE AGREEMENT

International Vice President Damian Petti, International Representative Julia Neville and CLC Delegate Kelly Moon as well as IATSE Local 669 Representatives Braden Haggerty and Kevin Hall and IATSE Local 856 Representative Robert A. Rowan reported to the General Executive Board on the status of promulgated collective agreements applicable to the Prairie Provinces in Canada.

Vice President Petti explained that he, Representative Neville and CLC Delegate Moon coordinated meetings with Locals 210, 212, 856 and 669 to canvass the prospect of working together to modify the Locals’ respective promulgated agreements to ensure some consistency in terms. After several conference calls, the group was able to reach consensus on a number of items, including zone, travel time payment, turnaround, meal-breaks, per diem and tiers. It is expected that these consensus items will be reflected in each of the Local’s respective updated promulgated agreements which

will be finalized in the first half of 2016. Vice President Petti also advised that he had received a commitment from IATSE Local 669 that it would be making improvements to its promulgated agreement that more closely reflect the promulgated templates in Alberta and Manitoba. Vice President Petti concluded his report by thanking the participating Locals for their hard work and cooperation.

President Loeb applauded the efforts of the Locals and noted that consistency in the Locals’ various collective agreements is integral to securing better terms and conditions. He directed Vice President Petti, Representative Neville and Delegate Moon to continue to work with the Locals as required to ensure ongoing communication and cooperation.

LOCAL NO. 8, PHILADELPHIA, PA

Re: Philadelphia Club Organizing

Vice President Barnes reported that in 2012, Local 8 began to explore club venues with a view toward representing the workers employed in those locations. The Local developed a plan and was deliberate in its implementation. Vice President Barnes stated “in keeping with President Loeb’s directions, Local 8 maintains a list of organizing targets.” The list is reviewed and modified at the Local’s monthly meetings with membership involvement. As opportunities develop, the Local—because of its planning—is in a position to initiate organizing campaigns with the majority of them being successful.

Since 2014, Local 8 has successfully organized three club venues in Philadelphia. Consequently, it has brought in over fifty new members. The Local immediately sought to involve these new members and placed them on the

bargaining committees for the newly organized venues. Moreover, each of the new members has taken advantage of the educational opportunities available through the International and the Local. It is important to note, that each of the new members came in with existing jobs. Thus, the Local's organizing drives were intended to represent workers who did not have a collective voice in their workplaces. Vice President Barnes extended his appreciation to International Vice President John R. Ford and Local 52 for employing these workers on motion picture production when it is busy. He advised that a sizable number of these new members have gotten significant extra employment through Local 52.

Vice President Barnes further stated that because of the financial assistance from the International Defense Fund and President Loeb's unwavering commitment, Local 8 has been able to withstand vicious anti-union attacks lodged by employers during organizing drives. He added that were it not for the International, Local 8 would not have been able to withstand these attacks.

Vice President Barnes observed in his concluding remarks that Local 8 has benefitted by bringing into its membership, young, diverse, qualified workers. He expressed his appreciation to Local 8 counsel, Marty Milz, IATSE General Counsel Samantha Dulaney, the General Executive Board, and most of all, President Loeb for supporting the Local's organizing efforts.

President Loeb commended Vice President Barnes and the membership of Local 8 for organizing this sector of the entertainment industry, providing representation to workers who had not been previously organized and afforded a voice in the workplace. He encouraged other

Locals to follow Local 8's lead and seek to represent segments of the industry where union representation may be low.

CHICAGO ACTIVISM AND CONTRACTS

Vice President Carlson and International Trustee Thomas J. Cleary described the numerous organizing drives that have taken place/currently ongoing in Chicago. Vice President Carlson highlighted the initiatives in which Local 2 has applied The Pillars of Success (Leadership, Skills & Safety, Activism and Communication) to create more jobs, organize bargaining units, sign new employers to the Local's collective bargaining agreements, and to better train members and those it represents. In the face of rancorous anti-worker and anti-union attacks, Local 2 has employed free-speech banner campaigns to educate and combat the bombastic polemic spouted by management. The Local's organizing efforts have been covered in print and televised media. In addition, community-based organizations such as "Arise Chicago" comprised of a vast collection of Chicagoland religious leaders who support workers' rights lent their assistance and voice to the Local's organizing efforts. Local 2 has invoked legal processes and filed unfair labor practice charges to protect workers whose rights have been violated. In an ongoing case against a particularly maleficent employer, the National Labor Relations Board issued a complaint and a hearing before an administrative law judge is scheduled for February. The NLRB has also requested an injunction against the employer's the act of unlawfully firing fifty-five workers who sought to exercise their rights under the National Labor Relations Act to organize.

Vice President Carlson also updated the Board on the successful conclusion of the organizing campaigns spearheaded by Local 2 involving a number of other venues, including The Chicago Shakespeare Theatre and Local 125 encompassing the Horseshoe Casino. Both drives resulted in collective bargaining agreements that substantially improved the wages, terms and conditions of the workers. Vice President Carlson added that members of these crews have been invited to participate in the education and training offered by Local 2. Consequently, one worker at the Horseshoe Casino has become an ETCP certified rigger.

Vice President Carlson noted that Local 2's political activism and support, civic involvement, banner on behalf of other IATSE local unions, educational initiatives have all resulted in the Local being prepared to organize and better able to withstand anti-union attacks. He concluded by stating that President Loeb has stood with Local 2 in each of its organizing drives by orchestrating press releases and giving the full support of the International. He expressed his appreciation to International Vice President William E. Gearn, Jr., Communications Department Director Emily Tao and International Representative Dan'l Cook for their timely help and advice.

President Loeb remarked that Local 2 has employed the Pillars of Success in its internal and external organizing. He commended Vice President Carlson and Local 2 for excellent work. He encouraged other Locals to follow the lead set by this Local.

CRANETOWN / FRB NEGOTIATIONS

International Vice President and Motion Picture and Television Production

Director Michael F. Miller, Jr., Assistant Motion Picture and Television Production Department Directors Daniel M. Mahoney and Vanessa Holtgrewe, General Counsel Samantha Dulaney and West Coast Counsel James G. Varga reported to the General Executive Board on the successful conclusion of the Cranetown/FRB negotiations.

Negotiations were held over four days in Los Angeles and New York this past December. Cranetown and FRB produce dramatic programming on eight Viacom channels including MTV, VH1, Comedy Central, CMT, BET, Spike, TVLand and LOGO. In advance of negotiations, proposals and any issues related to the contract were solicited from the Locals.

The main priority was to broaden the jurisdiction of these low-budget Agreements. Equally as important was striving to improve working conditions similar to what was achieved in the 2014 HBO Entertainment Agreement and the Low Budget Theatrical Agreement. Elements such as reducing the meal penalty from 45 minutes to 30 minutes, financial disincentives to avoid long work days, and hazard pay were all proposed. After four days of negotiations, both a greater jurisdiction of covered work, and the strengthening of working conditions for our members was achieved.

Some of the gains of the new three-year deal include:

Beginning on October 1, 2016, non-dramatic competition-based programming, talk shows and comedy/variety shows will be covered on all channels except for Comedy Central, where most of non-dramatic shows and specials have been produced under other appropriate Agreements.

In line with all our Major Agreements, wages will increase in each year of

the Agreement and benefits paid to the National Benefit Funds will increase in each year of the Agreement.

Training Trust Fund contributions have increased and are now the same as the Area Standards Agreement.

Location Department Employees are now covered in a similar fashion as per the Area Standards Agreement.

New provisions regarding specialized work pay and the Guidelines Regarding Extended Work Days from the Basic Agreement are now included.

The International has made significant gains in the financial benefits and working conditions of our members. The expanded jurisdiction of this agreement is anticipated to bring dozens of productions under agreement that would otherwise not be covered at all.

LOCAL NO. 849 & EGG STUDIOS REPORT

International Vice President and Director of Canadian Affairs John M. Lewis, Assistant to the President Sean McGuire and Local 849 President Marcel Boulet reported to the General Executive Board about the ongoing legal disputes between Local 849 and Egg Films.

Vice President Lewis explained that Egg Studios (formerly Egg Films) is the largest producer of commercials in Atlantic Canada. Given the majority of the technicians employed by Egg were already members of Local 849, the Local initially approached the owners of Egg in 2008 to voluntarily recognize the union, which would ensure Local members were provided with health and retirement benefits. When Egg refused, the Local proceeded to organize the company.

■ Local 849 filed an application for certification with the Nova Scotia Labour Relations Board (NSLRB) in

March 2009 seeking to represent film technicians employed by Egg;

■ Local 849 won each and every one of Egg's challenges to the certification at the NSLRB and was certified as exclusive bargaining agent for film technicians employed by Egg on September 7, 2012;

■ Egg filed for judicial review of the NSLRB's certification decisions with the Supreme Court of Nova Scotia (SCNS) and on April 17, 2013, the SCNS dismissed Egg's judicial review application and upheld the decisions of the NSLRB;

■ Egg appealed the judicial review decision of the SCNS to the Nova Scotia Court of Appeal (NSCA) and on April 3, 2014 the NSCA dismissed Egg's appeal and once again upheld the decisions of the SCNS and the NSLRB; and

■ Egg then filed an application seeking leave to appeal the NSCA decision to the Supreme Court of Canada (SCC) and on September 25, 2014 the SCC issued a decision denying leave and awarding costs to IATSE, thus ending the long and protracted legal dispute over Local 849's certification as exclusive bargaining agent for film technicians employed by Egg.

Local 849 and Egg commenced bargaining soon after it was certified but the parties were unable to reach an agreement. The Local filed for first contract arbitration with the NSLRB and a one-year agreement was subsequently imposed effective September 19, 2013. Thirteen commercials were shot by Egg during the term of the one-year agreement.

Upon the expiry of the first collective agreement, the Local commenced bargaining for a renewal agreement in November 2014. Little progress was made

because Egg not only sought clawbacks to certain terms, it also insisted on excluding any commercial under \$120,000 which would effectively render the collective agreement meaningless. In taking this position, Egg refused to provide any relevant financial information to the Local in order to allow it to assess Egg's bargaining proposals. In response, the Local filed an unfair labour practice complaint with the NSLRB alleging Egg was engaging in bad faith bargaining. Egg retaliated by filing a request for the appointment of a conciliator on December 9, 2014 and then locking out the members of the Local on March 4, 2015.

On March 5, 2015, International President Matthew D. Loeb declared Egg to be an unfair employer. The Local also commenced a letter writing and social media campaign "Egg don't be rotten" seeking to educate Egg's clients and the public about the ongoing labour dispute which received tremendous support from a number of IATSE Locals in Canada and the United States as well as other labour groups including the Canada Labour Congress, the Nova Scotia Labour Council and the Halifax-Dartmouth Labour Council. With the assistance of Locals 671, 680 and 709, Local 849 also engaged in bannerling of those Egg clients that continued to use Egg's services during the lock-out. Egg responded with its own aggressive social media campaign.

In July 2015, attendees at the IATSE General Executive Board engaged in a peaceful protest of Egg's actions in an effort to encourage Egg to end the lock-out and return to the bargaining table. This peaceful protest was met by confrontational Egg staff, friends and owners. Shortly thereafter, Egg issued an announcement alleging that it was shutting down its business.

On November 19, 2015 the NSLRB issued a decision in the Local's unfair labour practice complaint alleging that Egg had bargained in bad faith. The NSLRB decision found:

1. Egg bargained in bad faith;
2. Egg's lockout of Local members was illegal;
3. The Local was entitled to compensation for any work performed during the illegal lockout; and
4. Ordered the parties back to the table to bargain within 60 days and in doing so, prohibited Egg from maintaining any bargaining proposals that sought to exclude application of the collective agreement to commercials under \$120,000 without Egg also disclosing financial information to verify collective agreement terms was preventing the company from operating.

To date, Egg has refused to comply with any aspect of the NSLRB's most recent decision. In the circumstances, the Local is in the process of initiating legal proceedings at the NSLRB seeking an order directing binding arbitration to settle a renewal collective agreement and an order that Egg pay damages to the Local for work performed during the illegal lock-out.

President Loeb applauded the Local's resolve in the on-going disputes with Egg. President Loeb confirmed that the IA will continue to support the Local in its continued efforts to reach a renewal agreement with Egg and to recover damages.

ELECTRONIC AUTHORIZATION CARDS

Associate Counsel Adrian D. Healy reported on a project for the development of electronic IATSE union authorization cards. It was noted that for many decades, the most common way for the

IA and (and virtually every other union in the U.S.) to establish that it represents a majority of employees in any particular workforce was to gather signed authorization cards. Historically, unions have utilized those cards to request that the National Labor Relations Board (NLRB) conduct a secret ballot representation election. In October 2015, in connection with a number of recent NLRB election reforms that were previously to the Board, the NLRB General Counsel issued a guidance memorandum announcing that cards with electronic signatures—rather than traditional hand written signatures—could be used to request a representation election. Numerous IA staff members immediately recognized that electronic authorization cards would be beneficial for workers in the IA's industries.

In November 2015, IATSE Information Technology director Jimmy Rainey arranged a meeting with outside technology developer WinMill to discuss the possibility of developing a computer program to generate electronic IA authorization cards that could be completed and submitted on the internet or a smart phone. International Representative Fran O'Hern and Assistant Department Directors Joe Hartnett and Vanessa Holtgrewe attended the meeting on behalf of their respective departments. Each offered critical and valuable input about the necessary features of the program. With that feedback, WinMill created a proposal and then commenced work on an electronic authorization card program that would satisfy NLRB guidelines and be built upon the International's existing internal database system.

On January 11, 2016, WinMill sent a prototype of its program for review. Attorney Healy presented a demonstration

of the prototype to the Board. Prominent features of the program were displayed, including a highly secure database for IA representatives to track receipt of electronic cards (while ensuring strict confidentiality); a sample electronic card (which is, in fact, an internet form with fillable fields of information for an employee's name, address and other pertinent data—accessible via a unique website address on a smartphone, tablet or internet browser); and a “confirmation transmission” (which is used to confirm the identity of the individual submitting the card and verify the authenticity of the submission). It was noted that the program is only a prototype but should be ready for testing in early 2016. Follow-up meetings will be scheduled to introduce International Representatives to the electronic authorization cards. It was also noted that electronic authorization cards cannot currently be used in Canada.

President Loeb observed that electronic authorization cards will be valuable tools, particularly for all IA departments and in organizing drives across the United States. He further noted that all those in attendance at the meeting should be aware of this technology and its significance.

FREEMAN FREIGHT NEW ORLEANS

International Vice President and Director of the Tradeshow and Display Work Department William E. Gearns, Jr., and International Representatives Donald Gandolini, Jr. and Joanne M. Sanders reported on the conclusion of negotiations between Freeman Expositions with Local 39.

Freeman's freight employees voted for IATSE representation in June of 2013. Negotiations began in early 2014 after

the National Labor Relations Board dismissed the employer's objections to the conduct of the election. Initially, the employer representative was openly hostile during negotiations and progress was slow. As the negotiations approached the two-year mark, the employer made a proposal that the union was prepared to accept but was subsequently withdrawn. In response, the Local filed unfair labor practice charges against the employer and began an informational campaign directed at the employer and its customers.

These efforts led to a return to the bargaining table and, with the assistance of a mediator, a four-year agreement was reached. Highlights of the agreement include weekend overtime and annual wage increases and work rule changes. Employees will also receive a one-time signing bonus.

Representative Gandolini complemented the leadership of Local 39 Business Representative Alan Arthur and Daniel Ambrose and the bargaining unit representatives at the negotiations. A special thanks was given to International Representative Joanne Sanders for her assistance in leading the negotiations. During two years of negotiations it was noted that the bargaining unit stayed together and demonstrated the solidarity that makes IATSE strong. The Local gave special thanks for the support of sister Locals that engaged in bannering on the Local's behalf, namely Stage Locals: Chicago Local 2; Denver Local 7; Washington, DC Local 22; Dallas Local 127 and Anaheim Local 504.

Representative Gandolini made a presentation to President Loeb on behalf of the bargaining unit who had a plaque created commemorating their appreciation for President Loeb's unwavering support throughout their ordeal with Freeman.



International Representative Don Gandolini presented an award to President Loeb on behalf of IATSE Local 39.

President Loeb congratulated the Local on getting a collective bargaining agreement with Freeman. He especially commended the bargaining unit for their resolve in the face of adversity and pernicious attacks from some in management, observing that the workers willingness to put their jobs on the line made the International's determination absolute.

GOLF CHANNEL

Broadcast Department Director Sandra England, joined by International Vice President Daniel E. Di Tolla and International Representative John Culleeny reported that in May 2013, the IATSE won an NLRB representation election to represent technicians working on Golf Channel remote broadcasts.

Due in large part to the Golf Channel's bargaining positions, negotiations for a first contract continued until May of 2015. It is believed that Golf Channel intended to make little bargaining progress, hoping that the technicians would lose interest during that process. Meanwhile, a few people were encouraged to participate in a union decertification campaign. In June 2015, a final contract offer from Golf Channel was sent to the technicians for a ratification vote. On the same date that the

employees ratified the contract, a union decertification petition was filed with the NLRB by a Golf Channel technician.

It was reported that the decertification petition was not properly filed under the NLRB's rules. Despite this and other faults, and despite the employees having already ratified the agreement, a regional office of the NLRB proceeded to hold a decertification election. The IATSE has sought review of the decision to hold the election with the NLRB in Washington, DC. The Company campaigned forcefully against the Union during the run-up to the decertification election. Since the commencement of the decertification election process, the Union has filed NLRB unfair labor practice charges in response to several unlawful Company actions. The Union prevailed in the election but in the aftermath challenges and objections to the election process were raised and the NLRB has not yet ruled on those matters. The IATSE continues to represent Golf Channel technicians, but the Company persistently violates the contract, manipulates the workforce, and condemns the Union. The Alliance expects Golf Channel to live up to the contract and treat its workers with the respect they deserve.

President Loeb stated that the IATSE was supposed to have a so-called relationship with this company, yet it is out to hurt people. That supposed relationship is now severely burned. President Loeb noted, however, that the International will not walk away from these technicians and will ultimately prevail.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Michael J. Barnes, Anthony DePaulo, Daniel E. Di Tolla, John M. Lewis, International

Trustee Patricia A. White, Assistant to the President Sean McGuire, Assistant Director of Stagecraft D. Joseph Hartnett, International Representatives Christopher "Radar" Bateman, Brian J. Lawlor, Peter Marley and Special Representative David F. Garretson updated the Board on the activities of the Stagecraft Department since the Mid-Summer Board meeting in Halifax.

Vice President Barnes reported on the preparation for upcoming contract negotiations for the International contract with Global Spectrum. He also reported on his assignment to assist Local 294 with their contract with the DuPont Theater, currently operated by the Grand Opera of Delaware. The parties agreed to a one-year extension of the existing contract. Vice President Barnes also reported on the successful negotiations with casinos in Atlantic City involving Local 917.

International Representative Bateman reported on his co-assignment with Assistant Director Hartnett to assist Locals 126, 127, and 803 in assessing organizing targets within their jurisdictions. Continued Organizing Member Education Training (COMET) was held and was well attended by members of the Locals. The Locals have formed organizing committees and have begun to identify targets. Representative Bateman also reported on the organizing of the riggers employed by RHINO Staging in the Pacific Northwest. Spearheaded by Local 15, the bargaining unit covers the jurisdictions of Locals 15, 28, 93, and 675. Subsequent to the election victory RHINO has refused to bargain and an unfair labor practice charge has been filed. In the meantime the Locals have begun to register the employees residing within their respective jurisdictions.

Representative Garretson followed up on his assignment to assist Locals with AEG festivals. To that end, Locals 15, 31 and 115 have either finalized contracts or entered into discussions for term contracts with AEG to cover the festivals in their respective jurisdictions. Representative Garretson also reported on his attendance at the Event Safety Summit at Rock Litz in Pennsylvania. The conference was sponsored by the Event Safety Alliance which is a non-profit trade association of live event industry professionals committed to eliminating unsafe behaviors and conditions throughout our industry. Representative Garretson reported that it was most valuable to have the opportunity to speak frankly and openly with managers in this area of the entertainment industry.

Assistant Director Hartnett described the updates to the Pink Contract Database and the online Yellow Card system. He also discussed the ongoing monitoring of the Metropolitan Opera financial obligations and the successful conclusion of negotiations with Locals 7 and 82 with SMG venues in their jurisdictions.

Representative Lawlor reported on the effectual negotiations between Local 938 and SMG in Jacksonville and Local 412 and the Van Wezel Center for Performing Arts in Sarasota.

Vice President Lewis gave an account of the activities of the Canadian Department and Canadian Locals in Stagecraft; including preparations for Canadian Pink Contract negotiations, Locals participating in COMET training, and the development of the Canadian Arena Labor Listing program for the purposes of assisting local unions' staff arena tours.

Representative Peter Marley reported on his assignment to assist Local B-32 in negotiations with the San Jose Convention Center. An agreement was reached

to the mutual satisfaction of the bargaining parties regarding, among other issues, the jurisdiction of door guards and badge checkers. Representative Marley also reported on negotiations between Local 169 the Paramount Theater, which resulted in a new three-year agreement.

Representative Marley was assigned to negotiate with AMC for its service technicians' covered by Locals 7, 33, 166, 169, 297, 336, and 504 whose employment changed due to technological advancements in digital projection. Some projectionists were retrained and maintained their employment with AMC. Representative Marley was able to negotiate monetary packages on behalf of all those adversely impacted by the obsolescence of their job functions. In addition, he reported on the progress of negotiations covering the audio visual technicians at the Bellagio and the stagehands at the David Copperfield Theatre who had recently voted for IA representation.

Representative Marley concluded by describing the successful negotiations between Local 768 and the Dolby Theater. An agreement was reached providing significant increases for the wardrobe workers that dramatically closes the difference in rates between wardrobe and other backstage workers.

International Trustee White reported on negotiations between Local 772 and the Warner Theater during which she provided assistance with International Vice President J. Walter Cahill. The final agreement is notable for including some out-of-pattern wage increases to bring wardrobe workers nearer to the wages of other backstage employees at the Warner. The contract also provides for first time contributions into the IATSE Training Trust Fund.

Vice President DePaulo reported on

preparations for negotiations with the Broadway League and Disney Theatrical for a successor agreement to the Pink Contract. Over the past contract term, crew visits have been tracked to identify issues on the road. Additionally, a video conference was held to allow both Broadway and touring Pink Contract technicians to raise issues.

Vice President DePaulo also reported that Special Representative Joseph Short successfully assisted Local 747 in negotiations for a contract with CAPA, owner and operator of downtown Columbus' historic Ohio, Palace, and Southern Theatres. Representative Short aided Local B-27 in negotiations for the Cleveland Browns box office employees. Vice President DePaulo described his assignment to assist Local 829 in negotiations with Showtime-on-the-Piers. The parties reached agreement and the contract was ratified.

Vice President Di Tolla reported on the organizing of Atlanta Rigging Services. The company installs permanent lighting and audio systems in arenas and stadiums throughout the United States. Employees reside throughout the Southeast. Those who were not already members were admitted in the ACT Department. Vice President Di Tolla also reported that Local 798 had successfully obtained its first contract with Radio City Music Hall to cover that venue's iconic Christmas Show. He updated the Board on the ongoing litigation arising out of the Crew One organizing campaign. A hearing was held on Crew One's appeal of the complaint issued by the National Labor Relations Board for its refusal to bargain following the union's election victory. The decision should be issued shortly. Vice President Di Tolla advised that negotiations with Live Nation for

the national amphitheater agreement will commence in January.

President Loeb remarked that "a lot is going on in the Department" and he is happy with the progress that is being made. He observed that seventeen Locals are being assisted, specifically noting that smaller Locals are getting much needed attention. He highlighted Locals 15 and 927 for taking on labor contractors and implored other Locals to organize crews or cut out the middle-men altogether and deal directly with employers.

President Loeb endorsed the Department's continuing efforts to build upon the International's relationships with signatory employers, such as Global Spectrum, Live Nation and AEG, adding that local unions will be consulted regarding these agreements.

President Loeb commended Local 798 for bringing ACT Department members into its membership. He remarked that ACT members rightly belong in the memberships of the Locals in whose craft/geographic jurisdictions they reside. He implored local unions to invite and embrace into membership their ACT brothers and sisters.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice President/Department Director Michael J. Miller Jr., International Vice President/Director of Canadian Affairs John M. Lewis, Assistant Department Directors Daniel M. Mahoney and Vanessa Holtgrewe, International Representatives Steven Kaplan and Lyle Trachtenberg reported to the General Executive Board regarding the activities of the Motion Picture and Television Production Department since the last meeting in Halifax, Nova Scotia.

Vice President Miller reported on the status and implementation of the Basic Agreement and Area Standards Agreement. The Basic Agreement is still in the final drafting stage as the parties agreed in bargaining to modernize the agreement and simplify the side letters. The last changes to the Area Standards Agreement have been approved by counsel and have been sent to the AMPTP for final review. Once the final language has been approved, the contracts will be sent to print and the Locals will be notified about how to obtain printed copies.

The Department continues to organize and negotiate contracts for distribution via the Internet. The new media provisions of the Basic Agreement will bring these higher budget productions produced by the studios in line with the single project agreements that we have been negotiating with independent producers.

The other major IATSE Agreements are mid-term with the exception of the AICP Agreement for commercials. This agreement, which currently has over five-hundred signatories, expires in 2016. Several dozen commercials have been organized since the last report to the Board.

Vice President Miller reported that HBO Films and the IA concluded negotiations to renew its agreement for Long Form programming made for HBO. The negotiations resulted in an agreement in line with HBO Entertainment. This would provide the rates of the Basic Agreement and the other Majors Agreements with the beneficial working conditions of the HBO Entertainment agreement such as improved rest period language, meal penalties language and the improvement of daily travel time. Additional changes consistent with the Entertainment agreement are also included as

part of the new agreement. It was noted that the HBO Agreements have come a long way since their inception almost twenty years ago and are now some of the best IATSE Motion Picture agreements.

Eleven new companies have signed the IATSE motion picture term agreements since the last meeting. Vice President Miller also reported on agreements with Independent Producers which cover low budget basic cable and children's programming. These agreements have recently been or are in the process of being renegotiated. These include Cranetown and FRB which applies to eight different basic cable networks as well as It's-a-Laugh Productions.

The Music Video Production agreement continues to provide employment and was recently renegotiated with industry standard wage and benefit increases to IATSE members working for the forty production companies signed to this agreement.

It was reported to the Board that only two of the compliance audits completed since the last meeting were found to have exceeded the budget caps required by the Low Budget Theatrical Agreement, and grievances have been filed on those projects. There are currently four pending audits, the results of which will be reported to the Board at the next meeting. Low Budget productions of all types continue to approach the IATSE so an agreement can be in place as pre-production gets underway. This continues to be a significant source of employment and benefit hours for many members.

There has been an unprecedented level of field organizing campaigns in the Southeast since the last General Executive Board meeting in July. Since that time, the Department has embarked on a dozen different campaigns ranging from inter-

net programming to television to theatrical motion pictures across seven different states. In aggregate, organizing efforts during this six month period added more than one million dollars in benefits and wage increases for the workers represented by the IATSE.

At the same time we have established an IATSE presence in Alabama and Mississippi in order to ensure that those markets and local film professionals are not exploited by producers seeking to shoot non-union.

Organizing efforts have directly resulted in companies signing additional term agreements and negotiations are currently underway for a Saturday morning series, called The Inspectors, as a result of the commitment to organize.

It was noted that challenges arise as incentives proliferate in the South. The Locals in the region are committed to policing their jurisdiction as shifting production patterns bring more projects into their regions.

Vice President Lewis reported that the International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements includes the BC Master Agreement, the 873 Term Agreement and the 411 Term Agreement. There are now three hundred and twenty-seven companies signatory to the Canadian Binder Agreement and forty-eight to the Canadian Local Unions Term Agreements.

Vice President Lewis noted that these agreements have had a significant impact on the ability to protect jurisdiction in Canada and most notably in Toronto and Vancouver. In Toronto, Local 873 secured agreements on thirty-one U.S. productions with a total production value of

\$921 million. This represents 100% of U.S. based productions shooting in Toronto. Unfortunately, that is only half of the story. Toronto also has a vibrant domestic industry and Local 873 must remain vigilant to protect its jurisdiction from other groups.

In BC, Local 891 was able to secure agreements on seventy-four productions while beating back threats from other organizations whose productions were mainly lower budgeted. The problem in BC is the rising levels of non-union productions. The IA has met with both Locals 891 and 669 in attempt to address this issue. Local 669 has created a low budget agreement that they are intending on using for these non-union productions.

In 2016, The Canadian Office began tracking all covered productions in Canada. As of December 1, 2015, there were one hundred and ninety-four signatory productions throughout Canada with many jurisdictions reporting record high levels of productions both domestically and for foreign service productions. The high levels of foreign service work is largely attributed to a Canadian dollar which is trading at a low of 71 cents.

Assistant Department Director Holtgrewe reported on the status of organizing and term agreement negotiations in the reality/unscripted genres of television production.

After the two week strike on *Broken Skull Ranch Challenge* this past summer, which resulted in CMT's only current union reality program, the IA quickly organized the new series *Hellevator* on GSN. After those two wins, two basic cable shows quickly became signatory – *Team Ninja Warrior* and *Fresh Paint*, both spin-offs of shows that had been organized in past years.

Two new primetime reality shows

were organized during this time as well, *S.T.R.O.N.G.* on NBC and *American Grit*, a FOX show shooting south of Seattle, WA. NBC's *The Apprentice in Los Angeles* will be produced union in Los Angeles in 2016. Within the first few months of 2016, negotiations will be conducted for a successor agreement to the newly joined EndemolShine term agreement.

Assistant Department Director Mahoney reported on the status of several long-standing grievances and arbitrations. The production *Blackbeard* folded in pre-production while on location in Iowa during September of 2009. The IA filed for arbitration under the collective bargaining agreement. The arbitrator issued an award in favor of the Union. Gigapix refused to comply with the award, forcing the Union to sue in California state court to enforce it. The court ultimately entered judgment against Gigapix and enforced the arbitrator's award in full.

The Union succeeded in collecting a total of \$65,000 from Gigapix before it went under, leaving no assets. This money was distributed to the crew this past September on a pro rata share based on an accounting of all wages due and payable to bargaining unit employees as shown on the Arbitration award issued to the IATSE on the members' behalf.

The Union has an enforceable California judgment lien against Gigapix and Recess Films for the full amount of the arbitration award. The State of Iowa agreed to pay Gigapix \$350,000 in settlement of Gigapix's claims against the State. The Union has a claim on a substantial portion of those monies, but technical legal issues have arisen that prevent immediate distribution of these funds by the State of Iowa. At the present time, we do not have a release date concerning the Iowa monies. If those funds are released, the

Union will pursue and then distribute to the crew the additional monies recovered on a pro rata basis.

Assistant Department Director Mahoney also reported on the status of grievances filed against *Sharknado II* and *Janie Jones*. In October of 2015, all *Sharknado II* issues were settled in the IA's favor with payments totaling more than \$117,000 in wages and benefits distributed to the production and post-production crew.

In 2009, *Janie Jones*, a feature shot in Iowa was organized. Part of the contract negotiated required the production to pay the crew additional wages upon receipt of any film incentive monies from the state. However, the state ended its incentive program during the making of the film. In August of 2015, the company received about 25% of what it had expected in incentive monies and the IA negotiated a settlement which paid employees about 40% of that. Checks were distributed to employees by the International with a letter explaining the settlement.

In the past six months, strikes were averted on several productions with successful last minute negotiations, which resulted in coverage for the crews working on *Gosnell* in Oklahoma, *Valley of Bones* in Montana and *Tiger* in Ohio. A new media production in Detroit called *Gold Rush* refused to negotiate, however, which resulted in a short strike. With no crew to make their show, the company signed a contract with benefits retroactive to the date of hire.

In November, International Representative Jamie Fry and Assistant Department Director Holtgrewe attended a training program through the AFL-CIO that focused on strategic campaigns and corporate information gathering. The methods and research models learned in this three day class will help the department with future organizing campaigns.

Representative Fry also attended the Santa Fe Film Festival and participated in a panel discussion on independent filmmaking along with Locals 600, 700, and 800. New Mexico is home to a vibrant indie film community.

Representative Kaplan reported on SIGGRAPH, a large computer graphics convention that attracts workers and employers from all areas of computer graphics, visual effects and technology. Assistant Department Director Holtgrewe and International Representatives Mark Kiracofe and Julia Neville were joined by Locals 600, 800, 839, 891, and USA829 in Los Angeles, August 11-13 for this convention. Our participation raises the awareness of the IATSE and provides face-to-face introductions to the workers in the VFX industry.

Negotiations for the TSL/TTL agreement were held in January. Union representatives included Local 839 Business Representative Steven Hulett, members of the TSL unit, International Representatives Steven Aredas and Steven Kaplan, and Vice President Miller, who chaired the discussions.

The union proposals focused on quality of life issues and included pertinent hard-fought provisions gained in the IATSE-AMPTP Hollywood Basic Agreement. At the conclusion of the dis-

cussions, a new three-year agreement was reached with the same wage increases and benefits adjustments gained during the Basic negotiations. The jurisdiction of New Media productions is also now included, and any expansion of the corporate Disney Child Bonding Leave policy will include those covered by the TSL/TTL agreement.

President Loeb observed that the Department is organizing; negotiating collective bargaining agreements; and servicing contracts in two countries. He noted especially the number and frequency of organizing targets. He expressed his appreciation to the Department for its diligence and dedicated efforts, which continue to yield results on behalf of workers.

IATSE TRADESHOW DEPARTMENT

International Vice President and Department Director William Earns, International Representatives Mark Kiracofe, Donald Gandolini, Jr., Barny Haines, Joanne Sanders, Dan'l Cook and International Trustee C. Faye Harper reported to the Board on developments in the Tradeshow Department.

EDPA Conference

IATSE attended the Exhibit Designers and Producers Association Conference (EDPA) in early December 2015 held in

Las Vegas. EDPA is an international association with 300 members from eighteen countries. The theme this year was "A Global Landscape". The three-day conference offered a variety of seminars for the attendees. Industry networking was highlighted. Other topics included industry rates, markups, best business practices, roundtable discussions on top business challenges and future goals. For the first time "Women in Exhibitions" was included in the EDPA Conference agenda. There were approximately forty-eight women that attended the seminar. Roughly twenty attendees were women who owned businesses related to the exhibition industry, and about fifteen more that work for businesses owned by women.

Atlanta Local 834 EAC Contract

The Local 834 negotiations committee met with the Exhibitor Appointed Contractor Expo Services on November 16, 2015 in Atlanta. The result was a three-year agreement, focusing the majority of the wage increase on the highest skilled classifications. The agreement included a 4% increase in wages for Rigger 2 and Journeyman/Lead. Highlights include a 13% contribution to Health and Welfare, a 7% contribution to Annuity for all employees and a contribution into IATSE Training Fund. The membership ratified



From left to right: International Representatives Don Gandolini, Dan'l Cook, Barny Haines and Joanne Sanders, International Vice President/Department Director of Tradeshow and Display Work William E. Earns, Jr., International Trustee C. Faye Harper and International Representative Mark Kiracofe reported on the activities of the Tradeshow Department since the last General Executive Board meeting.

the contract at its membership meeting held on November 16, 2015.

Freeman A/V National Agreement

The IATSE's relationship with Freeman A/V continues to improve with the addition of three new Locals to the national agreement, namely Kansas City Local 31, Oklahoma City Local 112 and Detroit Projectionists Local 199. This brings the total number of Locals covered by the agreement to thirty-one. Freeman A/V also continues to be a vital part of the IATSE's ongoing training efforts with the AV Essentials training course. Since July 2015, this training has been presented to Portland Local 28, Hawaii Local 665, Philadelphia Local 8, Indianapolis Local 30, Los Angeles Local 33, Anaheim Local 504 and Denver Local 7. Freeman A/V has provided equipment for most of these training sessions over the last two years which represents a cost savings of approximately \$25,000 for each course. International Representatives continue to work with IATSE Locals following these training sessions to strengthen the training programs where necessary.

Freeman A/V & IATSE Local 720

By mid-summer 2015, IATSE Local 720 reached a tentative agreement with Freeman which was not ratified by the membership. In mid-October 2015, the parties returned to the bargaining table and the bargaining committee was able to address the Local membership's concerns with the previous tentative agreement. The ratified agreement included a 3% contribution to the IA Annuity Fund, wage increases in each of the four years of the contract, increases in Health and Welfare the beginning in the second year and contributions to the IA Training Trust Fund.

Freeman A/V & IATSE Local 105 – London, St. Thomas, Sarnia

IATSE, Local 105 recently finalized and ratified a first collective agreement for Freeman AV operating in London, Ontario. This agreement was negotiated with the assistance of a government appointed conciliator following the Local's certification back in the summer of 2014. Highlights of the agreement include retroactivity back to January 2015 and annual wage increases of 2.5% in each year of the three-year agreement.

Freeman/Encore & IATSE Local 720 Las Vegas

When Freeman Companies purchased Encore, IATSE Local 720 agreed to temporarily postpone negotiations to allow the company and IATSE Local 720/ Nevada Resort Association Pension Fund to resolve certain funding shortfall issues. When this shortfall issue was resolved to the satisfaction of all parties, the Local's collective agreement negotiations with Freeman/Encore resumed in July 2015. A tentative agreement has been reached which is scheduled for ratification in the latter part of January 2016. Thanks was extended to Vice President Gearns as well as Local 720 Officers Jerry Helmuth, John Gorey, Ron Poveromo, Leon Morris, Cliff Paschall, Assistant Business Representative Enrico Grippo and the Local 720 contract committee for their insight and diligence in these negotiations.

Expo! Expo!

Expo! Expo! is the International Association of Exhibitions and Events' Annual Meeting & Exhibition which brings together show organizers and industry suppliers for their own tradeshow and networking events. IATSE staffed a booth at the exhibition in Baltimore, MD on December 1-3, 2015. Participation in the

exhibition provides IATSE with the opportunity to network with many of the IATSE's large tradeshow employer representatives. Attendance at the 2015 exhibition saw a 4.6% increase over 2014. A new show record was established of 39,100 net square feet of exhibit space. There were 269 exhibitors present, including 40 first-time participants. The latest in event software, apps and other innovations was on display.

PSAV

Since the last General Executive Board meeting in July 2015, IATSE has added Minneapolis Local 13 to the PSAV national agreement. This brings the number of IATSE Locals performing AV and rigging work under the terms of the agreement to six. Nine additional Locals have been added to the agreement as rigging only cities. Negotiations continue to add an additional eleven Locals to the national agreement. Negotiations for a renewal of the national agreement, which expires on April 1, 2016, are in the process of being set.

PSAV & IATSE Local 118 - Vancouver

In April 2015, IATSE Local 118 commenced an organizing campaign of PSAV employees working at seventeen locations in Vancouver, Whistler and Victoria B.C. This campaign was aggressively opposed by PSAV. The local eventually suspended its organizing efforts. International Vice President Gearns has since commenced discussions with PSAV to include Local 118 into the IATSE International collective agreement.

ESCA Labor- Management Council

The ESCA council met in Las Vegas in October 2015 to discuss its structure. A number of developments arising from this meeting included a name change to Labor Management Council, a mission

statement, an agreement to meet quarterly in conjunction with other industry events and a composition consisting of equal numbers of unions members and general service contractor members with one representative from each group serving as co-chairs of the council on two-year terms.

In November 2015, ESCA rolled out its customer service program in St. Louis. In addition to the ESCA program, attendees participated in forklift and boom-lift training and certification sponsored by GES. The St. Louis Convention and Visitors Commission presented its “St. Lou. is me” program designed for hospitality workers. There were 150 attendees composed of members of the various unions that work in the facility. The IATSE was well represented with IATSE members from stage Local 6 and projection Local 143 in attendance. Thanks were extended to Business Agents Joe Rudd and Gordon Hayman for their support and assistance at the training workshop.

ESCA’s customer service training was also presented in Houston in December 2015 and will be presented next in Atlanta when the convention schedule allows it. This will be an ongoing project as more cities become aware of this successful collaboration between labor and management.

Tucson Local 415

After reaching agreement on a successor agreement with Shepard Expositions in Tucson in June 2015, the employer initially refused to sign the agreement until additional changes were made. The matter was quickly resolved and the general manager delivered a signed copy of the agreement to the Local the next day.

Albuquerque Local 423

A successor agreement was negotiated with GES for the collective agreement

expiring in 2015. Negotiations focused on bringing parity to the Local’s various tradeshow agreements thereby establishing an area standard agreement for the Albuquerque market. The renegotiated agreements subsequently ratified by the Local include new contributions to the IATSE Training Trust, annual economic increases and the standardization of the terms and conditions of employment.

Honolulu Local 665 Sho-Aids Inc.

Local 665 was able to re-establish its relationship with Sho-Aids in October 2015 after providing labor for the American Gastroenterologist Conference. In doing so, Local 665 secured a Tradeshow Area Standard Agreement with Sho-Aid that included weekend overtime provisions. Thanks were extended to International Representative Mark Kiracofe and Business Representative Henry Fordham for their assistance.

GES A/V

When GES A/V entered the A/V industry in 2014, the IATSE was able to secure agreements for two jobs. Since then, GES A/V has agreed to meet with a view to negotiating an international agreement. Meetings have been set for February 2016 in Chicago.

President Loeb applauded the efforts of the tradeshow department remarking that the tradeshow industry remains an important growth area for the organization. He underscored the continued need to focus on training members to perform the work successfully.

IATSE COMMUNICATIONS DEPARTMENT

Director of Communications Emily Tao reported on developments and activities of the IATSE Communications Department. The report noted the status of the International’s communication

networks, department campaign support, trainings undertaken, and daily tasks.

IATSE Website

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

An activism page now exists on the IATSE website under the “Get Involved” tab. Since its creation, content has been added to this page, with member stories of how they got involved in their local union and community. In December, a section for the IATSE Activism Manual was added.

Routine maintenance includes security updates through the web developer Advomatic. A major update to the Local Union Directory was deployed in November, allowing faster automatic updates between the International’s database and the website.

Updates to ensure the website stays modern and efficient are constantly identified. Several small changes have been made to make the website look better on smartphones, tablets, and other small screens.

Director Tao noted the help of General Secretary-Treasurer Wood and IT Administrator Jimmy Rainey for their advice and assistance in making these website improvements.

Email Program

In July, the IATSE started the transition from email service MailChimp to advocacy-based service Action Network, with the help of member database developer WinMill, the AFL-CIO, and Action Network.

IT Administrator Rainey and WinMill completed the removal of unnecessary information in the email database fields, and added additional fields to

allow for better segmentation of the email list so that emails be sorted by categories such as zip code or state.

The email service transition process is in the end stages and will be reported on upon completion. IT Administrator Rainey and Communications Outreach Coordinator Molly Katchpole have been working with WinMill to test a Preview version of Action Network.

Social Media

The IATSE's digital presence continues to grow in followers and reach. Since July 2015, the IATSE Instagram account has grown from 952 to 1,329 followers. The IATSE Twitter account has grown from 7,769 to 8,459 followers. The IATSE Facebook account has grown from 17,121 to 18,820 followers.

The Department incorporated activism into daily tasks by identifying topics and actions that the IATSE could publicize and support via social media. The results of this have been positive.

An example is the October IATSE posts supporting the B&H Photo Video warehouse workers, who were working in unsafe conditions and wanted to organize with the United Steelworkers. The posts of statement of support, petition, and final update when the workers voted to unionize, received approximately 11,000, 9,600, and 9,400 views each on Facebook, and 3,851, 1,400, and 3,400 views on Twitter, well above average. The B&H warehouse organizers contacted the Department to express their gratitude for the IATSE statements of support.

IATSE members left comments on Facebook, Twitter, and Instagram, saying that they would not patronize B&H, where many members buy photo and video equipment, until employees had improved working conditions.

Other well-received posts include: a statement from the IATSE Women's Committee supporting affordable and available healthcare options for women through organizations like Planned Parenthood; giving credit to the union crews working political debates and award shows; and news about the Big Ten Network workers ratifying their first union contract.

Trainings

Since July, the Department has attended a number of #NYC1u trainings organized by the New York City Central Labor Council.

Director Tao attended the "Top Social Media Tips and Tricks" presentation led by Sree Sreenivasan, the Chief Digital Officer at the Metropolitan Museum of Art and adjunct professor at the Columbia University Graduate School of Journalism. Sreenivasan introduced useful apps for better social media management and general best social media practices not specific to labor.

Director Tao and Coordinator Katchpole attended the "Smarterphone: Top Apps to Capture, Edit and Share Content" training. The hands-on session taught techniques on covering an action with only a smartphone to edit video clips together, a skill especially useful for campaigns.

Director Tao and Molly Katchpole attended a campaign case study walk-through led by the American Federation of Teachers. Like the IATSE social media trainings, the AFT emphasized that digital organizing tactics can be extremely effective, but they are not the entire campaign. Digital tactics enhance the campaign and must be accompanied by on-the-ground actions.

Director Tao attended a training titled "Strategic Communications in

Labor," which stressed the importance of incorporating organizing and communications into a campaign strategy. A successful campaign has a strategy to win that both organizers and communicators understand.

Campaigns

Assistance in organizing campaigns for other departments is still a priority.

Since March, the Communications Department had been involved in the Egg Films campaign. After the action protesting Egg's lockout of union film technicians during the last GEB in July, Egg stepped up their social media attacks and posted a sensational video of the protest.

With video and photos submitted by IATSE members at the protest, Director Tao made a video featuring Egg Films supporters and CEO Mike Hachey screaming and cursing at our members, which made Egg even more upset.

The video was picked up by Halifax press and spread among labor organizations and members. On social media, the video reached 15,303 people organically and through the purchase of additional advertising an additional 39,772 people were reached. The video ended up receiving just over 55,000 views within a few days.

Egg Films reacted very poorly to this video. They attacked Director Tao and Coordinator Katchpole on social media. In her report, Director Tao thanked the union sisters and brothers that sent messages of support to the Department after seeing the ugliness and personal attacks from Egg on social media.

The IATSE "Save the Met Opera" campaign won 1st Place in the "Best Use of Social Media" category of the International Labor Communications Association 2015 Labor Media Awards. The ILCA

recognizes excellence in labor communications.

The “Save the Met Opera” campaign was carried out on the ground by members of Locals working at the Metropolitan Opera, and the Communications Department provided digital support through social media, as well as websites and coordinated press releases.

Daily Department Tasks

The Communications Department has been involved with various projects and tasks since July.

Along with promoting education opportunities to members, Director Tao worked to assist the Education and Training Department to arrange communications trainings for IATSE staff. Education and training content continues to be very popular on social media. It was noted that Liz Campos and Luz Vasquez at the IATSE Training Trust provided beautifully designed Training Trust content to email and post, allowing easier spreading of education news and opportunities to members.

The Department has focused on messaging in daily tasks. An IATSE statement regarding a stage backdrop collapse at Republican presidential candidate Carly Fiorina’s address in San Antonio, Texas,

which was done non-union, was released stating: “The people...were not IATSE-represented. We hope that those individuals can receive the type of training that workers represented by the IATSE receive. We are committed to safety in the workplace for those on stage, behind the curtain, and in the audience.”

This messaging emphasizes the IATSE culture on safety and education, communicating to the audience what the IATSE stands for.

The Department coordinated press releases on various news items, including the first union contract with the Big Ten Network and the Local 2 campaign with JAM Productions. In creating better connections with other labor organizations and journalists for press efforts, Director Tao participates in calls led by the AFL-CIO communications team with affiliate communicators to share strategies and media contacts.

A long-term project the Communications Department has started is making tactical implementation plans for daily tasks, like distributing press releases and email blasts. As instructed by Paul Silverman, who taught the Halifax GEB education session on being more productive at work, a clear plan should be in place so

that a new person could start in the Communications Department and immediately begin work on current tasks.

As the Communications Department continues to grow and take on more responsibility, they thank the union membership and leadership for their support and making these accomplishments possible. President Loeb emphasized the good work of the Department and the strength brought to the pillar of communication, so important to the work of the Alliance.

IATSE EDUCATION AND TRAINING DEPARTMENT

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

ICAP

The IATSE Craft Advancement Program (ICAP) members have been working on ten different projects since the July General Executive Board meeting.

OSHA/ USITT Alliance

This Alliance took a new step forward in December, when ICAP Chair Alan Rowe and Director White were invited by Dr. David Michaels, Assistant Secretary of Labor for Occupational Safety and Health to attend the Worker Health and Safety Meeting: Future of Work Symposium in Washington, DC. The main focus of this meeting was discussion of OSHA’s new Safety and Health Program Management Guidelines. The guidelines are not a new standard or regulation and do not create any new legal obligations or alter existing obligations created by OSHA standards

Scott Treibitz, president of TriCon Associates Inc., speaking to the attendees at the Education Session.



or regulations. Instead, they seek to improve workplace safety.

The new guidelines are open for public comment and review until February 15, 2016 and the ICAP is preparing an IATSE response which will be submitted soon. The ICAP is also expanding its program to train OSHA compliance and consultation officers in more regions in 2016.

At the 2016 USITT Conference in Salt Lake City in March members of the ICAP will present an Entertainment Industry OSHA 10 class as part of the OSHA Alliance. IATSE members who are in the area or plan to attend the show should check out the details and register for the course, which will result in an OSHA 10 certificate. Registration is through the USITT website. Motivated by the exhibition industry, the Entertainment Technician Certification Program (ETCP) is developing a new electrical certification called The Power Distribution Technician Certification. Intended for persons who are working with portable power systems, this certification will be beneficial to IATSE local unions, Employers, and members who work with electricity. The SMEs (Subject Matter Experts) from IATSE Locals who are helping to develop the test for this certification include: Rob Baxter (Local One/205), Christopher Wren (Local 2), Lance Hughston (Local 16), John Lacy (Local 16/728), Phil Reilly (Local 481), and SME Co-Chair Alan Rowe (Local 728).

The primary standards writing organization for the entertainment industry is Professional Lighting and Sound Association (PLASA). There were major changes at PLASA in 2015. PLASA North America dissolved their relationship with PLASA UK in December. The name of the organization will change back to En-

tertainment Services and Technology Association (ESTA). ESTA is responsible for creating all of the American National Standards Institute (ANSI) standards for the entertainment industry and it is extremely important that all member Locals continue their sponsorship of ESTA; Locals that are not members should join.

The second round of National Electrical Code Panel 15 meetings for the 2017 revision were held this past November in San Diego. Brother Eddie Kramer (Local One) and Alan Rowe (Local 728) were there to protect IATSE interests. The scope of Code Panel 15 covers Theaters, Motion Picture Studios, Carnivals and Fairs, and other places of Assembly where we work. Working with ESTA and representatives of the Alliance of Motion Picture and Television Producers (AMPTP), the IATSE has been able to negotiate Regulations that take into account the entertainment industry and the safety requirements placed on IATSE crews.

ICAP Member Eddie Raymond attended the Event Safety Alliance's Event Safety Summit in Lititz, PA with International Representative David F. Garretson. The ESA is primarily concerned with the safety in the outdoor live event portion of our industry where many IATSE members work, but which is still largely unrepresented. The ICAP has been involved with the ESA since their inception after the Stage Collapse at the Indiana State Fair.

Worker's Memorial Day (U.S.)/ National Day of Mourning (Canada) is April 28. IATSE observances have been very successful, and everyone is asked to participate again this year in honoring our sisters and brothers who went to work and never came home with a union-wide moment of silence.

Every year, the North American Occupational Safety and Health (NAOSH)

Week is held the first full week in May. Following on the heels of Worker's Memorial Day, the purpose of NAOSH Week is to raise safety awareness among workers and employers and promote safer workplaces. Locals are asked to plan now to celebrate NAOSH week by holding seminars, publishing safety literature, or participating in events promoting safety activism - whatever feels right for your Local. Reminders and information about both Worker's Memorial Day and NAOSH week will be in the first quarter Bulletin.

ICAP continues to work closely with the IATSE Training Trust to present calendar OSHA 10 classes, and to coordinate assistance for members and Locals who are preparing to take certification exams, such as ETCP. All of the ICAP members, but especially Brother Rowe recently spent dozens of hours helping to develop safety classes for the Training Trust Fund in conjunction with UCLA, reviewing curriculum, conferring with IATSE subject matter experts, and providing case studies and photographs for the lessons.

The ICAP concentrates its work in three areas: supporting the IATSE Training Trust Fund, facilitating the IATSE/USITT/OSHA Alliance and coordinating Standards Writing. They are very proud of the work that they are accomplishing in the United States and Canada and they look forward to the challenges that await them.

The members of the ICAP and the Locals that give them the support to do this work are Joe Aldridge (Local 720), Paul Dean, Jr (Local One), Kent Jorgensen (Local 80), Sheila Pruden (Local 873), Eddie Raymond (Local 16), and Alan Rowe (Local 728), who is the current ICAP chairperson.

InfoComm

A/V Essentials Training, offered in coordination with InfoComm, was held in nine cities in 2015: Salt Lake City, Atlanta, Dallas, Portland, Honolulu, Philadelphia, Los Angeles, Anaheim, and Denver. This example of embracing technological change and education will help to secure good audio visual jobs in the future for the membership.

A Train-the-Trainer session is held with a local union's most skilled A/V workers so that they are able to assist with instruction and continue the program on their own.

During class, training works on the principal of building blocks. Explanatory lectures with step by step breakdowns of a skill, followed by a hands-on session, allow the theoretical to become practical and enables solid learning to take place.

Costs of this program have been greatly reduced by the purchase of a scanner, which has eliminated the need for shipping hard copies of surveys, and by securing relationships with instructors all over the country, so that whenever possible the closest instructor to the training is contracted, thus keeping travel costs down. Five exceptional instructors were highlighted for their knowledge, dedication, and good work: Toby Payne, Dan'l Cook, Jennifer Bacon, Gary DeJidas, and Andre LeJeune.

Additionally, Locals are reminded that InfoComm membership is free to all IATSE members with many online classes, passes to the InfoComm show, and other perks.

Because of his dedication to A/V training, and his close work with InfoComm, Representative Adams has been placed on InfoComm's curriculum advisory committee, a group that reviews submissions for classes to be given at the

annual InfoComm show. This appointment will put the IATSE in a position to promote classes that will attract Live Event Techs, as opposed to the heavy Integration tracks that are now offered, and will help to secure educational opportunities for the membership.

District Education Sessions

Approximately 800 local union leaders were trained in 2015 at the District Education Sessions, which are designed to enrich and expand on important union themes like activism and organizing, and permit a regional focus on these topics. Leaders who have attended GEB education sessions, LEAP classes and/or the Officer Institute can enrich their learning at District Ed trainings, while Locals who have not been able to participate in these other opportunities have a chance to be reached, informed, and included.

During the late summer and fall, our 2015 District Convention Education Program continued to present "Creating a Strategic Framework for Activism in Your Local Union". A summary of this training may be found in the fourth quarter IATSE Bulletin, and all of the Activism resources provided through Ed sessions at the Districts and past GEB meetings are on the IATSE website.

The 2016 District Trainings are in development now, and will focus on using everything local leaders have learned thus far about the Four Pillars of Success (Leadership, Skills & Safety, Activism and Communications) to teach them how to build power for their Local and the IATSE as a whole. District Secretaries will be contacted mid-March with specifics about the training sessions in their Districts.

Local leaders also have an opportuni-

ty to attend educational workshops at all General Executive Board sessions. This GEB meeting features Scott Treibitz, President of TriCom Associates Inc., who will lead a class called "Media and Messaging Training for Local Unions". The session will focus on best practices in planning and delivery of communication strategies which can be applied to contract campaigns, organizing, internal dynamics and political activism.

LEAP

The Labor Education Assistance Program (LEAP), founded in 2009, continues to be popular, providing reimbursement for tuition and room and board to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. In 2015 total LEAP spending was \$12,084.35 in Canada; and \$32,164.65 in the United States. Over the past seven years, the International has reimbursed local leaders a total of \$251,002.04 through LEAP.

Hidden Career Path Days

Six Hidden Career Path Days are presented in conjunction with the Roundabout Theatre Company during the 2015-16 school year to enhance New York City high school students' appreciation of and exposure to careers in technical theater, to equip students with knowledge of the skills required and pathways possible to pursue those careers, and to educate students about the IATSE and why unions are important. Students meet on six different days throughout the year for interactive mini-lessons. So far this year the topics have included:

- **Electrics:** How to focus a light, how to read a light plot, how to coil cable, how to change a lamp
- **Stagehands:** Personal protective equipment to support safe work con-

ditions, how a scenic studio develops shop drawings from design drawings, how to make prop whiskey with a label that will last for the run of the show, how a crew collaborates with stage managers to complete a scene shift

- **Sound:** Wireless transmission and receivers, how computers mimic the way our brain interprets sound signals, how a sound engineer sets up a system, working with actors to place microphones, how rules within a sound department allow a team to work collaboratively and efficiently, how to line-mix a show

And coming this spring, sessions are planned for:

- **Front of House:** Duties of company managers, what does it mean for a ticket seller to “paint the house”, how to be a good usher.
- **Wardrobe:** Rigging a costume for a quick change, executing a quick change, how to take a performer’s measurements, maintaining a costume for the run of a show, how to sew a snap onto a costume, how to paint and repair shoes
- **Hair and Make-up:** Wig-making, hair prep and how to pin a wig, “Wicked” make-up techniques, old-age make-up techniques, 1940s hair styling, applying cuts, bruises, and blood with make-up

Recent Hidden Career Path Days have included tours of such renowned theaters as Radio City Music Hall, City Center, and The Koch Theatre, all led by IATSE Local One members who speak not only of their theaters and technical skills but also of the importance of union membership. Special thanks to Local One President Jim Claffey, who always goes above and beyond to coordinate Local One members

working at the top of their fields as Hidden Career Path Day presenters, and to the members themselves, who graciously volunteer their time.

lynda.com

Over 5,000 members have enrolled in lynda.com as of December 1, 2015. The subscription period began on September 1, 2015 and ends on August 31, 2016. Only four months into the subscription period, members are taking full advantage of the wide range of offerings in the lynda.com library and have viewed over 81,801 videos, and been awarded 781 certificates of completion.

The most popular courses for improving craft skills are DaVinci Resolve 11 Essential Training, Avid Media Composer 8 Essential Training, SketchUp 2015 Essential Training, Premiere Pro CC Essential Training, and Up and Running with Vectorworks.

Members are also using lynda.com to improve leadership and union skills, and are taking courses such as WordPress Essential Training, various Excel Courses, Communication Tips, Strategic Negotiation, Time Management Fundamentals, Strategic Planning Fundamentals, Managerial Accounting, Facebook for Business, Conflict Resolution Fundamentals, Leading with Emotional Intelligence, Body Language for Leaders, Influencing Others, Leadership Fundamentals, and Negotiation Fundamentals

Enrollment is through the local union and forms and information can be found in the fourth quarter Bulletin and on the IATSE website.

Road Show

The IATSE Road Show: Why Unions Still Matter was presented to over 400 attendees in 2015, not including those who saw it at the IA Officer Institute. Among

the cities hosting the show since the General Executive Board Meeting in July, were Scranton, New Orleans, and Portland. Locals who wish to bring the Road Show to their towns should contact Representative Joel Youngerman. Information is on the IATSE website.

Staff Training

As has become customary, there will be three Days of Staff training for the IATSE General Executive Board, International Representatives, and top staff held from April 4-7, 2016 at the Maritime Institute near Baltimore, MD. In addition to Department meetings and concrete work plans, the staff will focus on skills and strategies for the year ahead, especially tools to deliver a unified message on building IATSE power through organizing.

National Labor Leadership Initiative

At previous GEB meetings, it has been reported that both General Secretary-Treasurer James B. Wood and International Trustee White participated in the National Labor Leadership Initiative, a pro-worker think-tank and education program devised by the AFL-CIO and the Worker Institute at Cornell University to unite labor unions, worker/justice groups, and local Central Labor bodies. Participation in this program shows a significant commitment to relationships with our partners in the Labor movement as a way of strengthening it to better serve the people we represent.

As the larger program continues, it has also branched out, with the creation of regional Labor Leadership Initiatives. The first of these was held in the American South this past year and was attended by District 7 Secretary Andrew Oyaas. These attendees will be consulted as the next regional group is formed in the Pa-

cific Northwest, encompassing both the United States and Canada. Local 891's Dusty Kelly will participate in this session. Plans also include a session for the six New England states, to be devised with the assistance of the U Mass Labor Education Program later this year.

These personal alliances between top leaders in the national and local labor community are important. Secretary Oyaas writes, "...Our leaders in the south (and around the country for that matter) should attend this or similar program. While we as the IA don't [always] need to have community partners in our campaigns, knowing they are there when we do is invaluable.

All of the programs and plans of the Education and Training Department serve its primary objective: Creating a Culture of Continuous Education in the IATSE

In our three areas of focus—Skills and Safety Training, Union Leadership Education, and High School/College Outreach, we are always mindful that the creativity, wisdom, knowledge and imagination of our teachers, our leaders, and our workers need to be shared to keep the union strong. With this in mind, the Education and Training Department, with the support of President Loeb, General Secretary-Treasurer Wood, the Board, the representatives and the staff, the Locals, and the workers are able to serve this one objective by:

- Using all types of labor studies courses to create smarter, more confident, more connected leadership at every level of the IATSE
- Make job sites safer for the workers we represent
- Encourage up-to-date craft skills in every area to guarantee that any IATSE crew is the best in the business

- Inform students who are our workers of the future about the essential role the IATSE will play in their entertainment-industry careers

President Loeb observed that 800 local union leaders have been trained, which helps to secure jurisdiction for members. President Loeb also observed that this department is hard at work, constantly innovating. He complimented the Department on its tremendous work, thanking all at the table, especially noting the leadership of International Trustee White. He stated that he is extremely proud of the rule making and licensing activities of the ICAP. He encouraged members to become ETCP certified. Additionally, he noted that in A-V Training, the IATSE has to be the go-to labor force. To that end, influence on industry boards expands the IA presence in the industry.

IATSE BROADCAST DEPARTMENT

Broadcast Department Director Sandra England and International Representatives Steve Belsky, John Culleeny and Fran O'Hern reported upon the recent activities of the Department. Over the past several months, the Broadcast Department has remained active in several well-established and new jurisdictions. The Department has continued to pursue wage and benefit increases for members, build consistency and parity among contracts, and provide communications and resources for Locals. Its work with members, Locals, and employers was reported to the Board.

Fox Sports Net Southwest Regional Negotiations

In pursuit of a first multi-region Fox Sports Net contract, Department representatives have met with bargaining committees in each of four markets where

existing right-holder contracts expire in 2016. These extended meetings in Los Angeles, San Diego, Arizona, and Texas have been open to members, allowing crew interests in each territory to be addressed. A draft of the IA's contract proposal has been sent to the company and the parties' first negotiating session was held in Los Angeles on January 5-6, 2016.

Local 100, New York, NY

It was reported that Local 100 hired full-time Business Agent Lorraine A. Seidel. This was a positive step for the Local. A successor crewing contractor agreement has been renegotiated with all New York area contractors and ratified by the members. One contractor sought to break from the pattern set with other employers, but the Local remained firm and a fair contract was achieved. It was noted that due to a relationship between Fox Sports and YES Network, crewing that was previously being done under a contractor's agreement is now being done under the YES Network agreement. This created some jurisdictional difficulties, which the Local worked through cooperatively with another union that was involved.

Local 119, San Francisco

Local 119 recently passed a constitutional amendment to increase its membership dues with plans to hire a full-time Business Agent. The Super Bowl will be held in February 2016 at Levi Stadium in Santa Clara, CA. Locals 119, 16 and 134 are working together to make sure that work on the event will be performed under IATSE contracts.

Local 414, Wisconsin

Local 414's constitution was drafted and received all necessary approvals, including that of its members. The Local conducted elections and a full slate of

officers has been installed. After approximately one full year of organizing and bargaining over work within Wisconsin, all of Local 414's contracts are now established. It was noted that the officers and members of Local 414 have achieved some great successes in the Local's short history.

Local 487, Mid Atlantic

It was reported that Jeff Feldman has become an Assistant Business Agent for broadcast technicians represented by Local 487. He was commended by the Broadcast Department for maintaining good relationships with the employers and technicians in the mid-Atlantic markets. It is anticipated that the IA's prominence in this region will continue to improve as a result.

Local 745, Minnesota

Local 745 recently held elections for new officers. A new Business Agent, Charlie Cushing, was elected. It was noted that he was previously active as an executive board member and is poised to maintain the Local's recent successes. It was also noted that Local 745 is actively organizing. The Local has been working cooperatively with Local 13 to organize work in and around the Twin Cities. Efforts have recently focused on a new football stadium being built in Minneapolis.

Local 748, Arizona

Local 748 is preparing for revision and renewal of expiring rights-holder contracts and secondary crewer contracts within its jurisdiction. New work on Rush Media's pre-season baseball games created forty-four additional events for the Local in 2015. Rush Media will be returning to Arizona for spring training baseball in 2016 and it is expected that the same forty-four games will be covered. It was also noted that remote broadcast trucks

will arrive early to air Japanese spring training baseball games during February 2016. This work will also be covered by the Local's agreements.

Local 762, Chicago

Local 762's members continue to work in an environment where three separate broadcast unions contend with each other for the same work. The Local is currently working to secure IATSE coverage of Rush Media content after the work was taken over by a crewing subcontractor with ties to all three unions.

Local 793, Washington and Oregon

Local 793's recent work includes constitution and bylaw revisions that will effectively bring both its major urban markets—Seattle and Portland—closer together. As a result of those changes, a combined executive board will be poised to steadily represent the interests of all members involved.

Local 796, Texas

Local 796's contract with Fox is the first to expire in 2016. Therefore, the Texas Local has been proactive in assessing the revisions and requests that will eventually lead to a joint multi-regional contract. The Local's officers and members have also been active in addressing one-off productions that take place within their market and they recognize the need to organize those employers.

Indianapolis, Indiana

Following very successful organizing efforts, the Department commenced contract negotiations with the Indiana Pacers in early fall 2015. Early focus on initial contract proposals has moved slowly. The employer has been resistant to concepts and conditions that have become standard in the IATSE's regional broadcast agreements in other markets. The

Department's representatives are scheduled to return for a two-day negotiating session during the last week of January. Individuals working for the Pacers are anxious to proceed in the interim by identifying additional organizing targets within the Indiana market.

Education and Training

It was reported that the Department has been actively working with the IA Education and Training Department to develop a course of study for technicians who wish to become more skilled at working with fiber optic cable and networks. Fiber optics are becoming the standard way of sending signals in the broadcast industry. A training class has been developed with the assistance of Jesse Madison, a member of Local 745 in Minnesota. The class was first held in Minneapolis in January 2016. It will later be held in other locations for all interested broadcast Locals. The Department is also offering class spaces to stagehand Locals within any territory where the class will be offered.

Organizing

It was reported that the Department continues to maintain an active organizing presence in many areas of the country where IATSE broadcast contracts are not currently in place as well as in areas where IA local unions have been chartered. Through its new organizing initiatives, the Department will continue to pursue its goal of representing all broadcast workers.

President Loeb remarked that the broadcast sector is one of the most difficult areas the Alliance deals with due, in part, to current industry changes. However, further organizing is almost always the answer to these concerns. The foresight of the Broadcast Department is

important and the Alliance will not be left behind so long as its prominence is established. He further noted that several broadcast Locals are taking the right step by establishing full-time Business Agents. He thanked the Department for its report and praised the commitment of those reporting.

IATSE CANADIAN AFFAIRS DEPARTMENT

International Vice President and Director of Canadian Affairs John M. Lewis, International Vice President Damian Petti, Assistant to the President Sean McGuire, International Representatives Barny Hainer, Julia Neville, Peter DaPrato, Jason Vergnano and Krista Hurdon, CLC Delegate Kelly Moon, Canadian Legal Counsel Ernie A. Schirru, and Local 856 and District 12 member Scott A. Martin reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Halifax, Nova Scotia (not covered in separate reports).

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

Local 56 Montreal - Stage

Local 56 is in the midst of an organizing campaign involving a significant employer of stagehands in Quebec. The Local hopes to be in a position to report that it has filed an application for certification with the Quebec Labour Board

at the next General Executive Board meetings.

Local 58 Toronto – Stage

Local 58 recently filed an application for certification with the Ontario Labour Relations Board (OLRB) in respect of stagehands working at The Factory Theatre located in Toronto. Founded in 1970 by Ken Gass and Frank Trotz, Factory Theatre was the first company in the history of this country to produce only Canadian plays. A vote of the affected employees was conducted by the OLRB in late December 2015 but the ballot box has been sealed pending the outcome of employee status challenges raised by the Theatre which are scheduled to be heard by the OLRB in February 2016.

Local 63 Winnipeg – Mixed

A recent internal review of Local 63's business affairs has identified some challenges for the Local leadership that may require the assistance of the International.

Local 63 has recently commenced a lawsuit against the Canadian Football League with the assistance of the International Defence Fund. The lawsuit alleges a breach of contract arising from the CFL's decision to engage NASCO, a non-union contractor, to perform all labour in connection with the November 2015 Grey Cup half-time show after it had already entered into a contract with Local 63 to perform the work.

Local 212 Calgary - Stage

Local 212 recently faced a possible jurisdictional dispute with the Directors Guild of Canada over the editor a production entitled "Heartland". After some initial posturing, the IATSE's jurisdiction to represent the editor was agreed to by both the production and the DGC without the need for litigation.

This recent jurisdictional dispute highlighted the fact that there are currently no processes in place which will allow the two organizations to quickly and easily meet to resolve issues as they arise so as to avoid the necessity of more formal proceedings before arbitrators and labour boards. Accordingly, the IATSE Canadian Office has initiated discussions with senior representatives of the DGC to remedy this situation and to also identify areas of mutual interest. Some topics being discussed include:

- An informal dispute resolution process;
- Joint lobbying;
- Reciprocal agreements to allow for easier access to health and retirement contributions for dual members;
- Merger of our national health plans; and
- Coordinated bargaining;

Local 262 Montreal - Operators

Local 262 is in the midst of a protracted dispute with Cineplex Canada, the largest operator of movie theatres in the country. The local has eight agreements with Cineplex in the province of Quebec. Recent organizing successes have translated into the Local recently acquiring the bargaining rights for 90 employees at the Ste. Foy Theatre located in Quebec City and 110 employees at the Colossus Theatre located in Laval. Negotiations for a first collective agreement at each venue have been unnecessarily confrontational and have resulted in conciliation and arbitration in both instances. The parties continue to litigate the first contract arbitration with four hearing dates already completed and an additional nine dates scheduled into February 2016. The International continues to assist the Local throughout this process.

Local 295 Regina/Moose Jaw - Mixed

Local 295 had experienced a drastic reduction in members and work when the Saskatchewan government eliminated tax incentives for the film industry in 2012. Earlier this year, however, the Local was advised that the provincial government was cautiously re-introducing a limited form of financial support to encourage low budget productions in the province in the range of \$2 million. Since this announcement, the Local has been able to secure agreements on the low budget productions shot in and around Regina in 2015, including, *Adventure Club*, *Chokeslam*, and *Archie*.

Local 295 will be working alongside Local 669 in an effort to secure further work in the province in the future.

Local 523 Quebec City - Mixed

Local 523 acquired bargaining rights for employees working at Quebec City's Videotron Arena, an arena built by Quebec City but managed by Quebecor which in turn has engaged AEG Worldwide to run the day-to-day venue operations and programming.

With major shows coming into the venue almost immediately following the Local's certification, the Local and AEG concluded an interim agreement covering working conditions and wages to ensure that the first batch of shows were not negatively impacted by lack of an agreement. The Local is presently working under this interim agreement and is in negotiations to conclude a final first collective agreement. International Representative, Jason Vergnano, is currently working with the Local and AEG to provide ETCP training in the New Year.

Motion Picture Term Agreement Negotiations

All of the major union and guild

term agreements in Canada were renegotiated in 2015. While a number of gains were made in the areas of funding for training and the introduction of cable television terms and conditions for high budget SVOD productions. The latest round of bargaining speaks to the need to work with other unions and guilds to better coordinate the industry's bargaining efforts.

BC Master Agreement

The BC Council of Film Unions negotiated the BC Master. The council is comprised of IATSE Locals 891 and 669 along with Teamsters Local 155. After seventeen days of bargaining for the 2015-2018 term agreement, which expired March 31, 2015, an agreement was reached on August 7, 2015, and was ratified on September 10, 2015.

There were a number of gains achieved in the BC Master Agreement consistent with bargaining that took place in the US, including:

- provisions addressing subscriber video on demand consistent with cable television productions;
- the introduction of contributions starting in October 1, 2016 (with a cap) for training and the agreement to form a jointly managed Training Society;
- a fringe increase to reflect a new statutory holiday in BC, Family Day;
- an increase in hourly rate when ETCP certification is required;
- an increase in the Generator Operator buyout;
- a clarification that additional units shall have the same minimum camera crew requirements as First Unit if Principal Actors are involved;
- annual wage increases effective as of August 2, 2015.

Local 873 Toronto - Term Agreement

The Local 873 bargaining proved more contentious than the negotiations in BC. Bargaining broke off on two occasions and the Local sought and received an overwhelming strike mandate from its membership. Ultimately the Local was able to achieve the following:

- annual wage increases in each year of the agreement with an additional increase in the first year for all cable television productions;
- an additional increase in wages in the third year of any cable series and an additional percentage in the fifth year of a series;
- the introduction of an hourly training contribution effective when the agreement is ratified (with caps);
- similar recognition and terms and conditions for high budget SVOD were obtained.

Local 411 Toronto - Term Agreement

Local 411 reached an agreement for a one year extension of its term agreement with the Canadian Production Association which also covers the AMPTP companies.

Canadian Entertainment Industry Entertainment Retirement Plan

The Plan continues to grow at an unprecedented rate and continues to offer additional services to our members. The Plan now has assets in excess of \$320 million and 16,553 participating members. Contributions to the plan have dramatically increased each year since 2010 reflecting the growing number of participating members, improvements to contribution rates under the various collective agreements and a general increase in work under collective agreements in Canada.

IATSE Canadian National Health Plan

The National Health Plan is made

up of twenty-five groups totaling 15,000 participants. In November 2015, the first Stakeholder report was provided to all participating groups. This report contained Plan information for local plan administrators including many legal opinions obtained jointly regarding new Canada Revenue Agency policies affecting health trusts. In addition, the Plan scheduled three webinar sessions in December 2015 for administrators, trustees and staff to learn how to use GroupNet, the GreatWest Life online systems.

The Plan is starting to see some real synergies, apart from the efficiencies and savings the Plan has achieved with its health premiums arising from the merger and consolidation of so many local plans. The Plan continues to work with its consultants on a number of fronts to review local plan design to support greater efficiencies.

Department Outreach and Activism

In keeping with past reports, the following is a summary of some of the education outreach and activism efforts of the Canadian Department since the last General Executive Board meeting:

Education

Representative Hurdon continues to represent the IA at various educational facilities. She spoke at an HR class of post-graduate students in the Arts Administration program at Humber College in Toronto and participated in a new one-day City of Toronto program called Step Up: Career Exploration for Youth.

COMET

Since the Summer GEB, Locals 58, 129, 680 and 849 have all received Continuing Organizing Member Education Training (COMET) training from Representative Vergnano, with additional sessions being scheduled in the early New

Year for Locals 168 and 891.

Why Unions Still Matter Roadshow

Representative DaPrato continues to work with Dr. Wayne Lewchuck of McMaster University and has coordinated the presentation of Why Unions Still Matter to Locals 849 and 680 in Halifax and Locals 63 and 856 in Winnipeg.

Activism

Vice President Petti was elected as a Vice-President on the Executive Committee of the Alberta Federation of Labour.

Local 210 member, Siobhán Vipond, who is currently the Secretary-Treasurer of the Alberta Federation of Labour, was named by Alberta Premier Rachel Notley to sit on the Premier's Advisory Committee on the Economy.

Local 411 Business Agent, Chandra-Li Paul, was acclaimed as the Solidarity & Pride Vice President for the Ontario Federation of Labour. Channi also represents the IA on the CLC Solidarity and Pride Committee.

Local 667 Quebec Business Representative, Christian Lemay, was elected as Chair of the REAVQ (Regroupement pour la formation en audiovisuel du Québec), which is the training body for the audio-visual industry in Quebec

Local 680 Vice President, Deborah Richardson, was re-elected as Vice President for Unions Representing 1,000 Members or Less for the Nova Scotia Federation of Labour

President Loeb applauded the efforts of the Canadian Department, noting that the Department's continued focus on organizing, local outreach and activism are particularly commendable.

IATSE LEGAL AFFAIRS DEPARTMENT

General Counsel Samantha Dulaney, West Coast Counsel James G. Varga, As-

sociate Counsel Adrian D. Healy, Associate West Coast Counsel Andrew Kahn, and Canadian Counsel Ernie A. Schirru reported on recent developments in legal matters and affairs.

The report first referenced several prominent National Labor Relations Board (NLRB) developments. It was reported that on August 27, 2015, the NLRB issued a long-awaited decision in a case called "Browning-Ferris" or "BFI." Formally named Browning Ferris Industries of California d/b/a as Newby Island Recyclery, this case resets the law in determining joint-employer status. Since the 1980's the Board has continuously narrowed the circumstances where a joint-employer relationship can be found. The law was consequently out of step with changing economic times. In particular, it was noted that nearly three million U.S. workers are temporary or contingent employees, who are often subject to the control of multiple entities within their workplaces.

In Browning-Ferris, the NLRB made a return to the historical definition of joint-employers. The restoration of this standard means that workers will have a meaningful opportunity to bargain with the employers who actually control their terms and conditions of employment, including economic conditions. This will be an important decision for the Alliance inasmuch as workers are often employed by contractors and subcontractors across many sectors of the entertainment industry.

It was also reported that the NLRB continues to develop law in the context of changing technology. Most recently, the Board decided a case that focuses on employees' use of recording devices in the workplace. In the case of Whole Foods Market, Inc., decided on December 24,

2015, the NLRB ruled that photography and audio and video recording at the workplace are legally protected activities under certain circumstances. It was noted, however, that many IA members work for entertainment companies that have greater interests in regulating that conduct. Confidentiality restrictions are the norm in the entertainment industry, but they should be drawn narrowly to protect only legitimate employer interests. If such a restriction seems too broad, it is best for local unions to consult their legal counsel.

A prominent U.S. Supreme Court case was also reported upon. On January 11, 2015, the Court heard oral arguments in *Friedrichs v. California Teachers Association*, a case where plaintiffs say that it should be unconstitutional to require employees of public sector employers to join unions or pay agency fees to unions. The plaintiffs, sponsored by “right-to-work” groups and their allies, seek to have the Court overrule decades of precedent. The case could have a wide-spread impact and effectively impose a right-to-work regime in the public sector in all states. Many legal observers are unfortunately predicting an outcome in favor of the plaintiffs. It was noted that a bad decision in this case would not have an immediate legal impact on the IATSE’s private sector members, but the indirect result would be an overall weakening of organized labor. It would likely result in more unfriendly state and local politicians being elected and enacting more anti-union and anti-worker laws.

Canadian Counsel Ernie Schirru reported to the Board on the Ontario Government’s new mandatory retirement savings scheme, the Ontario Retirement Pension Plan (ORPP), which is slated to become effective in waves

starting in 2017. By 2020, every employee in Ontario will be part of either the ORPP or a comparable workplace pension plan. Employer contributions to an individual and/or group RRSP plan is not considered to be a “comparable workplace pension plan” under the ORPP legislation. This means employers will be obligated to contribute to the ORPP in addition to any collective agreement obligations to contribute to an RRSP on behalf of employees. It was noted that Ontario Locals of the Alliance should educate themselves on the ORPP and determine when the obligation to contribute becomes effective in their respective workplaces. This is an additional form of compensation that must be taken into consideration when bargaining any first or renewal collective agreements. Attorney Schirru also noted that Ontario IATSE Locals should take steps to ensure signatory employers’ compliance with their obligations to comply with the Government’s scheduled roll out of the plan.

Among other Canadian legal developments, it was reported that in January 2016, a construction company project manager operating in Ontario was sentenced to three and a half years in prison after four construction workers fell to their death from a swing stage on December 24, 2009. This is the first time a jail sentence has been imposed for a violation of the 2004 Westray Bill amendments to the Canada Criminal Code – amendments which contemplate criminal negligence liability for those workplace players responsible for serious injuries and/or deaths. Counsel Schirru noted that this recent decision underscores the importance of all IATSE members across Canada getting health and safety training so as to avoid not only a similar workplace

tragedy but also the prospect of criminal consequences.

Finally, the report discussed the status of two lawsuits in U.S. federal courts where the International was named as a party. A former member of Local 21 filed the first of these, which was mentioned during previous reports to the Board. The Board was reminded that all claims against the International had been dismissed. The Board was also reminded that a former member of Local 2 also filed claims against the International in a case in Chicago. In the latter case, the International’s motion to dismiss the Plaintiff’s claims against it has been granted and the International has been effectively released from the lawsuit. The plaintiff attempted an appeal, but has thus far been unsuccessful.

President Loeb thanked the legal department for its report and noted that it is important for the Board and others in attendance to remain apprised of significant legal decisions that may impact the Alliance and its members.

IATSE EQUALITY STATEMENT

A motion was put forward by the General Executive Board for the IATSE to adopt an equality statement for IATSE which was duly seconded and passed unanimously. The IATSE Equality Statement so adopted reads:

Equal rights are the cornerstone of the labor movement. Unions were founded on the principle that all people are equal and all people are deserving of respect and fair treatment. Equality issues run through all areas of trade union activities – from health and safety to wage negotiations.

The International Alliance of Theatrical Stage Employees (IATSE) is committed to equality of opportunity and to eliminating all forms of discrimination. We are

opposed to unlawful and unfair discrimination and oppression on the grounds of gender (including transgender people), relationship or marital status, race or ethnicity, disability, sexual orientation, age, language, background, political or religious beliefs, physical appearance, pregnancy or responsibility for dependents.

We believe that equality for all is a basic human right and we actively oppose all forms of unlawful and unfair discrimination. IATSE leaders and members must be vigilant in working, both with each other and with our employers, to promote an equal and welcoming environment for all people, through our actions, attitudes, and language. The IATSE celebrates the diversity of society and is striving to promote and reflect that diversity within this organization.

IATSE NATIONAL BENEFIT FUNDS

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

The pattern of year over year growth in contribution income, assets and participation in the National Benefit Funds continues. As of November 30, 2015, the year to date contribution growth has increased 15.12% over the same period in 2014. More than 57% of that income is derived from motion picture production with the remainder split amongst various live venues, trade show and exhibitions, road shows, box office sports broadcasting and more.

As of November 30, 2015, the total net assets of the Funds have reached ap-

proximately \$1.3 billion, which represents an increase of almost 110% from December 31, 2009 when the net assets of the Funds stood at only \$608 million. The increase in net assets from year end 2014 through the first eleven months of 2015 was 5.57%.

The IATSE National Health and Welfare Fund now provides health coverage to over 40,000 lives in its seven different options, which is an increase of 10% in covered lives since the same time period in 2014. The Fund welcomed participants of Wardrobe Local 764 on January 1, 2016 which has resulted in well over 1,000 new participants. Plan C4, the newest addition to the options under the Health & Welfare Fund's Plan C, which was introduced on January 1, 2015 is realizing rapidly increasing enrollment and is now providing benefits to more than 1,800 participants.

The Board of Trustees worked diligently with Plan professionals to avoid increases to the April 1, 2016 CAPP rates. The Board was able to improve in-network therapy (physical, behavioral, occupational, etc.) visit limits to better accommodate participant needs. To help stem the tide of ever increasing health care costs the Trustees increased out of pocket costs on the C1 and C2 Plans out of network benefits. This was done to incentivize participants to seek lower cost in network providers whenever possible. As of April 1st there will be some changes to the prescription coverage provided by CVS/Caremark to include slight increases in co-payments and to introduce their standard formulary. The Trustees made these minor changes to help stabilize the costs of the various Plan options beyond the April 2016 coverage quarter.

As of January 1, 2016 all claims for medical reimbursement through the stand alone MRP Plan, the Retiree Only

MRP and the excess balance reimbursement plan will be handled through the Fund Office. In addition to pledging to provide improved service and faster claim payment turnaround time, a benefit improvement and the time to file claims was extended. For those claims incurred after 1/1/16, there will no longer be visit limits on items such as therapy, acupuncture, well baby care and much more. The time to file claims has also been extended to allow participants to file within twelve months of the date of service.

The IATSE Annuity Fund, with assets held in individual accounts, has over 69,000 active accounts with retirement account balances. This is an increase of over 8.0% from the same period last year. As per an earlier decision by the Trustees, effective December 1, 2015, all individual participant accounts and assets were transferred from Mass Mutual to Wells Fargo. The move was made in order to provide improved services at lower fees for participants. Numerous educational pieces were mailed to participants and Wells Fargo will continue to send material and keep their dedicated website up-to-date.

The IATSE National Pension Fund provides retirement benefits to 2,650 pensioners and approximately 18,000 active working members and inactive vested participants will be able to receive valuable monthly lifetime income from the Fund at retirement from Plans B and C.

The Fund Office developed and launched a customized web-based solution for employers needing to report on their full-time employees to the IRS for Plan year 2015. Under the Affordable Care Act all employers with fifty or more full-time employees must report on those individuals' coverage offering in 2015 or face IRS penalties. Because of Plan C's numerous options, there may be a question

of affordability and the NBF is the only entertainment industry plan that needed to develop this tool for employers.

As was previously reported, the Fund Office has been undergoing extensive renovations for much of the past year in order to facilitate projected future growth. The project was completed ahead of schedule and all departments have been fully functional in their new spaces since the end of October.

The Funds released a new version of its newsletter, *Behind The Scenes*, in early July. This innovative edition is easier to read, packed with more informative articles and continues the efforts of the Funds to bring more information and services to its participants. This new communication piece has been extremely well received by participants.

IATSE OFFICER INSTITUTE

International Trustee and Director of the Education and Training Department Patricia A. White and Assistant Department Director Robyn Cavanagh appeared before the Board to report on developments concerning the IATSE Officer Institute.

It was reported that to date, eight sessions of the IATSE Officer Institute have been held and 390 officers have attended from 147 local unions (which represent well over 80% of the Alliance's membership). Participants have come from many geographies and crafts. At the Mid-Summer General Executive Board meeting in July 2015, a report was presented with details concerning the Officer Institute's quantitative impact upon local unions. Analyses of that report and other data, along with input from participating local officers and Department Directors have prompted changes in the Officer Institute and new programming for 2016.

To reach locations where local unions lack space to house the program, the 2016 Officer Institute sessions will be held in hotels. Yet, local unions in the 2016 cities will continue to provide hospitality in a variety of ways. The dates and locations in 2016 for the Officer Institute are: March 7 – 11 in Cambridge, MA (U.S. Locals only); May 9 – 13 in Austin, TX (U.S. Locals only); October 17 – 21 in Vancouver, BC (U.S. and Canadian Locals).

A joint Canadian and U.S. session is a new feature that was suggested by previous attendees. It is expected that the interaction will lead to productive dialogues. Additionally, the 2016 Institutes will begin earlier on the first day to cover more content and reduce the pressure of covering more material on subsequent days. Highlights of the 2015 Officer Institute sessions were the informal connections that many participants developed, such as during lunch discussions and ad hoc meetings about specific matters. These will be continued in the coming year.

It was reported that small Locals should be encouraged to participate and many are in need of assistance. To address this, the General Executive Board voted to provide thirty subsidies (ten for each session in 2016) to local unions that had less than \$250,000 in gross receipts during the previous year. The subsidy application can be found in the Bulletin or on the IATSE website and will be granted on a first come first served basis to qualifying Locals. Local unions that annually submit U.S. Department of Labor forms LM-4 or LM-3 (or, in the case of Canadian locals, those that have gross yearly receipts totaling less than \$250,000) are eligible for a hotel subsidy in order to attend one of the scheduled sessions of the 2016 IATSE Officer Institute. Each quali-

fying Local may receive subsidies for no more than two officers in calendar year 2016. The subsidy will pay for up to five nights lodging at the designated program hotel. No funds will be paid directly to the attendee or the local union. Subsidy applications must be received at least six weeks prior to the first day of the relevant Officer Institute session. Transportation, meals and other expenses continue to be the responsibility of the local union and/or individual attendees. To apply, a subsidy request form must be submitted together with the standard Officer Institute application. Both forms must be signed by an authorized representative of the Local's executive board.

The Education and Training Department has recognized a need for more in-depth study on many of the topics covered at the Officer Institute. Therefore, advanced officer training will be conducted beginning with the first session in February 2016 at "Officer Institute 2.0." Graduates from the original training have requested advanced classes on many topics, but the two most requested classes are in organizing and Secretary-Treasurer skills. The programming for Officer Institute 2.0 will focus on these topics. In order to attend one of the advanced sessions, participants must have graduated from one of the eight previously-held Officer Institutes. However, the Secretary-Treasurer's portion will be open to anyone currently serving as the Secretary or Treasurer of their Local. Applications and information are available on the IATSE website. The first session will be held February 1-4, 2016 at the Maritime Institute outside of Baltimore, Maryland.

President Loeb remarked on the significance of these programs inasmuch as upwards of 80% of all members of the Alliance now have at least one officer

who has attended the Officer Institute. He further noted that officers of smaller Locals could benefit from this extremely valuable training and should attend. For this reason, a practice has been initiated to subsidize their participation. President Loeb concluded his remarks by commending Department Director White and Assistant Department Director Cavanagh for their commitment to this important work.

IATSE-PAC REPORT

General Secretary-Treasurer James B. Wood and IATSE-PAC Committee members Vice Presidents J. Walter Cahill, Thom Davis, Anthony DePaulo, John R. Ford and Craig P. Carlson, along with Retired Assistant to the President Deborah A. Reid and General Secretary-Treasurer Wood's Executive Assistant Marcia Lewis, appeared before the Board to report on the IATSE-PAC.

It was reported that the purpose of the IATSE-PAC is to make contributions to federal candidates. It was noted that the IATSE State and Local PAC makes contributions to candidates on the state and local level, and the IATSE Federal Speech PAC is used to make independent expenditures. As of December 31, 2015, the IATSE-PAC had a balance of \$198,045.58; the Federal Speech PAC a total of \$308,482.76, and the State and Local PAC had a balance of \$36,824.60. Unfortunately, these numbers represent a far cry from the goals set previously to engage a minimum of 1,000 contributors to the IATSE-PAC. The need to engage in the political arena is necessary, perhaps now more than ever and President Loeb remarked that the number of PAC participants is shamefully low.

There are currently only one hundred-thirty-five IATSE members mak-

ing credit card contributions on a regular basis, and another eighty-nine members making regular contributions from payroll deductions to the IATSE-PAC, out of a U.S. membership of almost 110,000. President Loeb implored all in attendance to step up and encourage the involvement of their local union memberships. He pleaded with local union leaders to bring their memberships into the fold and educate the membership of the importance of the IATSE-PAC.

In a separate presentation made at this meeting by Local No. 8, and reported elsewhere in these minutes, Local 8 demonstrated the success that can be achieved when the Local's membership gets involved in political activism. It was noted that 53% of Local 2's membership, and 96% of Local 8's membership is currently participating in the IATSE-PAC and Locals' political program. These are models for other local unions to follow. Contributions to the IATSE-PAC are made on an individual voluntary basis. The State and Local PAC and Federal Speech PAC are both funded through regular contributions from the IATSE General Fund.

As reported at the past few Board meetings, it was noted that the services of a third party administrator (PAC Services) is engaged to perform all the record keeping and reporting required by the Federal Election Commission (FEC) as well as the reports required by the various state and local agencies. The collections process is handled through PAC Services, but the disbursements are performed through the IATSE General Office. The PAC Committee's policy is that contribution checks are personally delivered to candidates and that through such delivery, the issues and concerns of the IATSE membership are brought directly to the

forefront of the politician's agenda. Even contributing a small amount allows for the IATSE to get further into the political process, and our voice heard on a larger scale, but far more is needed.

President Loeb reiterated that political activism demonstrates leadership. Getting members engaged is a sign of leadership. The failure on the part of union leaders to get members engaged is ultimately letting the membership down. It is the responsibility of all IATSE Officers, International Representatives and Local representatives to engage the membership. Attendees at the meeting were reminded that signing up at least 1,000 members to make recurring contributions on a weekly or monthly basis remains the goal of the IATSE-PAC.

IATSE TRADESHOW PARTICIPATION

International Vice President William E. Earns, Jr., International Trustee C. Faye Harper, Assistant to the President Sean McGuire and International Representatives Dan'l Cook, Mark Kiracofe and Brian J. Lawlor reported on the various tradeshow the International has participated in since the 2015 Summer General Executive Board, which included:

- SIGGRAPH in Los Angeles, CA, August 9-13
- LDI in Las Vegas, NV, October 19-25
- IAEE Expo in Baltimore, MD, December 1-2

The report included the characteristics and demographics of these events and the impact the IA is having through involvement with the associations, and the exposure to literally tens of thousands industry professionals.

It was further reported that the IATSE would exhibit at the following shows in the first half of 2016:

■ EXHIBITORLIVE: Las Vegas, February 28 – March 3

■ USITT: Salt Lake City, March 16 – 19

■ InfoComm: Las Vegas, June 4 – 10

President Loeb thanked the Trade-show Department for its continued participation in and attendance at the various trade shows across North America, noting that it enhances the IATSE's reputation in the industry and increases work prospects for members.

IATSE WOMEN'S COMMITTEE

IATSE Women's Committee (IWC) Chairperson Cathy Repola, along with International Trustee Patricia A. White, Broadcast Department Director Sandra England, International Representative Joanne M. Sanders, Local USA829 National Business Agent Cecilia Friederichs, Local 161 Business Agent Colleen Donahue, and Local 891 Vice President Teresa "Dusty" Kelly updated the Board on the Committee's activities since the last meeting in Halifax. The Committee has continued to work on fine tuning its infrastructure so that it can conduct business in a streamlined, productive manner. To that end, it has made significant progress and now has a good foundation to work off of going forward.

Specifically, since last August, the Committee has surveyed its members and those who have occasionally attended the meetings of the Board in order to identify goals for the Committee to consider. In October, the Committee issued its first public statement taking a stand against the attack by some United States legislators on the funding of Planned Parenthood. The IATSE's Communications Department published the statement via Facebook, Twitter and Instagram. The Department also reported that the state-

ment generated 10,000 views much to the pleasure of the IWC.

At the request of Representative Sanders, IWC Chair Repola attended the national convention of the Coalition of Labor Union Women (CLUW) in November. She thanked Representative Sanders for her service on the CLUW Board for twenty-five years representing the IATSE.

Following up on the suggestion of President Loeb that the IWC embark upon outreach/networking opportunities within the Districts, the Committee has identified which Districts each of its sub-committee members are affiliated with in order to facilitate carrying out President Loeb's suggestion during 2016. A trial run took place in Canada during the Districts 11 and 12 convention, spearheaded by Sister Kelly, which was well received and attended.

Networking & Events Subcommittee

Sister Kelly reported that a women's networking reception was held on September 19 during the Canadian Convention in Saskatoon, Saskatchewan. Thirty delegated attendees from Districts 11 and 12, including five young workers were in attendance. At this event, International Vice President and Director of Canadian Affairs John M. Lewis brought greetings from the International, expressing the importance of women's issues in the IATSE. An overview of the committee and its goals was provided to the attendees.

Guest speaker Sister Natasha Tony, chair of Local 891's Women's Committee spoke on the forming of their committee, its goals, upcoming plans, and facilitated an "icebreaker" exercise. The delegates continued in lively conversations generated by this exercise to the very end of the scheduled time.

Community Outreach & Activism Subcommittee

Representative Sanders facilitated the IWC's participation in two national surveys promoted by CLUW. The IATSE led all national unions in response rates, exceeding some of the largest Internationals like AFSCME, AFT and USW. In addition, the International's response rate helped to more than double CLUW's original goal of 1,000 responses.

Furthermore, because of the visibility of the Women's Committee, the following was reported by Community Outreach and Activism sub-committee members from throughout the Alliance:

Canada

- The first ever meeting of the Canadian Women's Committee was held in September in Saskatoon, Saskatchewan.
- In late October, Local 680 Vice President Deborah Richardson was re-elected as Vice President for Unions Representing 1000 Members or Less at the Nova Scotia Federation of Labour's convention.
- The Quebec Federation of Labour held its first ever Women's School from November 8-13 and had over seventy attendees. IATSE delegates included Local 523 Secretary Rina Champion, 523 member Alexandra Gendron, and Local 56 President Natalie Goyer.
- In late November, Local 411 Business Agent Chandra-Li Paul was acclaimed as the Solidarity & Pride Vice President for the Ontario Federation of Labour (OFL) at the OFL's Convention.
- Canadian women were well represented in the work of their Locals leading up to the election of Justin Trudeau and Liberals.

USA

- IATSE District 3 is encouraging Sisters to attend events sponsored by the Women's Institute for Leadership Development (WILD). WILD's mission includes strengthening women's influence in the Massachusetts Labor movement. WILD is sponsoring its 30th Summer Institute at Bridgewater State University June 24-26, 2016.
- As in Canada, more women are holding positions in Labor Councils and Federations. In December, Representative Sanders was elected to a second term as the Financial Secretary-Treasurer of the Central Indiana Labor Council, the first woman to have held that position.
- The Local One Sisters Committee is developing a drive to collect much needed items for women living in shelters. This could be a year-long effort or it can be dedicated to a particular event or time of the year. They are encouraging all women's committee members to adopt similar activities in their Locals.

The sub-committee will be working with Local Activists to participate in events and activities throughout 2016 and will provide them with links to other organizations to partner on events including:

- Women's History Month, celebrated in March in conjunction with International Women's Day on March 8 – activities like film festivals and educational seminars are already scheduled throughout the country.
- Equal Pay Day, April 12, 2016 – National Pay Equity Committee hosts a wealth of material and information on their website. This event provides a great organizing tool to illustrate the benefits of collective action and

the protections afforded by a union contract.

- Women Build (Habitat for Humanity) – 2016 Builds are scheduled throughout the country. Programs can be started in areas where they don't already exist.
- Day of Service, fall of 2016 – Sponsored by United Way throughout the country.

In an effort to capture the unlimited potential of IATSE women across the country, the sub-committee is recommending the use of the hashtag - #IAWomenUP - to track activities on social media throughout the year. We ask that everyone post articles, pictures and links to social media when engaging in these and related activities. The sub-committee will schedule conference calls throughout 2016 to gather information about events and activities and to announce additional projects.

Education & Training Subcommittee

Sister Friederichs reported that the IWC education subcommittee decided that the first topic to undertake was spreading the knowledge of the benefit of having a women's committee. To that end, Sister Eileen P. MacDonald of Local One – the co-chair of that Local's "Sisters Committee" – addressed the semi-annual women's dinner held during this 2016 Winter Board meeting. Sister MacDonald's remarks were poignant, informative, constructive and well-received. It was noted that her co-chair on the Local One Sisters' Committee is Local One President James J. Claffey, Jr. The committee also distributed suggested reading for attendees to share with their Locals.

With the approval of President Loeb, the Committee will distribute a newsletter via email between Board meetings,

containing highlights of women's events, or speakers - education resources and opportunities, and featuring women in the IA both current and historical.

The Committee also shared that ninety-one percent (91%) of respondents rated their experience at these networking dinners as very good to excellent. Respondents appreciated the chance to network, meet other women of the IATSE, share experiences, support, encouragement, develop relationships, inspiration, share knowledge, discuss local union issues, as well as opportunities to meet and converse that otherwise may not happen.

In closing, IWC Chair Repola shared that the IWC dinner during this Winter meeting of the General Executive Board was the best one ever, particularly because the attendees have built a sense of community and the formation of the Committee by President Loeb has brought all of that to life. She expressed the Committee's sincere appreciation to Sister MacDonald for her inspiring speech and the honesty of her story, noting that her presence was deeply appreciated.

Chair Repola reported that the IWC presented a gift to Retired Assistant to the President Deborah A. Reid, noting that while Sister Reid had received many well-deserved accolades during this Board meeting, the IWC thought it particularly important for the women to honor her and thank her for all she has done for so many women within the IATSE. Chair Repola thanked the chairs of the subcommittees for their hard work and their creativity and she expressed her appreciation to the women of the IATSE.

Finally, on behalf of the IWC, Chair Repola extended heartfelt gratitude to President Loeb and the entire General Executive Board for their support. President Loeb remarked that he could not be

more pleased with the progress of this Committee. To that end, he announced that the General Executive Board had unanimously approved allocating to the IWC five-thousand (\$5,000) dollars per meeting of the Board to aid the Committee in carrying out its mission. He wants the IWC to permeate through the Districts and encourages all local unions to support women's committees, explaining that all members of the IATSE have something to offer irrespective of gender, age, race, religion, sexual preference/orientation, etc. He concluded by saying the IWC is a credit to the International, adding to the IATSE's solidarity and strength.

YOUNG WORKERS COMMITTEE

Communications Department Director Emily Tao, Assistant Department Director of Stagecraft D. Joseph Hartnett, and International Representative Jason Vergnano reported upon the activities of the Young Workers Committee since July 2015.

Planning is well underway for the 2016 Young Workers Conference, which will take place in Atlanta from May 19 through May 21. This will be the third Young Workers Conference. The first conference was held in Philadelphia in 2012, where almost 200 members attended trainings and discussions about labor history and leadership skills. The second conference in Portland in 2014 added more notable programs for attendees, including discussions on activism, strategies for messaging by local unions, and distinguished guest speakers such as AFL-CIO Secretary-Treasurer Elizabeth Shuler.

At the end of the 2014 Young Workers Conference, participating members were asked to set goals and anticipate the steps they would take after the conference

to get active. Since that time, the Young Workers Committee has followed up with the attendees every three months to ask what they have done. Of all 2014 conference attendees, 56.5% reported that they have been active in some form. The 2014 conference was the first where outcomes were tracked and it will provide a benchmark against which to measure the results of future Young Workers Conferences. It was noted that future attendees should also expect to diligently apply themselves to activism.

The objective of the 2016 Young Workers Conference will be to encourage young workers to get active within their community, their local union, their workplace or within politics. It was noted that younger workers now make up approximately 26% of the U.S. electorate. With the 2016 U.S. presidential election occurring soon after the conference, the Committee expects that the conference will encourage younger members of the Alliance to become politically active.

The 2016 conference details are not yet final. Further information will be released to the membership closer to the conference date. However, it was noted that in order to maximize the number of local unions represented, no more than two representatives from each Local may attend. The 2016 event will be capped at approximately 100 members, each of whom must be sponsored by their local union executive board. If a previous attendee of a Young Workers Conference wishes to attend a future conference, he or she must demonstrate his or her activism since the conclusion of the last conference.

The Committee members reporting were also joined by Raymond L. Brown, Jr., President of Local 479 in Atlanta who reported that he had attended the

IATSE Officer Institute in 2015 and returned to his Local prepared to create a Young Workers Committee there. It was reported that Local 479 now has forty-three active young members. The Local 479 committee has been active in community events along with members of other IA Locals and other unions and guilds. Notably, Local 479 young workers led a recent community event that raised over \$18,000 for a charitable cause in the Atlanta area.

President Loeb noted that young workers are instrumental in exposing the Alliance's vision to a wider audience. Young workers are the future of the Union and they will be the next to protect it. The members of Local 479 presented a fine example of young worker involvement. President Loeb further noted that the Alliance will continue to insist that people take what they have learned at the Young Workers Conference and put it into practice. He thanked those reporting and reiterated his appreciation for the work of the Young Workers Committee.

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John R. Ford, along with other MPIPHP Directors Scott Roth, Tommy Cole, Colleen Donahue, Ronald J. Kutak, Patrick J. Abaravich, Ed Brown and Bruce C. Doering reported to the General Executive Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP). The combined value of investment assets as of November 30, 2015 is approximately \$7.9 billion. The Pension Plan held \$3.2 Billion in assets, followed by the IAP with \$3.8 Billion. The Active and Retiree Health Plans held \$800 million and \$74 Million, respectively. As of December 12,

the MPIPP investment returns for 2015 were down by approximately 2.6%. The MPIPP investments are well diversified and continuously shift as the investment advisors and market conditions warrant.

Hours into the MPIPP through November 30, 2015 are 79.5 million which is slightly higher than the same period last year. Year-to-date totals through November are consistent with a growing business and increased work opportunities as we continue to organize. Employer hourly contributions of \$646 million through October 31, 2015 have increased by \$38 million from the same period last year. Residual contributions received through December 15th are \$440 million compared to \$425 Million through December 15, 2014.

Through November of this year, the Active Health Plan has experienced an estimated 2.5% increase in participants to just under 45,000. The retiree plan has seen a similar 3.5% increase in the number of retirees since the beginning of 2015 to 16,880. The total healthcare spend was estimated to be \$678 million between the two plans in 2015 at the beginning of the year. The Plans are currently anticipating that the total healthcare spend in 2015 will be \$647 million. It is anticipated that by 2016 the costs of healthcare to the Plan will rise to \$60 million a month.

The MPIPP reported that the reserve levels are projected to be at 20 months in the Active Plan and 10.2 months in the Retiree Plan at year-end and will be at 17.6 months and 11.1 months respectively on December 31, 2016. This is a key metric as the newly negotiated pension increases require there to be at least eight months of reserve in each plan for the 10% increase to become effective. This number will change as all of the year-end experience is factored in, including investment returns.

The MPIPP has engaged a new CEO. David Asplund started at the MPI in December. He joins the MPI after working most recently as the CFO of the Motion Picture and Television Fund. Asplund's healthcare background as well as his knowledge of the MPTF/UCLA Clinics and the MPI health plans will bring significant expertise and value to the MPI. Increased staffing and improved information technology will be a great overall benefit to participants.

NORTHERN ONTARIO MOTION PICTURE PRODUCTION

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

Representative DaPrato explained that since being assigned the task of identifying organizing opportunities in the motion picture industry in Northern Ontario, he has worked with Assistant to the President McGuire and Vice President Lewis to position IATSE Local 634 as the Local able to undertake this initiative.

To this end, amendments to the Local's Constitution and Bylaws were passed and approved by the International in November 2015 to allow the Local to represent Motion Picture Technicians working in Northern Ontario. In addition, an office for the Local was established in space shared with Clairmont Camera at the Northern Ontario Film Studios located in Sudbury, Ontario and a monthly newsletter, "Up North" was established. An organizer for the Local has been hired while Representative DaPrato and Assistant to

the President McGuire also spend alternate weeks in Northern Ontario meeting motion picture crews. The Local is also now offering training courses for the new motion picture technician members of the Local working in Northern Ontario.

Representative DaPrato explained that this organizing campaign has resulted in membership in the Local increasing dramatically. It also recently resulted in the Local securing a collective agreement with a Northern Ontario eOne production called "John Cardinal" which is a six-part mini-series with a \$2.7 million dollar budget per episode which begins shooting in January 2016. Representative DaPrato explained that the collective agreement includes many employment terms not previously made available in Northern Ontario, such as a 13% fringe benefit, daily overtime, meal penalties, travel language, daily and weekend turn-around. Representative DaPrato concluded his report by thanking IATSE Local 873, and in particular Business Agent Monty Montgomerie for his assistance in helping Local 634 to secure the collective agreement with eOne.

President Loeb applauded the organizing efforts of the Canadian Office and Local 634 in Northern Ontario. In doing so, President Loeb noted that efforts to organize the unorganized are essential to IATSE strengthening and growing its reputation as the union behind the motion picture industry everywhere in North America, including Northern Ontario.

OREGON SHAKESPEARE FESTIVAL

International Representative Christopher "Radar" Bateman reported on the progress of contract negotiations with the Oregon Shakespeare Festival. It was noted that the IA has represented Festival

workers since it prevailed in a June 2015 National Labor Relations Board representation election. Thereafter, a bargaining committee was selected from among the bargaining unit employees and a proposed contract draft was developed. Negotiations with management began in September 2015.

Substantial progress has been made on several issues, including the contractual grievance procedure, meal periods, recording rates, health and safety issues, staff training and a labor-management committee. Tentative agreements have been attained on several topics, but numerous subjects remain open. Future negotiation dates are scheduled and the bargaining committee is confident that a final contract will be executed before the start of the 2016 Oregon Shakespeare Festival season.

President Loeb thanked Representative Bateman for his work. He noted that a number of issues must be addressed and the bargaining committee should be prepared to see management at its worst as negotiations progress. The Alliance will continue to support this effort, bring these employees under a fair contract, and show them what can happen when they remain united with their co-workers.

IATSE POLITICAL REPORT

International Vice Presidents J. Walter Cahill and Damian Petti, International Vice President & Director of Canadian Affairs John M. Lewis and International Representative Krista Hurdon reported to the General Executive Board on recent IATSE political developments and initiatives in the United States and Canada since the last General Executive Board meetings.

United States

Vice President Cahill's portion of the Political Report highlighted the challeng-

es faced by the Labor Movement heading into the November 2016 House, Senate and Presidential Elections. Vice President Cahill noted that if the IATSE and the rest of the Labor Movement can motivate members to vote, the election of labor friendly politicians can change the landscape of the House, Senate and President's Office as well as the make-up of the Supreme Court with at least three appointments likely to occur during the term of the next President. Vice President Cahill then discussed the important role that the polling process will play in defining the election issues and establishing both candidate and party momentum. Vice President Cahill encouraged all IATSE Locals to speak to members about participating in the polling process so that the views of labor can be appropriately reflected in the polling process.

Vice President Cahill reported on recent electoral success for the Labor Movement in 2015, including IATSE's involvement in the Louisiana gubernatorial race which was lead by International Vice President Phil S. LoCicero and resulted in the successful election of a Democrat as well as the efforts of International Vice President and President of IATSE Local 8, Michael J. Barnes to ensure the election of labor friendly Supreme Court Justices in Pennsylvania.

Vice President Cahill then reported on IATSE's successful participation in "Beyond the Red Carpet", an event put on by the Creative Rights Caucus which is co-chaired by Republican Judy Chu of California and Doug Collins of Georgia and a fundraiser for California Congresswoman Linda Sanchez hosted by President Loeb in Washington in December 2015.

Vice President Cahill concluded his report by thanking Retired Assistant to the President Deborah A. Reid for

all her hard work and contributions to IATSE's political endeavours over the years and wishing her well in her retirement.

Canada

On October 19, 2015, the Canadian federal election took place. The IATSE's focus leading up to the election was to unseat incumbent Prime Minister Stephen Harper and his Conservative government which made no secret of its anti-union/anti-worker agenda. To this end, IATSE became a registered "Third Party" for the federal election which allowed it to more freely communicate with members and the public during the official campaign period without fear of running afoul of the Canada Elections Act.

Prior to the formal campaign period, the IATSE Canadian Office coordinated a national effort amongst IATSE Locals to generate over \$90,000 in financial support for Engage Canada, a third party organization created by voices of progressive politics and supported by labour unions and other like-minded groups. Engage Canada was modelled on an Ontario-based group called Working Families, which many Conservatives claimed was responsible for the defeat of provincial Conservative leader Timothy P. Hudak in Ontario's last provincial election.

IATSE also became actively involved in "Up for Debate", an alliance of over 175 women's organizations and their allies from across Canada created to raise awareness about women's rights in the lead-up to the election. "Up for Debate" called on all political parties to commit to a federal leaders' debate on issues identified by women – the first in thirty years. When then Prime Minister Harper refused to participate, the alliance responded with a second proposal – sepa-

rate interviews with each national leader. Although Harper declined, NDP Federal Leader Thomas J. Mulcair and Liberal Leader Justin Trudeau participated.

IATSE participated in a coalition of film industry unions, guilds, and organizations, which informally became known as the Toronto International Film Festival (TIFF) Town Hall. This group worked together to organize a national town hall meeting of the arts & culture representatives from each of the three major parties which was held at the TIFF Bell Lightbox, and IATSE venue, on October 7, 2015. Although the Conservative Party's representative cancelled just hours before the debate, the event went ahead with representatives from the NDP and Liberal parties.

The IATSE also played a key role in a number of Canadian Labour Congress led campaign initiatives, including the CLC's "Better Choice" website and corresponding "Better Choice" literature, a two-day member workshop held in a number of cities across Canada over a number of months and the National Leaders' Canvass.

During the lead up to and during the formal campaign period, IATSE spearheaded a Facebook and Twitter picture campaign which featured IATSE members from across Canada sharing their reasons for voting in the federal election. This campaign was a huge success, with members liking, commenting, sharing, and retweeting the pictures and comments. As the federal election day drew closer, the Canadian Office emailed all Canadian members encouraging them to vote strategically and directing them to websites that would allow them to see how each party was polling in individual ridings so that members could make a more informed decision on how to cast their ballots.

With a large voter turnout of 68.5 % on election day, Canadians ushered in a majority Liberal Government under the leadership of Prime Minister Justin Trudeau. IATSE is extremely pleased with this result and is hopeful the federal Liberals, lead by Prime Minister Trudeau, will make a number of labour friendly changes to the Canadian political landscape. Since his election, Prime Minister Trudeau has pledged, among other things, to repeal anti-union bills C-377 and C-525. For the first time in Canada's history, half of the federal government's Cabinet Ministers are women. The Cabinet also includes a diverse cross section of the Canadian population, with appointments coming from many different religions as well as the first nation community, the disabled community and the LGBT community.

President Loeb applauded the efforts of the IATSE's political activism in both Canada and the United States and each of the Locals for their engagement in the political process. He noted that actively participating in the political process remains an important part of any union's success. President Loeb stated the IATSE looks forward to actively supporting labor friendly candidates in the upcoming elections in the United States and to the prospects of working with newly elected Canadian Prime Minister Justin Trudeau to make strides for IATSE members and organized labour as a whole across North America.

2016 PRESIDENTIAL DEBATES

International Representative Brian J. Lawlor reported that preliminary discussions have occurred relative to the 2016 Presidential Debates scheduled for this fall. This will be the fifth series of debates

(2000, 2004, 2008, 2012, and 2016) that have been covered by agreement between the International and John Halloran and Associates on behalf of the Commission on Presidential Debates (CPD). Halloran is responsible for the production elements of the debates themselves, including carpentry, electricians, sound, props, and rigging.

These events occur over five days in each city, with two days of load-in, two days of tech and rehearsals as well as the debate itself, and a one day load-out. Historically the debates have required in excess of fifty local hires, and the traveling members will be covered by Pink Contracts. More information will become available throughout the year and Representative Lawlor will begin to reach out to the applicable Locals this spring. The schedule, as released by the CPD this past fall, calls for the debates to be held on:

9/26 at Wright State University in Dayton, Ohio (Local 66)

10/4 at Longwood University in Farmville, Virginia (Local 87)

Vice-Presidential Debate

10/9 at Washington University in St. Louis, St. Louis, Missouri (Local 6)

10/19 at the University of Las Vegas, Las Vegas, Nevada (Local 720)

IATSE ENDORSES HILLARY RODHAM CLINTON FOR PRESIDENT

On January 11, 2016, the General Executive Board unanimously endorsed former United States Secretary of State Hillary Rodham Clinton for president of the United States based on her long record of fighting for workers' rights and working families.

President Loeb said the choice was clear. He stated that back in July 2015, Secretary Clinton was calling out companies that misclassified workers as inde-

pendent contractors, an issue that directly affects workers represented by the IATSE. He further observed that Secretary Clinton is the only candidate who reached out to discuss issues affecting members of the IATSE, taking the time to discuss challenges unique to the IATSE, and demonstrating not just her support of workers in general, but also her concern for the well-being of members of the IATSE.

The IATSE looks forward to working with Secretary Clinton on digital piracy, workers' rights, misclassification of workers, and other issues affecting behind-the-scenes entertainment workers.

STAFF RETIREMENT FUND

In their capacity as Trustees of the Staff Retirement Fund, General Secretary-Treasurer James B. Wood and International Vice President Tony DePaulo (President Loeb is also a Trustee), provided the Board with an update on the Fund.

Every five years, retirement plans must be submitted to the IRS for a letter confirming that the plan continues to meet IRS requirements. The last submission was January 2011 and therefore a new submission was required prior to January 2016. The restated Plan was submitted on December 21, 2015 and incorporated all amendments since the last time the Plan was submitted.

Changes since the last submission included minor technical changes to comply with ERISA requirements, changing references to "Husband" and "Wife" to gender neutral in light of the recognition of same-sex marriage, clarifying the calculation of the spousal benefit when a participant dies before retiring, and the inclusion of previously approved pensioner increases in 1982, 1986 and 1993 for completeness of historical accuracy. In addition, three amendments were incor-

porated which included: the clarification of the treatment of Canadian earnings; clarification of the Disability Pension; adoption of mandatory language reflecting benefit limits if the Plan is severely underfunded.

The Trustees reported that the monthly funding of the Fund has remained static since January 2012 at \$238,000. At the same time all Constitutional expenses have increased 3% in each year since that time. In light of the fact that Fund professionals expect investment returns to be below historical averages in the coming years and the IRS is expected to update the mortality tables in 2017 (thus increasing funding requirements), the Trustees have examined the present contribution levels with the goal of continuing to move the Fund towards 100% funding. If the monthly contribution levels had been increased by 3% a year since 2012 the present monthly funding amounts would be \$268,000. In light of the sound financial position of the International, the Trustees requested that General Executive Board approve an increase in the monthly contribution to \$268,000 effective January 1, 2016.

The Board unanimously approved the increase with President Loeb, General Secretary-Treasurer Wood and Vice President DePaulo abstaining.

TEMPORARY FOREIGN WORKER PROGRAM

International Vice President and Director of Canadian Affairs John M. Lewis and International Representative Julia Neville reported to the General Executive Board on the status of the Canadian Temporary Foreign Worker Program (TFWP).

Recent amendments to the Temporary Foreign Worker Program enacted by the Canadian Federal Government in

June of 2014 caused the immigration process to become slower, more cumbersome and more expensive for the television and film industry. After several consultation meetings which included IATSE, Vice President Lewis reported that he has received written notice from the Minister of Immigration, Refugees and Citizenship, Honourable John McCallum, that an alternate option to the TFWP has been created for the television and film industry.

Vice President Lewis explained that film and television productions meeting the criteria will soon be able to utilize the International Mobility Program option instead. Criteria include tax credit eligibility and a letter of concurrence or "no objection" from the union with jurisdiction over the job classification being hired. Workers brought in under this option will be exempted from certain otherwise standard TFWP requirements like the Labour Market Impact Assessment and from the four year cumulative cap.

All industry unions, employer groups, studio facilities, rental houses and many other industry organizations endorse this solution. The IATSE has been at the forefront throughout the initiative, and will continue to work with government representatives to ensure smooth implementation of the new International Mobility Program option.

Vice President Lewis went on to explain that he has also received written confirmation that the Canadian Federal Government will also be enacting amendments to the TFWP process to address issues that affect the performing arts industry as well. Performing arts industry organizations receiving Canada Council for the Arts funding or financial support via parliamentary appropriation will also be able to take advantage of the International Mobility Program option, exempt-

ing workers from the Labour Market Impact Assessment.

President Loeb applauded Vice President Lewis and Representative Neville on their efforts to ensure the IATSE's interests are properly represented in any changes to the TFWP.

WALSH/DI TOLLA/SPIVAK FOUNDATION

In their capacity as Trustees of the Foundation, General Secretary-Treasurer James B. Wood and International Vice President Daniel E. Di Tolla provided the Board with an update on the Foundation. (President Loeb is also a Trustee.)

Historically, the Foundation has made charitable contributions to a variety of registered charities and provided two scholarships each year to children of IATSE members to attend the college or university of their choice. It has also been used as a vehicle to provide assistance to IATSE members during natural disasters such as Hurricanes Katrina and Sandy.

The Foundation is funded primarily from the Constitutional provision that provides for an assessment from each per capita payment be allocated to the Foundation, currently \$0.25 per quarter. This amount was increased from \$0.10 per quarter at the 2013 International Convention with the intention of increasing the available benefits and providing a larger financial reserve to better provide for assistance during future natural disasters. The Foundation also accepts contributions from individuals associated with the IATSE. As of July 2013, the Fund assets totaled \$309,000 and today, the Fund assets have increased to \$434,000.

Over the years, the amount of the college scholarships has been increased and they now stand at \$2,500 per year for each

student for a four year duration. Last year, the Trustees voted to increase the number of scholarships to three per year, which will ultimately lead to twelve students receiving scholarships each school year. The Trustees have also increased the annual contribution amounts to charities.

During the annual Trustees meeting held in November 2015, the Trustees introduced a new benefit for the families of IATSE members who are killed on the job in an industrial accident. The amount of that benefit has initially been set at \$5,000. The Trustees sincerely hope they never have to pay this death benefit.

President Loeb observed that the 2013 increase in the assessment was done in order to have funds available should they be necessary. He noted that in the case of natural disasters, responses must be quick in order to assist our affected members. President Loeb encouraged members to contribute to the Foundation.

IATSE WEST COAST OFFICE REPORT

International Vice Presidents Michael F. Miller, Jr. and Thom Davis, along with International Representative Peter Marley, reported to the Board regarding the Activism and Community participation of the West Coast Office and the West Coast Locals. Vice President Miller discussed the importance of the Activism pillar as outlined by the delegates to the last convention and the impact that it has had in Los Angeles and in California.

In January of this year, the LA Locals will once again participate in the annual Martin Luther King, Jr. Day breakfast. The Los Angeles County Federation of Labor has taken the responsibility for raising the funds to become the Media Sponsor of this event. This is important

in that Walmart and others were looking to use this event to advertise at official events throughout the City of Los Angeles. Now the Labor Federation, with the help of the IATSE, has that responsibility as the official Media Sponsor.

In Los Angeles City politics, it has become increasingly important for candidates to secure the endorsement of the IATSE local unions. The Locals regularly hold meetings and interview candidates for these city and regional offices. This has significantly increased the International's presence in local politics and has been helpful in gaining political support in many areas, including the new football stadiums being proposed for Los Angeles County.

"Christmas-in-July" is an annual event sponsored by Los Angeles area State Senator Holly J. Mitchell that provides benefits to inner city children and children mired in poverty. This year, as in years past, IATSE local unions have donated bicycles and sponsored booths that showcase the IATSE and the benefits of organized labor. In 2015, sixty-four bicycles were donated and Studio Teachers Local 884 sponsored a book giveaway booth for children.

The IATSE continues to maintain a large presence in the annual "Homeless Veterans Walk" sponsored by the United Way. In keeping with prior years, the IATSE sponsored and provided volunteers for the First Aid booth, which provided First Aid services for all of those who walked, ran, or otherwise participated in the event. Dozens of members and officers from the Locals, as well as staff from the IATSE, participated in this event.

As the "NFL in Los Angeles" discussions heated up in the early part of 2015, the IATSE has been actively engaged

through the Los Angeles County Federation of Labor and the newly elected Executive Secretary Rusty Hicks.

Locals representing members in live performance venues in the Los Angeles area have come together to form a working group which meets monthly. The purpose of the group is to discuss and find ways to support one another in contract negotiations and organizing. Everyone associated should be commended for not only starting the working group, but for their commitment to make this an ongoing and lasting venture.

In July 2015, the American Legislative Exchange Council (ALEC) held their annual legislative conference in San Diego. Unions from across the State of California organized members to turn out protesting ALEC's anti-worker initiatives and policies. Brother Carlos Cota, Business Agent for Local 122, arranged for staging and sound for the union rally and the IATSE coordinated a caravan of over one hundred members from all over California.

In August 2015, Locals from across the State participated in the first round of interviews of candidates running for state office. With recent legislative victories in California, the Locals of the IATSE have increased the visibility and effectiveness of the IATSE in the State. The Locals have created a structure through which each area goes through their respective processes and then those endorsements are combined to create a statewide set of endorsements.

Vice President Miller reflected that all activism is important. As evidenced by what has happened across the IATSE when Locals get involved, the members benefit when the IATSE participates in the community and in the political process.

President Loeb commended the West Coast Locals for their involvement at the community, local and state levels. Their engagement has begun to reap benefits for the Locals specifically, and the IATSE generally.

YES NETWORK

International Vice President Daniel E. Di Tolla and Broadcast Department Director Sandra England reported that YES Network studio technicians approached the International about organizing during the summer of 2015. After a series of meetings, an overwhelming majority of the employees completed authorization cards and the company agreed to a stipulated representation election. The IA won the election. Negotiations for the studio technicians' contract coincided with the YES Network live game contract, which was up for renegotiation. In November 2015, negotiations commenced on the live game contract and the studio technicians were added to the coverage of that contract by a side letter. The studio technicians ratified the new agreement unanimously.

President Loeb thanked Vice President Di Tolla and Department Director England for their report. He further noted that the ratified contract provided exceptional wage and benefit gains for these studio technicians, which were well-deserved.

LOCAL NO. 8, PHILADELPHIA, PA

RE: Local 8 PAC

International Vice President and Local 8 President Michael J. Barnes reported to the Board on the Local's political program. He noted that the members of the Local have become more engaged in political activities throughout the state of Pennsylvania than ever before.

Vice President Barnes also remarked that 2015 was a challenging year for state and local politics because there were no federal elections during the year. Therefore, the Local strategized that it was best to focus on the State's judicial elections. Three State Supreme Court seats were up for election. These justices sit for ten-year terms and it was noted that incumbents are often re-elected. The Supreme Court plays a big role when it comes to matters directly impacting the Union, the members and their families.

Although in Presidential races, Pennsylvania has been a "blue state", since 1992, and Democratic registered voters outnumber Republicans when it comes to the State's Congressional delegation, only five of the eighteen current congressional delegation are Democrats. Moreover, both the State House and Assembly are controlled by Republicans. This fact is significant especially in view of upcoming re-districting that will follow the 2020 census. The key concern, of course, is the gerrymandering that could occur.

Vice President Barnes noted that the safety valve rests with the Supreme Court which has the purview to review the re-districting plans of the Re-districting Committee. Further, the Committee is staffed by five persons: a majority member and minority member of both the House and Assembly, with the Chair appointed by the Supreme Court. So, from the ranks of the Justices comes the swing vote. It was explained that is how the state judicial elections could effectively leave a foot-print on the State's political and social landscape for a decade, or even longer. Thus, Local 8 saw these judicial elections as being of paramount importance. A Court reflecting the views of a Democratic populace would protect the ideals associated with the Democratic Party.

Further, often it is the Supreme Court that is the final arbiter in determining the legitimacy of State legislation, with the oversight to stave off anti-worker laws, and act as the protector of union-friendly laws.

In the end, the elections were held and Democrats swept the Supreme Court races. Democrats also were successful in gaining a labor-friendly Mayor of Philadelphia and control of the City Council. The Local's plan worked.

This report outlined the strategy of the Local, and noted that more than five hundred Local 8 members participated in nineteen Get-Out-The-Vote (GOTV) walk-a-thons sponsored by the State AFL-CIO. In addition, over 1,800 workplace fliers were distributed, 700 pieces of mail were sent to member households, and during the campaign season over 4,500 telephone calls were made to prospective voters. On Election Day, robo-calls reached 2,800 union-friendly families. Nearly \$40,000 in contributions were made to State candidates. Local 8 helped sister Locals and other unions get their message out through staffing sound and staging for political rallies and other events.

Local 8's political agenda did not end with the 2015 election victories. Instead, the Political Program is a year-round, every-year project. The Local has hired Trisha Barnes-Vargo as a full-time PAC Action Coordinator. Her job primarily focuses on coordinating fund raising and maintaining political awareness amongst the membership. Through the efforts of the Local's leadership, 96% of Local 8 members participate in the Local's PAC, most of which are realized through a commitment to make contributions of 1% of wages. Eleven percent of the members also voluntarily contribute to

the IATSE-PAC. Additionally, the Local has healthy State and Local PAC, and has \$25,000 in its Speech PAC.

Vice President Barnes and Local 8 ask all IATSE local unions to join them in being politically active. He noted that it can be done, and it certainly has made a tremendous and positive difference for the future of Local 8 membership and their families.

LOCAL NO. 122, SAN DIEGO, CA

RE: La Jolla Playhouse

International Representative Peter Marley, Local 122 Business Agent Carlos Cota and Local 122 Secretary-Treasurer Richard Disbrow, appeared before the Board to report on the successful organization of the La Jolla Playhouse.

La Jolla Playhouse was founded in 1947 by Gregory Peck, Dorothy McGuire and Mel Ferrer, and operated under their leadership until the early – mid 70's. According to the Local's Senior Members, there existed a great relationship with the company, with the Local building and operating all of the shows until the Company disbanded.

It was revived in 1983 and relocated to a newly built theatre on the campus of University of California San Diego. Since that time the organization has grown from operating in that original facility to operating in four theatres on the campus along with three additional performance spaces.

Since reopening in 1983 they had produced over seventy-five world premieres, including twenty-six productions that have transferred to Broadway, along the way. Local 122 was involved with many of these productions over the years but operated primarily as over-hire or filling specialized positions as needed.

The La Jolla Playhouse is one of two major LORT theaters operating in San Diego County; the other is the Old Globe Theatre in Balboa Park. Both operate multiple theatres at their facilities and both have launched numerous shows to Broadway over the years including *Tommy*, *Jersey Boys*, *Rent* and many others. Their models are very similar except for two major differences. Old Globe has operated as a "union facility" with a collective bargaining agreement while La Jolla has not.

"Organizing the Playhouse" had been a sore subject for many years and had been a continuing topic of discussion. The Local made many attempts at organizing and securing a contract over the years with no success. Moreover, the work taking place at the La Jolla Playhouse theatres not only represented a considerable amount of lost employment opportunities, but it also represented missed training opportunities.

Local 122 was presented with a number of obstacles that made the process complicated and difficult. An earlier organizing drive failed and the Local was determined to not repeat its mistakes and learn from the past. To that end, the Local leadership educated itself regarding unionization campaigns. They maintained close contact with the workers. One of the major factors that motivated the crew at the tail end of this drive was the Affordable Care Act (ACA). After the ACA went into effect, many of the employees' hours were cut to keep them under full-time status so they would not qualify for benefits under the Act.

The Local committed itself to covering all crafts this time around engaging not only the stagehands but also wardrobe, scenic, and hair/makeup personnel. They were by far the most apprehensive

but through a sincere effort to listen to their issues and assure them the contract would be negotiated on their behalf. The Local discussed their issues at length and through those conversations we were able to win their trust. Instead of simply focusing on “Yes Votes” to win an election, the Local worked on building relationships and strong support within the unit. The bargaining unit was established at seventy-four eligible voters. The Local continued to keep the workers engaged with daily conversations and weekly group meetings keeping support strong heading to the election date. The workers voted overwhelmingly in favor of unionization.

Local 122 Business Agent Cota extended appreciation to President Loeb for his encouragement and support; the entire Local 122 staff who worked tirelessly on this campaign, especially Assistant Business Agent Disbrow; and Greg Sowizdrizal and Rachel Eves; Representative Marley whose assistance was invaluable throughout the campaign, both in navigating the election and also in preparing contract proposals. Brother Cota also thanked Brothers Tommy Cole and Randy Sayer from Local 706; Scott Roth from Local 800, Michael Regna and Local 905 for their input and commitment to this campaign over the years and for entrusting Local 122 with the bargaining rights for this unit.

President Loeb commended Local 122 for a job well done. He expressed his appreciation to Locals 706, 800 and 905 for doing what was right for the workers at the La Jolla Playhouse. Their unselfish, expansive decision helped Local 122 to organize the unit. President Loeb observed that this campaign, which was hard-fought, was done the old-fashioned way. He pointed out that Brothers Cota

and Disbrow and Local 122 did not falter, noting that this is a significant unit with significant employment.

LOCAL NO. 461 & BROCK UNIVERSITY REPORT

International Vice President and Director of Canadian Affairs John M. Lewis, Assistant to the President Sean McGuire, Local 461 Past President Douglas Ledingham and current Local 461 President Anthony N. Blaschuk provided the General Executive Board with an update on Local 461’s efforts to resolve a dispute over the Local’s bargaining rights with Brock University and the City of St. Catharines and the municipally owned First Ontario Performing Arts Centre (FOPAC) located in St. Catharines, Ontario.

Past President Ledingham explained that the Local’s path to securing bargaining rights for the FOPAC started with the organization of stagehands working for the Brock University Performing Arts Centre back in April of 2011. Shortly after this certification, Brock University and the City of St. Catharines announced a joint venture to construct the FOPAC, a venue intended to be the centre piece of the City’s downtown revitalization initiative and also home for Brock University’s performing arts program. Once this announcement was made, the Local filed a related/successor employer application with the Ontario Labour Relations Board against Brock University and the City of St. Catharines seeking a declaration confirming the Local’s bargaining rights at the FOPAC (before construction for the venue was even complete). In October 2015, the Local was able to reach a first collective agreement with the FOPAC without having to litigate the related/successor employer application. Past President Ledingham explained the

Local’s success in reaching this first collective agreement was due in large part to the support of the Local’s related/successor application by local municipal workers represented by the Canadian Union of Public Employees (CUPE). CUPE’s support in this regard was brokered by International Vice President Lewis reaching out to CUPE National. Past President Ledingham stated that the cooperation and solidarity between IATSE and CUPE convinced the City of St. Catharines to sit down with Local 461 to finalize a first collective agreement.

Past President Ledingham thanked the International, Vice President Lewis, Assistant to the President McGuire, International Representative Jason Vergnano and Canadian Counsel Ernie Schirru for their respective efforts in assisting the Local with securing bargaining rights for the FOPAC and finalizing a first collective agreement.

President Loeb congratulated Past President Ledingham and Local 461 on its foresight, resolve and ultimate success in securing bargaining rights for a venue that will provide employment to Local 461 members for many years to come.

LOCAL NO. 868, WASHINGTON, D.C.

RE: Music Center at Strathmore

International Vice President J. Walter Cahill, Local 868 Business Agent Anita Wilkinson and Local 868 member Jeffrey Higgins appeared before the Board to report upon Local 868’s organizing activities at the Music Center at Strathmore in Maryland.

It was reported that in the early 1980s, measures were taken to develop and create a foundation for the arts at Strathmore, in North Bethesda, Maryland. During that process, labor leaders, including

Vice President Cahill, in his capacity as an officer of Local 22, spoke in support of the project and Local 22 has represented stagehands at the facility since shortly after its opening in 1983.

During 2014, Local 868 received interest from employees about organizing the ticket office personnel at the Music Center at Strathmore. In mid-July 2015, Business Agent Wilkinson and Local 868 Corresponding Secretary Anne Vantine met with several ticket office employees. That meeting yielded a follow-up gathering between Local 868's representatives and the remaining ticket staff. By the end of August 2015, a vast majority of the ticket employees had signaled their support for Local 868 representation.

Thereafter, in early September 2015, Vice President Cahill contacted the CEO of the Strathmore organization and asked for voluntary recognition, which the organization declined. Instead, a petition was filed for a National Labor Relations Board representation election. A stipulated election was agreed to.

However, the Strathmore organization initiated a staunch anti-union campaign. By September 2015, Local 868 had contacted Local 22 President Irving C. Clay III, who offered the full support of his Local's membership. Local 868 also received the support of Maryland State Senator Roger Manno, who sternly criticized Strathmore's anti-union tactics.

On September 30, 2015, the representation election was held and Local 868 won unanimously. Shortly afterward, the Strathmore organization filed a unit clarification petition with the NLRB seeking to exclude three full-time ticket office personnel from the newly established bargaining unit. Strathmore executives were called to testify at an NLRB hearing, but none could offer specific evidence in sup-

port of Strathmore's claims. The NLRB ruled that two of the contested full-time employees were rightfully included in the unit while one was excluded.

Bargaining for a first contract is underway. Vice President Cahill noted that the election was a great victory and that he looks forward to finalizing a contract for these dedicated workers. Local 868 and the employees remain determined to achieve a fair contract but believe that Strathmore intends to make it a difficult negotiation.

President Loeb stated that these workers will have the full support of the IATSE, even if that includes the Strathmore organization witnessing the IA President on a picket line. He thanked those reporting and welcomed Brother Higgins to the Alliance. He noted that organizing drives are for people who are willing to stand up and take action. They will receive all the well-deserved benefits of Union membership.

LOCAL NO. USA829, UNITED STATES

Re: Broadway League

Local USA829 National Business Agent Cecilia Friederichs and Business Representative Carl Mulert reported on the recently concluded collective bargaining negotiations with The Broadway League. The composition of the bargaining committee demonstrated the broad support for the proposals and positions taken by the Local. As a result, the Local achieved an excellent contract providing for wage increases and contributions to the benefits funds.

President Loeb who, at the request of the Local, participated in the negotiations on what turned out to be the last day, remarked that the members at the bargaining table comprised a "good, conscien-

tious committee." He further observed that the negotiations were complicated and necessarily took time; however, a good deal benefiting all covered by agreement was achieved.

RETIREMENTS OF INTERNATIONAL VICE PRESIDENTS J. WALTER CAHILL AND JOHN "JACK" T. BECKMAN, JR.

On the last day of the open session of the General Executive Board, International Vice Presidents J. Walter Cahill and John "Jack" T. Beckman, Jr. announced in heartfelt, affecting remarks their retirements from the Board.

Vice President Cahill recounted that his career as a stagehand and election to International office was highly improbable. He spoke poignantly about an injury he sustained on a battlefield in Vietnam in 1969, caused by a booby trap (an improvised explosive device), which killed the soldier next to him and caused shrapnel to hit him in his neck and left eye rendering him blind in that eye. He spent six months in hospitals in Vietnam, Japan and Walter Reed in Washington, D.C. In the summer of 1971, Vice President Cahill received a call from a family friend that changed the trajectory of his life. That call put him to work at Wolf Trap



International Vice President Jack Beckman during his retirement speech.

National Park for the Performing Arts. Over the next twenty-five years, he went on to work at Ford's Theatre, the Kennedy Center and most other venues in the D.C. area. He was elected as a Vice President of Local 22 in 1986. For the next eighteen years, he stayed in office serving as a Vice President as well as Business Agent and President.

In 2000, he was elected to the General Executive Board. As an International Vice President, he has assisted Locals in collective bargaining, contract administration, and internal union governance. Recently, he has been extremely involved in political affairs on behalf of the IATSE, including the IATSE Political Action Committee (IATSE-PAC). Vice President Cahill expressed his sincere appreciation to "those in the back of the room"; the representatives and attorneys on the "sidewalls", Retired Assistant to the President Deborah A. Reid, International Vice Presidents, General Secretary-Treasurer Wood, and most importantly, President Loeb, for their unwavering support over the course of his career.

President Loeb remarked that Vice President Cahill is a personal friend. He noted few people have as much dignity and respect as does Vice President Cahill, recounting that "Walter has stood beside and behind [him]." He described Vice President Cahill as one of the most able people he knows who has brought true honor, real credibility and professionalism to the International. President Loeb thanked Vice President Cahill for his service to the United States and to the IATSE. He appointed Retired Vice President Cahill to the position of IATSE Political and Legislative Director.

Similarly, Vice President Beckman also served his country in Vietnam, working as a combat medic in a field hospital.



International Vice President receiving his standing ovation.

In earnest remarks, Vice President Beckman spoke of his election as Business Manager in Local 6, a position he held for 32½ years. He also described his work on behalf of all members of the International, specifically those in the Southwestern and Midwestern states. Locals in those states speak respectfully of Vice President Beckman's influence, frequently describing him as a maverick; a no-nonsense negotiator who completes every task to which he is assigned; the consummate closer, leaving nothing undone or incomplete.

He extended warm appreciation to President Loeb, General Secretary-Treasurer Wood, his fellow Board members and General Counsel Samantha Dulaney for their staunch support.

President Loeb observed that Vice President Beckman's loyalty to his family, country, and the IATSE is without question. He noted that there is no one in the Alliance with more "street credibility" than Vice President Beckman, who never backed away from a fight. He described Vice President Beckman as the consummate closer, "knocking every assignment out of the park." President Loeb advised that he intends to appoint Retired Vice President Beckman to assignments with-

in District 6 as well as to other tasks.

After their separate remarks, Retired Vice Presidents Cahill and Beckman received enthusiastic, rousing, standing ovations from everyone in attendance.

ELECTION OF INTERNATIONAL VICE PRESIDENTS CORINTHIA FAYE HARPER AND COLLEEN GLYNN

President Loeb announced that the General Executive Board had met in Executive Session and unanimously elected International Trustee Corinthia Faye Harper and Local 11 Business Agent Colleen Glynn to fill the vacancies created by the retirements of International Vice Presidents J. Walter Cahill and John "Jack" T. Beckman, Jr., respectively.

Vice President Harper is the first person of color elected to the IATSE General Executive Board. A native of Atlanta, Georgia Vice President Harper has been a member of the IATSE for twenty-four years. She is the Business Agent of Exhibition Employees Local 834 in Atlanta, a position she has held since 1993. She was elected International Trustee in 2000. She was recently named Labor Leader of the Year in 2015 by the Georgia State AFL-CIO.

Vice President Harper noted that her election took place on the eve of what would have been the 87th birthday of Dr. Martin Luther King, Jr. and remarked that her focus will continue to be on providing the best representation to the working men and women of the IATSE.

Vice President Glynn is a second generation stagehand. In 2012, she became the first woman in Local 11's history to be elected Business Manager, a post to which she was recently re-elected. She is a graduate of the University of Massachusetts. Vice President Glynn currently serves as Vice President of the Massachusetts AFL-CIO and on the Executive Board of the Greater Boston Labor Council. She is also a member of Theatrical Wardrobe Union Local 775 under which contract she worked her first IATSE show in 1993.

Vice President Glynn worked in both stage and wardrobe and knows firsthand the evolution of the IATSE and its Locals. In the 4th Quarter 2015 issue of the Official Bulletin she states "the most obvious change is the acceptance of woman workers in all of the backstage departments." There is a "100 percent open door policy and [Local 11] welcomes all stagehands at all skill levels."

These elections mark the first time two women have simultaneously served on the General Executive Board.



President Loeb administered the Oath of Office to newly-elected International Vice Presidents Colleen Glynn and Corinthia Faye Harper, and International Trustee Carlos Cota.

ELECTION OF INTERNATIONAL TRUSTEE CARLOS COTA

The election of Corinthia Faye Harper to the General Executive Board left vacant her position as International Trustee. The General Executive Board unanimously elected Carlos Cota to fill that vacancy. Trustee Cota currently serves as Business Agent for Local 122, a position he has held since 2006. Prior to that, he served on Local 122's Executive Board for seven years. In 2015, Trustee Cota was honored by the San Diego & Imperial Counties Central Labor Council, AFL-CIO and named "Labor Leader of the Year" for the considerable successful effort waged by Local 122 to save the San Diego Opera. In his acceptance speech before the Labor Council's Annual Awards Banquet, Trustee Cota stated that preserving the opera benefited not only the workers whose

careers were retained but also the culture and economic opportunities produced by this important art form for patrons, business community, and the City of San Diego for generations to come.

He also serves on the Executive Board Member for the IATSE District 2; Executive Board Member for the San Diego and Imperial Counties Labor Council, AFL-CIO; Advisory Board Member for the College, Career, & Technical Education program for the San Diego Unified School District and also a Board Member of the California Ballet Co.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at 10:00 a.m. on Friday, January 15, 2016.

**REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE
THE DIPLOMAT RESORT • HOLLYWOOD, FL • JANUARY 12, 2016**

Since the last meeting of the Defense Fund Committee in Halifax, NS on July 28, 2015 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. 8, Philadelphia, PA, Camden-Mercer County, NJ - Live Nation/Theatre for the Performing Arts Petition/ Recertification 2014 (Tower) – Legal	12,251.15	Local No. 917, Atlantic City, NJ, Re: Operating Engineers & Atlantic City Casinos – Legal	7,506.03
		SUB TOTAL:	\$217,898.89
Local No. 13, Minneapolis-St. Cloud-Little Falls- Brainerd - St. John's University-College of St. Benedict- St. Paul, MN, Varsity Theater Organizing / Vikings Stadium – Legal	24,712.50	INTERNATIONAL	
Local No. 15, Seattle-Everett-Olympia-Tacoma-Bremerton- Bellingham Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete Stanwood-Marysville- Longview, WA, Rhino, NW, LLC and PSAV Organizing – Legal	7,397.80	IATSE - Crew One/Live Nation, Crew One Campaign – Legal	21,768.80
Local No. 28, Portland-Salem, OR, Convention Center AV Petition - Legal	14,954.50	IATSE - Basic Agreement – Legal	61,733.92
Local No. 56, Montreal, QC, Theatre du Vieux Terrebonne/ Theatre Pauline-Julien – Legal	5,013.32	IATSE - AQTIS - Jurisdictional Dispute – Legal	18,663.63
Local No. 105, London-St. Thomas-Samia, ON, Freeman Audio Visual – Legal	4,605.37	IATSE - Organizing Research – Legal	13,763.93
Local No. 118, Vancouver, BC, Cirque du Soleil – Legal	11,636.31	IATSE - Organizing Drive/Pacers – Legal	6,603.03
Local No. 122; San Diego, CA, La Jolla Playhouse – Legal	4,272.88	IATSE - Black Walnut, Golf Channel, Nu Image, Inc. – Legal	109,874.64
Local No. 125, Lake Porter and La Porte Counties-Ft. Wayne- Lafayette Frankfurt-Crawfordsville, IN, Horseshoe Casino RC Petition – Legal	7,976.71	IATSE- Oregon Shakespeare Festival – Legal	23,398.10
Local No. 210, Edmonton, AB, Bailey Theatre Society Certification – Legal	18,635.40	SUB TOTAL:	\$255,806.05
Local No. 212, Calgary, AB, Redemption Forsaken – Legal	10,708.95	LOBBYING AND CONSULTING	
Local No. 262, Montreal, QC, Cineplex Entertainment/ Odyscene – Legal	39,859.42	Thorsen French Advocacy	40,000.00
Local No. 320, Savannah, GA, Lucas Theater – Legal	20,020.25	SUB TOTAL:	\$40,000.00
Local No. 461, St. Catherines-Welland-Niagara Falls, ON, Brock University and the City of St. Catherines – Legal	1,582.00	EDUCATION	
Local No. 500, South Florida, Kravis Center – Legal	610.50	LEAP Reimbursements to Locals/Officers	20,656.56
Local No. 523, Quebec, QC, Center Videotron/Quebecor – Legal	8,746.73	Misc. Training/InfoComm/Instructors	84,467.61
Local No. 695, Hollywood, CA, TRO – Legal	17,409.07	SUB TOTAL:	\$105,124.17
		GRAND TOTAL:	\$618,829.11
		Respectfully Submitted,	
		s/Matthew D. Loeb	
		s/J. Walter Cahill	
		s/Anthony DePaulo	
		s/Daniel Di Tolla	
		s/John M. Lewis	

EDUCATION AND TRAINING

IATSE TTF PRESENTS AT THE INTERNATIONAL FOUNDATION FOR EMPLOYEE BENEFIT PLANS

IATSE Training Trust Fund Executive Director, Liz Campos and International Trustee/Director of Education and Training, Pat White were invited to present at the International Foundation of Employee Benefit Plans – Institute for Apprenticeship, Training and Education this January. Liz and Pat spoke to an audience of almost three hundred training directors, employers, and unions on a panel about Recruitment and Retention in a Changing Economy.

The IATSE Training Trust Fund is unique among joint employer training programs because the training is for workers already in the workforce as opposed to traditional labor-management apprenticeship programs.

The IATSE Training Trust Fund approach to include workers' voices in the curriculum, the Train the Trainer model of building capacity at the Local levels for training, and using worker input to shape the direction of programs was well received.



LOCAL UNIONS PARTICIPATE IN IATSE TRAINING TRUST

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

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

ATTENTION ALL IATSE LOCALS!

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

Once agreements are executed, please send a signed copy to the Training Trust Fund along with a contact name, number and email for the Employer. We need to send all new employers a packet of information about the Training Trust.

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

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

PHILADELPHIA LOCAL DELIVERS HANDS-ON AV ESSENTIALS TRAINING

Local 8 in Philadelphia has realized the value of the Training Trust AV Essentials class. The Local now has members who have been trained to give

this class on a Local level and plans to train more. Currently Local 8 members Shaun Kercher, Sean Ryder, Paul Taylor and Joe Baliski are doing an excellent

job of using the AV Essential curriculum and are moving the Local forward. The Local expects to do at least four of these four-day sessions in 2016.



A class photo from Local 8's first locally done AV Essentials class held the week of January 18th at the Philadelphia Convention Center.

APPLICATION FOR OFFICER INSTITUTE 2016 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) _____

Applying To (Circle 1): **Austin, TX** **Vancouver, BC**

LOCAL UNION INFORMATION

Local Union _____

Mailing Address of Local Union _____

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

Contact's phone and email: _____

Local Contact Signature _____

CERTIFICATION

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

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

Applicant's Signature _____

FOR OFFICE USE ONLY:

Rec'd by _____ Approved Y N

Notified _____

Notes: _____

THIS FORM MUST BE ACCOMPANIED BY THE APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN ONE OF THE 2016 SESSIONS OF THE IATSE OFFICER INSTITUTE, TO BE HELD IN AUSTIN, TX (May 9-13), OR VANCOUVER, BC (October 17-21). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE.

EDUCATION AND TRAINING

I.A.T.S.E. OFFICER INSTITUTE APPLICATION 2016

Applications must be submitted to the I.A.T.S.E. Education Department at least three weeks prior to the beginning of the 5-day course. Participants are required to attend all classes to graduate and to receive certification.

PLEASE PRINT LEGIBLY

1. APPLICANT				
LAST NAME		FIRST NAME		MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:			JACKET SIZE Women's S M L XL Men's M L XL 2XL	
STREET ADDRESS			HOME PHONE ____ - ____ - _____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE: ____ - ____ - _____	
CELL PHONE ____ - ____ - _____	EMAIL ADDRESS (please print)			
2. IATSE OFFICER INSTITUTE				
<input type="checkbox"/> Austin, TX (US Locals) May 9 - 13, 2016		<input type="checkbox"/> Vancouver, BC (Both US and Canadian Locals) October 17 - 21, 2016		
3. LOCAL UNION INFORMATION				
LOCAL NUMBER	LOCAL UNION ADDRESS	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE	
OTHER UNION POSITIONS PREVIOUSLY HELD:				
4. APPLICANT SIGNATURE				
I certify that all of the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.				
SIGNED			DATE	
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD				
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.				
SIGNED			DATE	
TITLE				
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE				
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS	

Return Completed Application via Email or Mail to:

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



IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

TRAIN THE TRAINER SCHEDULE

NEW YORK – APRIL 17 & 18, 2016

CALGARY – MAY 14 & 15, 2016

More classes will be added throughout the year.

See website for more details

www.iatsetrainingtrust.org

OSHA 10/General Entertainment Safety Schedule

Denver – April 11 & 12, 2016

More classes will be added throughout the year. See website for more details

www.iatsetrainingtrust.org

IATSE LOCAL UNION OFFICERS:

Does your Local have training curriculum they are willing and able to share?

Does your Local have trainers willing to conduct training for other Locals?

**If the answer is yes, you may be able to support your brothers and sisters
in other Locals and help support the TTF goal of expanding and
strengthening IATSE training at the Local level.**

Contact TTF to help build its Resources Library and Trainer Database!

Join the TTF mailing list and receive the latest news!

Sign up or visit www.iatsetrainingtrust.org,

email: info@iatsetrainingtrust.org; telephone: (818) 980-3499

IATSE/ LYNDA.COM LOCAL UNION ENROLLMENT FORM

All Subscriptions begin September 1st, 2015 and end August 31st, 2016.

PLEASE TYPE OR PRINT LEGIBLY

1. Local Information		
Local Number	Phone	
Mailing Address		
2. Local Union Contact for Lynda.com		
Name and Title		
Email		
Work phone	Cell phone	
3. Authorization from Local Union Leadership to Purchase Subscriptions		
Name and Title		
Signature	Date	
4. FOR IATSE EDUCATION DEPARTMENT ONLY		
Form Received	Date	Initial
Status		

Please return this form to the IA Education Department with as many copies as you need of the Member Order Form and a check from the local union made payable to "IATSE"

**I.A.T.S.E. Education Department
207 West 25th Street, 4th floor
New York, NY 10001
Attn: Jennifer Halpern**

IATSE LOCAL #

/LYNDA.COM MEMBER ORDER FORM

This form should be completed by the local union coordinator and must be accompanied by a check from the Local's account made payable to "IATSE". Each subscription costs \$20.

PLEASE PRINT OR TYPE LEGIBLY

5. Subscriptions Purchased for the following Members:	
Name	Name
Email	Email
Date of Birth	Date of Birth
Craft	Craft
Name	Name
Email	Email
Date of Birth	Date of Birth
Craft	Craft
Name	Name
Email	Email
Date of Birth	Date of Birth
Craft	Craft
Name	Name
Email	Email
Date of Birth	Date of Birth
Craft	Craft
Name	Name
Email	Email
Date of Birth	Date of Birth
Craft	Craft

Please make additional copies of this form as needed - each Local may purchase as many licenses as they wish.

Advanced IATSE Training For Secretary-Treasurers And Organizers Proves Popular And Successful

In the week between two snowy winter storms in the northeastern United States, seventy-four local union leaders came together to participate in the IATSE Officer Institute 2.0—the next level of IATSE leadership development training offered to local union leaders by the IATSE International Education and Training Department.

At the campus-like setting of the Conference Center at the Maritime Institute near Baltimore, Maryland, students arrived from as far away as Edmonton, Alberta and Honolulu, Hawaii. Most were graduates of the original Officer Institute, but there were also thirteen Secretaries and Treasurers who were new to IATSE leadership classes. This made for a dynamic and high energy collection of students.

The original Officer Institute, “1.0”, is basic training for all areas of work that local union officers encounter. While it helps most participants greatly expand their knowledge as union leaders, this first course also whets their appetites for further study. Locals continue to report the ways in which they apply the lessons learned at this training and how they go on to seek more education. As the number of graduates and participating locals has increased, so has interest in advanced classes. President Loeb requested that the Education and Training Department develop an advanced curriculum. The grad-

uates’ most-requested areas for further education from the International were Organizing and Secretary and Treasurer responsibilities, and so two courses were developed to address these needs. The classes ran concurrently, but at the same time provided additional opportunities for attendees to connect and network with each other during meals and on breaks and with joint evening activities. The days were packed from morning to night. One description was: “This is like the IA Master’s Degree in each topic.”

The Secretary-Treasurer class was led by the IATSE’s experts – General Secretary-Treasurer James Wood, General Counsel Samantha Dulaney, International Trustee Patricia White, popular IATSE Accountant James Heinzman, and instructor Grainger Ledbetter from the University of Arkansas Labor Education Program. In addition, Canadian attorney Laurie Kent of Koskie Minsky LLP and accountant Michael Pajak of MNP LLP expertly guided the Canadian students

when unique situations for that country came into focus.

The three day curriculum included advanced work in issues of Financial Record Keeping, Labor Law, IATSE Procedures and Resources, Fiduciary Responsibility, Fraud Prevention, Taking Minutes, IATSE Constitution and Bylaws, and more. Legal, financial, and IATSE-specific topics were explained, discussed, and dissected in depth throughout the course, with “best practices” being emphasized. General Secretary-Treasurer Wood was perhaps the most popular speaker, offering the explanations for “why we do it that way” that local union officers immediately appreciated and were able to take home to their Locals. General Counsel Dulaney provided the legal framework that should guide the work of Secretary-Treasurers in a concise and engaging way, ably assisted by James Heinzman, who also described in detail proper procedures for maintaining books and records and submitting

government reports. Grainger Ledbetter challenged the students with his lively presentation on keeping minutes, during which Locals shared some of the good, practical and sometimes unique ways that this important process worked in their home locals. An interactive quiz at the end of the course reviewed everything previously covered, including the Canadian perspective, and was popular and useful for the students.

The Organizing 2.0 class studied Labor Law as it applies to growth and organizing as well as the nuts and bolts of one-on-one communications and persuasive presentations. IATSE Associate Counsel Adrian Healy, who once worked at the National Labor Relations Board, led the session on the law. Tactical content on targeting and research gave students hands-on opportunities to collect data on specific employers in their jurisdictions. Preparation for the employer's anti-union campaign and inoculation grounded students in the realities of the landscape on which we are operating. Other teachers included IATSE Assistant Director of Education and Training Robyn Cavanagh; Labor Educator Yvonne Syphax, Patrick Scott, Deputy Director of the AFL-CIO Organizing Institute; as well as various IATSE leaders. IATSE Education Outreach Coordinator Jennifer Halpern kept all of the logistical details on track, not only for the Organizing session, but for the Secretary-Treasurers as well.

Two of the most popular sessions were panel presentations from seasoned IATSE organizers and some workers who joined their IATSE local unions through various organizing campaigns. Entitled "The Organizer and the Organized," the first panel featured the voices of veterans on both side of the organizing conversation. Each of the members who had been

organized talked about making the decision to unionize their workplaces and the high stakes involved in their choice. All of them were very enthusiastic supporters of joining the IATSE, but also explained why sometimes this is not immediately true for all of the working people who deserve representation. They discussed ways in which organizers can change hearts and minds of those who have fears

Communicating effectively is central to the work of both Organizers and Secretary-Treasurers and is a good way to build union power.

and concerns about "going union." From the variety of experiences in four different campaigns, the panel discussion emphasized the need to be empathetic to the challenges of the people we are asking to join our Locals. Affirming and admiring their grit and perseverance is a core lesson for anyone who is building union strength for the future. "It is hard work to stand up for yourself, but nothing is more rewarding," commented Dan Little, who was a panelist from Philadelphia Stagehands Local 8. Other member-panelists included Frank Alves Local 11, Boston Stagehands, Greg Calvin, Local 100, New York City Broadcast Technicians, and Samantha Smith, Local 798 Makeup Artists and Hair Stylists. International Vice President and Local 8 President Michael Barnes, International Vice President and

Co-Director of the Stagecraft Department Dan Di Tolla, and Motion Picture Department International Representative Scott Harbinson were the panelists giving the perspective of the union organizers. The second panel combined the know-how of Brothers Di Tolla and Harbinson with that of Associate Counsel Healy. This experienced group fielded comments and questions from the class. They each had unique perspectives from decades on the front lines of breaking through barriers and building union strength one step at a time.

Communicating effectively is central to the work of both Organizers and Secretary-Treasurers and is a good way to build union power. A joint session for the two classes was led by Liz McElroy, Deputy Director of the AFL-CIO Political Department. She reported on the most recent research and planning data for how unions and leaders build a powerful message. Whether it is the local union's newsletter, information about political action or materials that reach out to unrepresented workers, words matter. To counter the ongoing drumbeat against unions, Organizers, Secretary-Treasurers, and all of us who are in unions need to understand that the words we use are heard and understood in different ways by different people, depending on who they are and what their own experiences have been. The lively evening offered food for thought. All of the students in the room impact their local union's communications, whether it be internal minutes, correspondence and newsletters, or external press and outreach to unrepresented working people and the community. A common social event, held on the second evening of the training provided another chance for the two groups to interact.

As has become an IATSE Officer

EDUCATION AND TRAINING

Institute tradition, a festive graduation ceremony concluded the training. Participants received unique 2.0 diplomas and specially-created IATSE pins, specific to their coursework. General Secretary-Treasurer Wood presided over the ceremony, Vice President Di Tolla spoke movingly of the positive changes he had seen in our union as a result of the IATSE's education programs, and Tui Scanlon (Local 665, Hawaii) briefly per-

formed a spoken-word performance that drew from the week's events. In all it was a fitting ending to a great week.

While clearly housed in the pillar of Leadership Development, the Advanced Organizing and Advanced Secretary-Treasurer classes touch all of the four pillars. As local union officers become more skilled and connected to other Locals across regions and crafts, the whole IA is stronger for it – which at its core, means

that the members have greater strength. By popular demand the IATSE Officer Institute 2.0 Secretary-Treasurer and 2.0 Organizing training will be repeated at the end of this year in Las Vegas, Nevada from November 30 to December 2, 2016. The application appears in this issue of the IATSE Bulletin and on the IATSE web site. For information, please contact the Education and Training Department at officerinstitute@iatse.net.



**OFFICER INSTITUTE 2.0 - BALTIMORE, MARYLAND
FEBRUARY 2-4, 2016**

Graduates of the Officer Institute 2.0 (Secretary-Treasurer and Organizing Sessions) with General Secretary-Treasurer James B. Wood, International Vice President Daniel Di Tolla, International Trustee/Director of Education and Training Department Patricia White and Assistant Department Director Robyn Cavanagh.

**Secretary Treasurer
Graduates:**

John "Jack" Curtin
Franklin H. Dendanto
Brian Donnelly
David Earick
Rachel Eaves
Cassandra Ross Eccles
Nancy R. Flesher
Nathan C. Fowler
Tara Leigh Gale
J. Frank Garcia
Walter "Skip" Gienapp Jr.
Alan M. Gitlin
Francoise Gravelle
Frank Hatcher
David Jerkins
Jane E. Leslie
Robert McDonough

Chandra C. Miller
Catherine Moore
Christopher Nadon
Andrew C. Oyaas
John Page
Dennis Parker
John Pierce
Ellen Sava Popiel
Tony Santoro
Cathy Santucci-Keator
Gary Schmidt
Robert C. Score
Didi Scott
John Seid
John Seubert
Martha L. Smith
Matthew Taylor
Christina Viramontes
Norma L. West

Organizing Graduates:

Norman Lani Akau III
Radar Bateman
John Basseux
Chastity D. Brooker
Rusty Burrell
Mark A. Card
Irving Chuck Clay
Daniel D. Dashman
dooner
William T. Ford, Sr.
Todd Rylan Gacioch
Roger I. Gayton II
Anthony P. Gentile
Linda Grimes
Mark Hardter
Anita Hartsock
Jon Hendry
Kimberly Holdridge

Angela L. Johnson
Chaim I. Kantor
Vangeli Kaseluris
Kevin A. King
Peter J. Lastowski
Deborah Lipman
Michael Luth
Craig Michie
Morgan Thomas Myler
David M. O'Ferrall
Lawrence Paone
Chandra-Li Paul
Randolph L. Pitkin
Tuiiaana Scanlan
Samantha A. Smith
John S. Vaneldik
Anne M. Vantine
Leo J. Wilhelm II
Anita Wilkinson

SIGN UP TO ATTEND THE 2016 YOUNG WORKERS CONFERENCE!

The 2016 IATSE Young Workers Conference will be held in Atlanta, Georgia, on May 19-21, 2016.

Over 200 young IATSE members have attended our 2012 and 2014 Young Workers Conferences to learn more about the union, the labor movement, organizing, media and messaging, and more.

HOW TO SIGN UP:

- All Young Worker Conference attendees must be sponsored by at least one local union officer with a letter for pre-approval (see below).
- Only two members per Local may attend.
 - If either member has attended a past IATSE Young Workers Conference, they must write a statement detailing their involvement in the Local, politically, in the community, or in the workplace since the last Conference.
 - If the member has not been involved since the last Conference they attended, they will not be permitted to attend.
 - Please email ywc@iatse.net if you do not understand this requirement or have questions about it.
- The AFL-CIO Young Worker Advisory Council has an age cap of 35. Local union officers should keep that in mind when sponsoring young members, though IDs will not be checked at the door.
- Spaces are limited and are available on a first-come, first-serve basis.
- The International will reimburse lodging for approved attendees for the two nights of the Conference. Travel, food, and other costs will be at the cost of the attendee or their local union. Reimbursement instructions will be provided at the Conference, and reimbursement will be provided after the Conference is completed.
- The application cut-off date is end-of-day April 14.

For a sample pre-approval letter and more information, visit <http://iatse.net/2016-iywc>



Coalition of Labor Union Women (CLUW) Adopts Policy to Put Words Into Action At 18th Biennial Convention

CLUW welcomed 500 delegates and observers to its 18th Biennial Convention held in Sacramento, CA, November 19-21, 2015. Union sisters and brothers from twenty-eight national/international unions from across the country came together to take action on the convention slogan, “Women... Right Now! Right Time!” As the 2016 election cycle has already begun, that topic took center stage.

CLUW National President Connie Leak made a grand entrance at the convention’s opening session dressed in camouflage gear. Greeted with much applause, she noted, “It was said at the first convention ‘We didn’t come here to swap recipes!’ I say today, we are here to get prepared for the duties and work that needs to be done...We must be armed and equipped for the battles that lie ahead that women constantly face.” A number of speakers literally followed in her footsteps, challenging the delegates and guests and bringing them to their feet.

The first was Elizabeth Shuler, AFL-CIO Secretary-Treasurer, who delivered the keynote address. She asked: “Will we take another step toward full equality? Or will we see a continuation of the war on women? Will we write the economic and societal rules? Or will we fall



www.cluw.org

victim to those who want to silence our voice and deny us our rights?” She also discussed the National Survey of Working Women and urged everyone to complete it. The IA Women’s Committee has been actively involved in distributing the survey to IA members.

Next, United Mine Workers of America International President Cecil E. Roberts challenged the audience saying, “If you want to grow the middle class... join a union...If you want to end pov-

erty...join a union...If you want a voice at work...join a union.”

Delegates had the opportunity to amend the constitution and adopt resolutions, which will help steer the direction of CLUW over the next two years. Among the issues that delegates debated and adopted resolutions on were: “Black Lives Matter,” “Let’s Get Real Family Values,” “Stand Your Ground – Prevent Gun Violence,” “Regulate Banking – Restore the Glass-Steagall Act,” and “Women Are Vital to the 2016 Election.”

IATSE delegates included members from Locals 8, 30, 50, 700, 800, and 893. International Representative Joanne Sanders is serving her second term on the CLUW National Officers’ Council as National Vice President.

THE 2016 CONSUMER ELECTRONICS SHOW PUTS LOCAL 720'S TALENTS ON DISPLAY

The Consumer Electronics Show (CES) has served as the proving ground for innovators of technology for nearly fifty years. It is the largest tradeshow and display event of its kind. Owned and produced by the Consumer Technology Association, which represents the \$287 billion U.S. Consumer Technology industry, it attracts the world's business leaders and pioneers to address the industry's most relevant issues. CES 2016, held in Las Vegas in January, featured over 3,600 exhibitors covering 2.5 million square feet of exhibit space. Attendance exceeded 175,000, with industry representatives from around the world.

In order to provide the number of skilled technicians required by CES, the Local 720 Training Trust holds Rigging, Lighting, A/V and Customer Service related courses year round. At the peak

of the busy convention season this year, the Local dispatched between three and six hundred technicians a day to cover the needs at the Las Vegas Convention Center as well as ancillary functions at outlying hotels.

Load in and out for the four day show starts in mid-December and runs thru the second week of January. In that thirty day period, over sixteen hundred Local 720 members work around the clock to accommodate the visitors to the City. An estimated seven thousand individual rigging points, four hundred break-out rooms, dozens of large and small general sessions, and special

events, including New Year's Eve Celebrations, kept the entire membership of the Local working nonstop.

Local 720's membership has accepted ongoing training as a part its culture. The highly skilled brothers and sisters make this event a success year after year. The members serve as ambassadors for the city of Las Vegas and help to create return visitors for the convention and entertainment industries. The Local's commitment to safety, efficiency, skills building and customer service is an approach that should be adopted by both large and small Locals throughout the International.



Glade Cox, Lance Newton, Aaron Davis, Chris Martini, Brock Williamson, Frank Padilla, Kenneth Weaver, Angela Carlson, Robert Warrell, Rafael Gonzalez, Dennis Case, Gregory McGuire

ESCA LAUNCHES CUSTOMER SERVICE PROGRAM IN ST. LOUIS

On November 19, 2015, the America's Center Convention Complex and the St. Louis Convention and Visitors Commission (SLCVC) hosted several training programs for union personnel who work in the facility. The event included the initial launch of the Exhibition Services & Contractors Association (ESCA) Customer Service Program. This training was pro-

duced by ESCA's Labor-Management Council. International Representative Don Gandolini serves as co-chair of the Council and was instrumental in developing the training.

Attendees, including members of Locals 6 and 143, participated in forklift and boomlift certification training sessions as well. Others attended the 'St.Lou..is Me'

program, a course created by the SLCVC which targeted hospitality employees.

Many thanks to Locals 6 and 143 Business Agents Joe Rudd and Gordon Hayman and their members. Their generous donation of time and materials helped to make the training a success. The IA-TSE was well represented at this daylong event.



CREW SHOTS



Pictured here is San Francisco Local 16 crew photo of the Metallica concert at AT&T Ballpark, the eve of Super Bowl 50.

IATSE Locals 22 and 772 crew at the Ford's Theatre for "A Christmas Carol"



President Obama with the "Hamilton An American Musical" crew at the Richard Rodgers Theater on November 2 2015.

PHOTO CREDIT: BEATRICE MORITZ

IATSE Local 665 members donned formal attire for Hawaii Symphony Orchestra's October 27th performance by Grammy Award-winning soprano Sumi Jo at the Maui Arts and Cultural Center. Crew members (left to right) are Ramsay "Sandy" Sandelin, Stacy Newhouse, Kim Shipton and Charley Roberts.



Here's a group photo of most of the 50-person Local 764 wardrobe crew for Kanye West's Fashion Show on February 11, 2016 at Madison Square Garden.



"Gentleman's Guide To Love and Murder" - 1st National Tour" at The Golden Gate Theatre, with members of the Road Crew, Locals 16 and 784 Running Crew.

NLRB Issues Revised Joint Employer Standard

In the first quarter 2015 Bulletin it was reported that the National Labor Relations Board (NLRB), in a case called *Browning Ferris*, was reconsidering the standard under which it determines that a company that supplies workers and the company that uses those workers could together be considered “joint employers.”

For many years, the NLRB held that a joint employer relationship only exists where both companies share the ability to control or co-determine essential terms and conditions of employment. Essential terms and conditions of employment include hiring, firing, supervising and directing workers. Control had to be direct and immediate and must have actually been exercised. It was not sufficient that control be retained indirectly. In our experience, this standard encouraged employers to engage labor contractors to serve as intermediaries between themselves and their workers. This would not only insulate them from potential organizing activity, but would also relieve them of their obligation to provide workers with an array of state and federal statutory benefits. No stagecraft local union is unfamiliar with the consequences of the proliferation of labor contractors over the past twenty years.

The NLRB’s decision in *Browning Ferris* was issued on August 27, 2015. Its anodyne language belied the significance of its application for IATSE Locals. “The Board may find that two or more entities are joint employers of a

single workforce if they are both employers within the meaning of the common law, and if they share or co-determine those matters governing essential terms and conditions of employment.”

In their application of this standard the Board abandoned the previous reliance on “direct” or “immediate” control. Evidence of indirect control, such as might be contained in a contract between the parties, can now be dispositive of a joint employer relationship. The retention of the right of control weighs as heavily as the exercise of that control. The concept of “essential terms and conditions” of employment has been broadened. Under this ruling, it appears that a company’s ability to determine the number of workers, their hours, who they are, assigning work and determining how it is to be completed will now be considered along with hiring, firing, and supervision.

The inclusion of indirect control among the factors determining joint employer status could be the most significant aspect of the decision for our industry. For example, a user employer can no longer contend it has no control over pay rates because the supplier

pays its workers fifty percent of what it charges for their work. User employers should not be able to disavow control over hiring when they retain veto power over every worker. And a user cannot claim it lacks the capacity to supervise when it assigns workers to perform specific tasks. Under this decision the realities of the working relationship between a concert promoter, a tour, a labor contractor, and the workers will come into sharper focus. Having lifted this veil, the Board may have enabled the opportunity for organizing and collective bargaining in an enormous segment of our industry.

In sum, we believe the favorable decision in *Browning Ferris* will do much to restore workers’ rights in our increasingly contingent work environment. Given this development, all Stage Locals should be immediately identifying all labor contractor activity in their jurisdiction with an eye towards organizing. The urgency of this should be clear since the composition of the Board sometimes has a greater impact on workers’ rights than the laws in which they are embedded.

ATPAM MEMBER INDUCTED IN THEATER HALL OF FAME

Retired ATPAM Press Agent Merle Debuskey, who represented over 300 productions on Broadway, was inducted into the Theater Hall of Fame on November 16, 2015, along with such theater luminaries as playwright Tony Kushner, director Julie Taymor, lighting designer Ken Billington (IATSE USA Local 829), Actor Stacy Keach and the composing team of Lynn Ahrens and Stephen Flaherty. Merle has been a member of ATPAM since 1952. He was President of the Local for over twenty-five years.



LOCAL ORGANIZING ACTIVITY

WON ELECTION

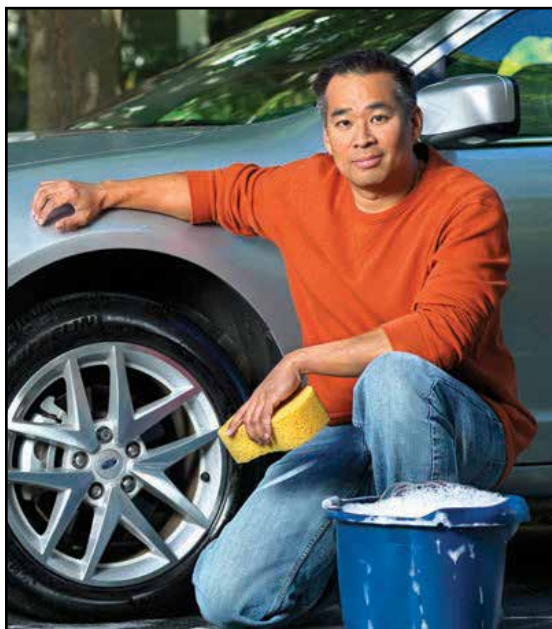
LOCAL LOCAL 720	EMPLOYER LABOR PLUS, LLC	UNIT STAGEHANDS
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FIRST CONTRACT

LOCAL LOCAL 8 LOCAL 798 LOCAL 329	EMPLOYER MEDIA THEATER RADIO CITY MUSIC HALL CHRISTMAS SHOW ENDEAVOR AUDIO AND LIGHT SERVICES, INC	UNIT STAGEHANDS HAIR STYLISTS STAGEHANDS/ AUDIO VISUAL TECHS STAGEHANDS
LOCAL 200	CENTER STAGE LIGHTING	

RATE CARD TO CONTRACT

LOCAL LOCAL 859	EMPLOYER FOX THEATER	UNIT WARDROBE
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- Car rental discounts



Discover savings at
UnionPlus.org/Auto

AS-03-14-16

Fight the Fight for Safety

“Pray for the dead and fight like hell for the living”, is a quote from Mary Harris “Mother” Jones used as a challenge to us on Workers’ Memorial Day. After praying for our Brothers and Sisters who have died, we are to fight for safer and healthier workplaces. The obvious fight is to be vigilant on the job working with our employers to eliminate or control the risks we are exposed to. The not so obvious fight is a political fight.

It has taken decades of effort to make industrial health and safety laws. The initial law, its continuation, and the funding to keep it viable are political hot potatoes filled with political compromise and wheeling and dealing. Maintaining and advancing safety protections for workers requires vigilance and effort.

At this time politics are already undating your life, but more action is required. The people who are elected into office make decisions that will affect your safety at work. They pass and repeal laws, they underfund programs, and they appoint and confirm (or not) people to fill positions.

We need to elect people who will increase the funding for OSHA. Since OSHA was enacted in 1970 the rate of deaths in American work places has dropped from 38 per day to 13 per day. While that is a great statistic, it still means 4,679 workers died in 2014; 902 Canadian workers died in 2013. People should not have to die when they go to work. High funding will increase the ability to hire more inspectors. It is estimated that right now it would take over 100 years to inspect all the workplaces in the United States.

We have to watch for politicians getting rid of rules that will protect workers. On January 20, 2001, an OSHA ergonomics rule came into effect. Three months later, newly sworn in President, George W. Bush signed a resolution repealing the rule. Ergonomic hazards represent a major risk to workers. Musculoskeletal Disorders (MSD), bad backs, repetitive motion pains, and soft tissue damage cost major pain and money that can last for lifetimes. Business groups were able to remove this rule that would have protected workers because of the political influence they have. We have to be able to fight for protective rules.

We want qualified people who have workers’ interests appointed to influential positions. From the Assistant Deputy Secretary of Labor who is in charge of OSHA to the Secretary of Labor to Judges to Supreme Court Justices, the people filling these positions will have an influence on your life. Voting for politicians who not only make the appointments, but also for those who confirm the appointments is important.

The challenge is for IATSE members

to be more involved in what is happening in politics. The Brothers and Sisters in Canada have set a great example. Canadian IATSE members worked with other labor groups in their last federal election and caused the turnaround of an ultra conservative trend. The Liberal Party was successful in capturing a majority of seats in the House of Commons, and electing Justin Trudeau as Prime Minister. The defeat of the Conservative government means that workers are now protected from that party’s anti-labor legislation.

Make sure you vote, and vote in your interest. Talk to your families. Show them how their choices benefit their lives. But, there is more you can do. Locals will be having voter registration drives. There will be phone banking and precinct walks where you can talk to union Brothers and Sisters about the importance of voting. Contribute to the IATSE-PAC Fund and other political campaigns. But, most important - vote. We can only make a difference if we are involved.

NATIONAL DAY OF MOURNING/WORKERS' MEMORIAL DAY

By Alan Rowe,
Chairman, ICAP Committee

Spring is one of our favorite times of the year. It brings longer days, warmer weather, and the promise of summer productions, which means lots of work. Before we get to the summer season, there are a few dates we need to remember. The first is April 28th which has been designated as Workers' Memorial Day in the United States, and similarly, as the National Day of Mourning in Canada. This day is set aside each year to honor those who have died at work, to join with friends and family in their grief, and to protect working people by continuing to make safer places to work.

National Day of Mourning/Workers' Memorial Day is commemorated in the United States and Canada to remember our fallen sisters and brothers and to fight to reduce the twelve deaths that happen every day in the workplace. This is not just a United States and Canadian problem. Worldwide one worker dies every fifteen seconds on the job and Workers' Memorial Day is recognized by countries around the world. No workplace death is justifiable and no task is worth the risk of injury.

President Loeb has issued a call this year, just as he has previously, for all IATSE workers to pause for a moment of silence on the job to remember those we have lost and renew our commitment to safety in our workplaces. This moment of silence will occur simultaneously across all the North American time zones. You can also put posters up on workplace bulletin boards or wear a purple ribbon tied in an overhand knot

on your clothing as part of your tribute. Remember: "Mourn for the dead, fight like hell for the living!"

The IATSE International Moment of Silence in observance of the Canadian National Day of Mourning /United States Workers' Memorial Day will occur Monday, April 28, 2016 at 1:00 pm, EDT (10:00 am, PDT). All IATSE members are asked to pause for one minute at that time at work, at their local offices, or wherever they may be to stop for one minute and silent remember all of the workers who have been killed on the job. In remembering them, we will dedicate ourselves anew to preventing such deaths in the future.

Information for the National Day of Mourning, along with materials available to Canadian unions is available at: www.ccohs.ca/events/mourning/

Information for Workers' Memorial Day, along with materials available to American unions is available at: www.afcio.org/Issues/Job-Safety/Workers-MemorialDay

North American Occupational Safety and Health Week (NAOSH) is the second date. The NAOSH week is May 1-7. It is a week dedicated to raising the awareness of safety in U.S., Canadian, and Mexican workplaces.

IATSE Locals are encouraged to schedule safety related events during the week. Events can include trainings, articles in newsletters, reminders on call sheets, or additional safety meetings at work. Locals in Southern California will again hold a seminar on Workers' Rights and how to rec-

ognize and deal with a hazard in the workplace.

OSHA will once again hold its National Safety "Stand-Down" to prevent falls in construction. May 2-6 will begin a week where Stand-Down sponsors will try to double last year's number of 2.5 million construction workers informed about the dangers of falling from heights; almost half the deaths on construction sites are caused by this preventable hazard.

Both Workers' Memorial Day and NAOSH Week are meant to evoke a response from people. Workers don't need to be senselessly hurt or killed for the all mighty buck. It takes continuous effort to maintain the levels of safety we have reached. Great strides in health and safety have been made since the OSH Act of 1970 was signed into law, but these gains are constantly under attack. Rules, like those for ergonomics, get repealed with a change of administration. Funding for OSHA is cut. With the number of Fed OSHA inspectors right now, it would take over 100 years to inspect all the workplaces under their coverage, 91 years for the State Plans. Obstacles are constantly placed against our efforts to pass rules such as simply requiring business to have a safety program.

Use these dates to remember those who have suffered and sacrificed simply for the desire to support their families. Use these dates to make workers aware of the hazards they face at work. Use these dates to fight to make anywhere, any worker makes a living a safe and healthy place to work.

Local 251 Organizes Blood Drive in Memory of Member Brian Hatfield's Father

In December 2015, Local 251 (Mixed, Madison, Wisconsin) held a blood drive in memory of member Brian Hatfield's father, Rev. Scott Hatfield, who was killed by a drunk driver. Brian and event organizers Rachele Fenster and Davin Pickell share their story of activism and solidarity.

Brian Hatfield: My dad was hit at 3:00 p.m. on September 2nd, 2015. On the scene of the accident he was given five units of blood. He fought until he died on September 8th. During his hospital stay he was given fifty units of blood, bringing his grand total to fifty-five units.

Family, friends and co-workers kept asking how they could help. My family did not have a response until we learned how much blood he was given. My dad was a huge donor to the Red Cross. He was a hospice chaplain with AseraCare and was well aware of the constant need for blood donations.

While my dad was attempting to stabilize, we thought it would be great for him if we could get people to go in and donate in honor of my dad and post a picture on Facebook. It started slowly and then gathered steam. I think it was after the funeral that Rachele approached me about doing a blood drive in my dad's memory.

Rachele Fenster: I felt devastated for Brian and his family. It was im-

portant to do something to help them. I met with the Red Cross to organize a blood drive and then used the Local 251 Facebook page, and my own Facebook page, to relay the information to members and friends. Others cross-posted to gain more coverage.

Davin Pickell: Rachele turned to me for help since I've been the Local's Red Cross One-A-Week club coordinator for quite a few years. When the level of commitment wasn't what we had hoped in terms of hosting a blood drive on site at the Overture Center for the Arts, where I'm on staff, I suggested that we talk to the Red Cross about the idea of a walk-in blood drive, over the course of a week or so, giving people an opportunity to fit a donation into their busy work and holiday schedules.

In addition to Rachele's Facebook recruitment, I did two email blasts to Overture Center staff, as well as soliciting support at our all-staff meeting the week of the drive. The marketing folks at Overture were able to help us out with donated gift bags.



Brian Hatfield (standing) with his sons and his father, Reverend Scott Hatfield.

RF: The Red Cross helped us with some posters that were placed in all of the venues at the Overture Center. I also contacted the Children's Theatre in Madison, The Orpheum Theatre and asked the production staff at The Madison Ballet to consider donations.

After the Blood Drive, we held a gift drawing between performances of the "Nutcracker" to thank people for their donations and time. Brother Hatfield did the drawings and again we used Facebook to relay the results!

BH: My family loved the idea of the blood drive. My mother was incredibly touched that people who had never met

my dad or knew my family were willing to go and donate in his memory. The Red Cross loved what we were doing. I was very touched by the support of the Local as well as the venues in the city. Overture Center donated some lovely prize bags with tickets to shows and swag from Broadway shows. The Orpheum donated tickets to shows.

RF: The Blood Drive took a fair amount of coordination, but it was great because we had it during a week of two of the biggest holiday shows of the year. It was a time of year when people tend to be in a giving spirit. The day that many of us went to donate was almost festive, it didn't take very long, it didn't hurt, and it was nice that we were all there together.

We kept a sign-in sheet at each Red Cross location and asked on Facebook that whoever donated take a photo of their name on the sign-in sheet and post a picture of themselves giving blood. The fact that so many pitched in to help our Brother Brian was really the best part.

My family loved the idea of the blood drive. My mother was incredibly touched that people who had never met my dad or knew my family were willing to go and donate in his memory.

After the event, when we got our numbers back from the Red Cross - 56 total successful donations which helped to save as many as 168 lives - I felt great! I was so happy to have pulled this event off and to have been able to do what Brian's family had wanted.

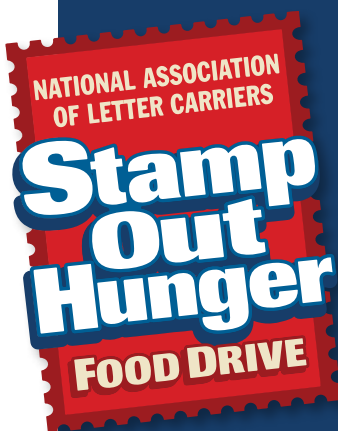
DP: I recall my first blood donation in high school was a hoot. It sounds like the day Rachelle's contingent donated was similar. I arranged my donation time to provide a ride for one of our marketing folks at Overture who wouldn't have been able to donate oth-

erwise. I always make sure that I have fun donating blood, and that morning was no exception.

BH: The day of the blood drive, I shed a few tears. When you walk into the Red Cross to donate and you look down the list and see people you work with, people you don't know, friends, and family, it is pretty amazing. We hit our goal to have donated what my dad used. It meant the world to me. My dad would have been thrilled.

HELPING YOUR COMMUNITY

IATSE PARTICIPATES IN 23rd ANNUAL FOOD DRIVE - May 14, 2016



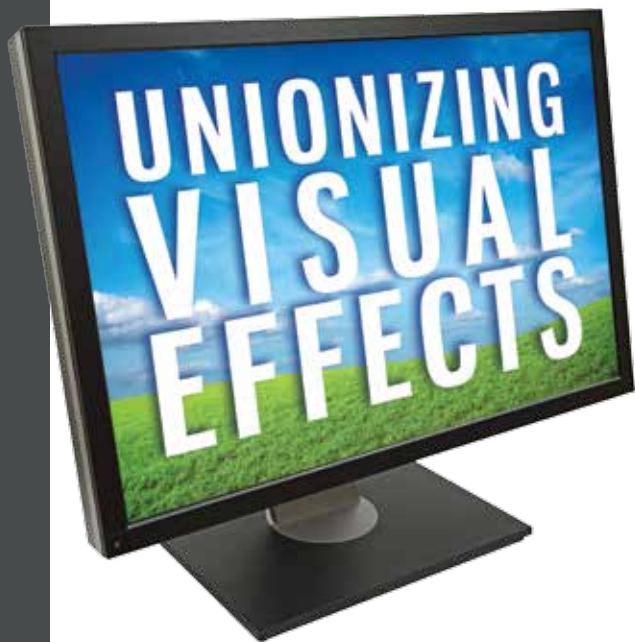
Our brothers and sisters of the National Association of Letter Carriers (NALC) are once again holding their annual food drive across the United States. This year, the IATSE will again join the NALC and the labor movement's efforts to help bring food to people in communities who are challenged by hunger or who are going through a rough patch in their lives.

This means that brown paper grocery bags have been printed bearing the IATSE logo and these bags will be delivered by Letter Carriers to household across the country in designated neighborhoods where we have the highest density of IATSE members.

The Letter Carriers will be sending out more than 120 million postcards to raise awareness and provide instructions about the food drive. The food drive will take place on May 14th so if you receive a grocery bag, please fill it as best you can and have it ready for pick up on May 14th.

When your grocery bag is filled, please take a photo of it and send it in for posting on the IATSE's website and social networks: Twitter: @iatse - Facebook: www.facebook.com/iatse - Flickr: www.flickr.com/groups/iatse - Email: comms@iatse.net.

MOTION PICTURE & TELEVISION PRODUCTION



The visual effects industry has become an integral part of the entertainment world over the past twenty-five years. In its early stages, a small group of skilled artists and technicians created the unreal and impossible from their imaginations with the use of new computer software. It's safe to say that most of the productions seen today are touched by the visual effects industry in some way. As the business model of entertainment changes, the need for this work becomes stronger as it's recognized as one of the top attractions for audiences around the world.

At the Mid-Winter General Executive Board meeting, President Loeb reaffirmed the IATSE's goal of organizing the Visual Effects industry. Visual effects is one of the last parts of the entertainment industry that has not yet come under the benefits and protections of a union agreement, and thus is a perfect case study as to why those agreements are so important for all entertainment workers.

Visual effects artists and technicians typically work in an environment that is entirely dictated by their employer. While the basic workplace needs can sometimes be met, it's not uncommon for health and safety concerns to be overlooked, or even flatly ignored. Wages in the visual effects industry have been on a steady decline for the past decade. Health benefits are rarely provided, and never portable from one

job to another. Retirement benefits are so rare, they may as well be considered non-existent.

It's also important to point out that the lack of protections and workplace standards has become part of the visual effects culture. The notion of demanding the respect deserved to all working human beings, as well as the federal right to bargain better conditions and workplace standards, has been weeded out from the rank and file workers. Organizing the visual effects industry means educating those workers, who have never held a union card, about the reasons and benefits for fighting to get one. This will mean getting these artists and technicians to overcome fear, uncertainty and doubt, educating them on the possibility and legal right to bargain, and what an agreement could mean for

them and their colleagues, now and in the future.

The IATSE is proud of its strong history of doing just this kind of work. In the one hundred and twenty-three years of our existence, we have expanded our jurisdiction to cover workers of the entertainment industry who faced the exact same struggles. We forged agreements to create the best workforce in the industry across the globe. The contracts that cover features, television series, commercials, and new media productions provide portable health and welfare benefits, safe and viable working conditions, and the ability to give our members a voice in strengthening these agreements while adjusting to the changing needs of the industry. We look forward to providing the same to the workers of Visual Effects.



PAYCHECK ISSUES AND HOW TO FIX THEM

Friday has arrived and so has your paycheck. Upon review of the details, you realize your check is short. Don't panic. It happens and can be resolved with your union's help.

First, double check that your time card was completed correctly. Once you've confirmed that it was, the next step is to talk to the Shop Steward or your Local's representative. You should do this as soon as you realize your check is incorrect. Why? All contracts have a time limit on when we can raise issues under the contract. This is in the grievance procedure outlined in the agreement. Don't forfeit your right to collecting what you're due by delaying.

The Shop Steward or Local Business Agent can talk to the UPM or production accountant. Generally, just a head's up to the accounting department resolves simple issues. If they cannot fix it, your Local representative will ask you to provide a copy of your time card, a copy of your check stub, and details about what you believe is missing from your check. He

or she will then contact the production company to try to find out when the corrections can be expected in your paycheck. If the production company believes your check is correct, your Local will then move along to the next step in the procedure, which may involve contacting the IA and/or filing a grievance. Once the production company or labor relations department for the Studio are made aware of the problem, unless there is a significant disagreement over what is actually owed, a paycheck issue is usually resolved quickly.

If the disagreement goes beyond what can be worked out, the union will pursue the correct payment through the various stages of the grievance procedure of the agreement. While this may take longer than you would like, it is an avenue of resolution guaranteed by our contracts.

Remember, review your pay stubs. If there is a problem, take the steps to sort it out right away so your union can protect you under the contract.



Here is a crewshot of "American Grit". This production was recently organized in the Pacific Northwest by the IATSE, Local 488 and the West Coast Studio Locals, headed by Assistant Department Director of MP&TV Vanessa Holtgrewe.

Local 669 Camera Trainees – Getting Trained the IA Way!

Local 669 is continuing to train this latest group of western Canadian Camera Trainees over weekend classes at the union office. The program, similar to the one offered to eastern Canadians through IATSE Local 667, trains participants to become 2nd Assistant Camerapersons. Both programs have member committees that interview and accept applicants on an annual basis, with the number accepted dependent upon projections of how busy the upcoming year will be.

Once accepted, Camera Trainees are placed on a rotational basis, ensuring they work on at least one feature film, television series, and possibly, movie-of-the-week. Trainees are also placed so that they are exposed to and trained on different types of cameras and camera systems.

Whenever feasible, trainees are also placed with a different camera crew on

each rotation to develop as many relationships – and future employment possibilities – as possible. On average, it will take 1-2 years for Trainees to complete the minimum 120 days of rotation and acquire the requisite member references in order to upgrade to Second Assistants. Most will do more than the minimum to ensure they are fully qualified before they

apply to upgrade.

The Camera Trainee programs are invaluable in ensuring that new members are comfortable and familiar with union sets and working with the equipment that is commonly used on IATSE shows. It's also a great way to ensure that new members develop the relationships and networking skills with other members that will set them up for greater employment opportunities and a more secure future. For more info on these programs, please visit:

IATSE Local 667: <https://www.iatse667.com/assets/Uploads/Documents/Training-Program-for-Camera-Trainees-2014.pdf>

IATSE Local 669: ia669.com/join/trainee-program



New Local 669 Camera Trainees in Vancouver take a break from training to snap a shot with International Representative Julia Neville, Local 669 BC Vice President Christina Kasperczyk, Local 669 trainer Lecily Corbett, Local 669 Business Agent Peter Hayman, and International Vice President John Lewis.

Detroit Local Honors Members

Local 38 proudly presented Gold Cards and a 50-year Scroll at its regular membership meeting. Business Agent Calvin Hazelbaker is shown with each honoree.



Brother Bruce Burgin (right) receives his Gold Card.



Brother Robert Kynaston (right) with his Gold Card.



Brother Bruce Robins (right) with his Scroll, honoring 50 years of membership.

IATSE HOLLYWOOD SUPPORTS OUR HOMELESS HEROES



On Saturday, November 21st, members and friends of the Hollywood-area Locals joined with Labor Community Services and the United Way for the annual Home Walk. The Labor team was dedicated to raising funds to help combat homelessness among our nation's veterans.



ST. LOUIS LOCAL HONORS GOLD CARD MEMBERS

Brothers Pete Messineo and Jerry Burgherr were presented with their Gold Cards at Local 805's regular Union meeting on September 14, 2015. Officers and Members of Local 805 were present.

Pete has worked at the Munny Opera in St. Louis for sixty-three years. In those years he was a singer, stage-manager, dresser and, at retirement, was Wardrobe Coordinator.

Jerry also has worked as a dresser and is a second generation union member. His mother was a member of Local 805. Jerry's wife, Lee, is still a dresser for Local 805.

Brothers Jerry Burgherr and Pete Messineo with their Gold Cards.

Thank You for Your Generosity, BC!

In December 2015, IATSE Local 891 President Mitch Davies was thrilled to join other representatives from British Columbia (BC) film industry union and guilds to present a cheque for a staggering \$87,133.50 to the Greater Vancouver Food Bank. The money was raised by the cast and crew from the twenty productions that competed in a spirit of friendly competition to raise money and food in the 2015 Reel Thanksgiving Food Bank Challenge. Friends and family of the film community also donated. This is the third year that the Challenge has taken place. The total raised so far is just over \$205,000!



Pictured here from left to right: Jody Vance (City TV) Art Shuurman Hess (Greater Vancouver Foodbank), Alvin Sanders (Union of BC Performers), Alexis Hinde (Directors Guild of Canada - BC), Shawn Henter (Teamsters 155), Tom Adair (BC Council of Film Unions) Mitch Davies (IATSE Local 891) and Riaz Meghji (City TV).

OHIO LOCAL HONORS LONG-TIME MEMBER

In October 2015, Brother Richard Tisdale was honored with his Gold Card from Local 12. Brother Tisdale joined in 1966. He served as the Local's Business Agent for over thirty years. He also served as Stage Manager at the Veterans Memorial in Columbus, Ohio for twenty-seven years.



Local 12 Past President Doug Boggs, Brother Richard Tisdale with his son, Brother Jerry Tisdale.

OSCAR-WORTHY INNOVATION FROM IATSE MEMBERS

Dave McIntosh, Mike Kirilenko, and Steve Smith, all members of Local 891 Grip Department, have masterminded a product that is revolutionizing the way movies and television shows are made. Their game changing product, the Airwall, produced by their company Aircover Inflatables, has created such an industry stir it's just received an Academy Award for Scientific and Technical Achievement.

The inflatable Airwall (pictured here) replaces traditionally built greenscreen structures; it can be made to almost any size, takes around twelve minutes to inflate and six minutes to deflate. Among the other award-winning advantages of the Airwall is that it's easy to move, and because it can be reused over and over again, it's greener.

The list of productions that have used the Airwall is growing and includes: *Godzilla*, *Big Eyes*, *Tomorrowland*, *Avengers: Age of Ultron*, *Pirates of the Caribbean: Dead Men Tell No Tales*, and *X-Men Apocalypse*.



From left to right:
Local 891 members
and Oscar Winners
David McIntosh, Steve
Marshall Smith and
Mike Kirilenko.

PHOTO CREDIT: MARK WHITEHEAD - GET THE SHOT STUDIOS.

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MV-03-16-16

IN MEMORIAM

IATSE Mourns the Passing of General Secretary-Treasurer Emeritus Michael W. Proscia



General Secretary-Treasurer Emeritus Michael W. Proscia passed away at the age of 87 on Sunday, February 21, 2016.

Brother Proscia was a member of the International Alliance of Theatrical Stage Employees since 1957 with membership to Locals One, 52, and 477. He served as president and business manager of Local 52 from 1972 to 1988. Brother Proscia was elected as an International Vice President in 1980.

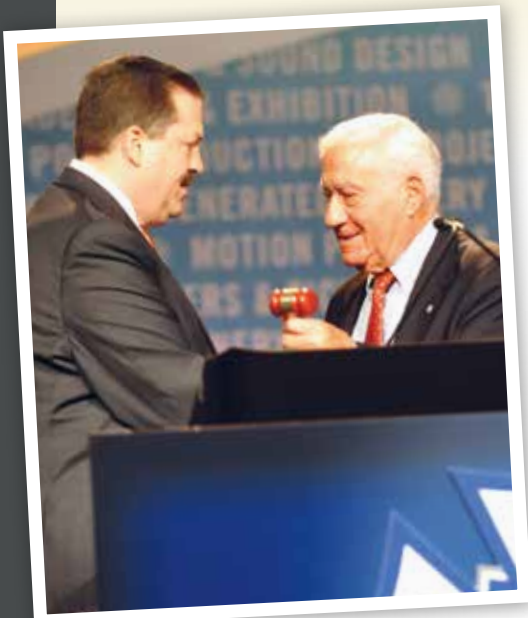
Brother Proscia served the IATSE as General Secretary-Treasurer from 1994

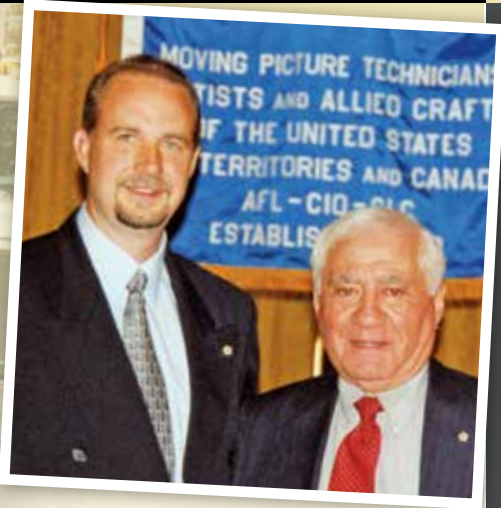
to 2002. He announced his retirement after 22 years as an International Officer, having served eight years as General Secretary-Treasurer and fourteen years as International Vice President.

Throughout his career, Brother Proscia was actively involved in many associations, including serving as the Executive Vice President of the Conference of Motion Picture and Television

“The contribution of Michael W. Proscia to this Alliance could never be overstated. He dedicated his life to the security and well-being of the members, all the while setting an example of good character and loyal friendship to so many. I will miss him personally and professionally.”

**MATTHEW D. LOEB,
INTERNATIONAL PRESIDENT**





Unions in New York, active membership in the Press Club, the Radio and Television Working Press Association, and serving as a Film Commissioner for the State of New Jersey. He was a proud member of the Knights of Columbus, as well as the Society of St. Mary of Costantinopoli. He distinguished himself in the military, serving in the U.S. Army and receiving both a World War II Victory Medal and a Good Conduct Medal for his work as a Signal Corp. Photographic-Master Sergeant.

On May 17, 2011, General Secretary-Treasurer Emeritus Michael W. Proscia,

a founding member of IATSE Local 477, was presented, by the membership of the Local, a cut-glass award to Brother Proscia to commemorate the establishment of the Michael W. Proscia/IATSE Local 477 Scholarship. This program helps children of Florida's professional filmworkers with tuition and living expenses while attending the technical schools, colleges and universities, and graduate programs of their choice.

The International mourns the passing of Michael Proscia and expresses gratefulness for his invaluable contributions to the IATSE and its membership.

“Mike cared deeply about the Alliance and all of its members. He was always extremely supportive and his guidance, passion and historical knowledge will be deeply missed.”

**JAMES B. WOOD,
GENERAL
SECRETARY-TREASURER**



IN MEMORIAM

Remembering Retired International Vice President Jean Fox



Jean Fox, Retired Vice President of the IATSE who served in that capacity for eleven years, passed away on February 28, 2016. She was first elected to the General Executive Board in July 1993 – the second female International Vice President at the time. Fox was Chief Steward of the California Branch-Special Department from 1968 to 1978. That year, Fox became International Representative in charge-California Branch-IA Special Department, a position she held until her retirement in 2004.

Fox attended every IATSE Convention from 1970 to 2005. In addition, she was a delegate to the Los Angeles County Federation of Labor. Tirelessly working for all members, regardless of their crafts, in 1971 she assisted and helped defeat the decertification of Local B192, preserving the Local under the IA banner.

Fox announced her retirement on July 22, 2004 serving nearly four decades as a member and officer of the IA. Jean was a pioneer, not only for the advancement and betterment of Special Department Locals, but also for the women who participated and represented them.



LOCAL 768 REMEMBERS DOROTHY T. PRIEST

Theatrical Wardrobe Union 768, Los Angeles, lost their “first lady of style and grace” when Dorothy passed away peacefully on Thanksgiving. We had plenty to be thankful for when Dorothy joined the Local in 1964. She was a born leader and organizer and had loads of energy for her family and the theatre. She was quickly installed as Vice President of the Local and in 1969 was appointed Business Agent. She continued to serve as the Business Agent or President of the Local until her retirement from office in 2003. She was honored with her Gold Card at a special luncheon in 2009.

Dorothy was born in New York City and began her love of dance at an early age. She toured the country with many productions as a dancer and settled in Los Angeles in 1942. She soon met her soulmate and future husband, Lloyd

Priest. Lloyd was a Gold Card member of Local 33 and was employed in the lighting department of NBC Studios for a long, successful career until he and Johnny Carson retired from “The Tonight Show” together in 1992.

Dorothy’s first job in the Local, was “Hair” at the Aquarius Theatre. She quickly rose from the ranks of dresser to wardrobe supervisor for Los Angeles Civic Light Opera and many other companies. One of her favorite memories was as the supervisor for the 1st National Company of “Evita” at the Shubert Theatre for two years.

One of Dorothy’s proudest moments occurred when she received the International President’s Award in 1988 from International President Al Di Tolla. Dorothy was instrumental in organizing the first wardrobe caucus at the IATSE International convention and continued to

be a strong advocate for improving the wages and working conditions

for wardrobe employees both locally and nationally.

She was held in high regard around the country and if you were a Los Angeles road supervisor you would be greeted in a new city with “Oh, you’re from Dorothy’s union!”

Dorothy was a unique, one in a million person. She is dearly missed by those who were lucky enough to have been her co-worker, union brother or sister or her friend.

The family has requested donations to be made to the Walsh/Di Tolla/Spivak Foundation or the Actor’s Fund.

LOCAL 768 REMEMBER ANGELAMARIA “GIO” SOLIMENE ROSS



Angelamaria “Gio” Solimene Ross, passed away on September 12, 2015. She was 98 years old. Sister Ross was a long-time member of Los Angeles TWU Local 768. She joined in 1960 and was the first Gold Card recipient of Local 768 and very proud of it.

With her husband, Glynn Ross, the couple moved to Seattle in 1964 and he was the founding general director of the Seattle Opera. Together they built Seattle Opera into a highly respected company. She was considered the first “first lady” of Seattle Opera. In August she attended her last opera, a performance of Seattle Opera’s production of Verdi’s “Nabucco”.

Although she hadn’t worked for the Local since her move to Seattle she faithfully sent in her dues every year for the next fifty years. Even after receiving her Gold Card she continued to send in her yearly dues and asked that we use the money to help another member who might need assistance. Gio was an elegant lady full of grace and we are proud she was a member.

Local 764 Remembers Jenna Krempel

Jenna Gail Krempel, Vice-President of Theatrical Wardrobe Union Local 764 passed away on Wednesday, November 25th after a long illness.

Jenna became a member of Local 764 on November 19th, 1987. She was a tailor and dresser, and had an expansive career working in almost every major venue represented by Local 764, including the Metropolitan Opera, Radio City Music Hall, Madison Square Garden and all three major networks: ABC, CBS, and NBC. Her Broadway career included shows such as Crazy For You, Conversations with My Father, Aspects of Love and City of Angels. Her work in television and motion picture included Law and Order, the Cosby Show, Jacob’s Ladder, Brooklyn State of Mind, The Mirror Has Two Faces, I’m Not Rappaport and The Godfather Part 3. Jenna worked for NBC’s Saturday Night Live for many years, until her passing, and was strongly attached to her coworkers and the imaginative, collaborative work they produced there.

Jenna made an indelible impression on Local 764 as a union officer. She served as Secretary-Treasurer for four terms, defining the way the work is done in that office. After her terms as Secretary-Treasurer, she continued to serve the Local as a Trustee and then as Vice President, and continued as the administrator for the Local’s 401(k) program. Jenna firmly believed in the workers of Local 764, and dedicated her time and talents to helping others. As a Union leader, she was constantly looking for ways to improve the lives of 764 members, working

people and wardrobe people. She was a well-known figure at IATSE International Conventions and General Executive Board meetings, and was always willing to lend a hand to officers from sister locals who asked for her advice.

At the 2013 IATSE International Convention, Jenna received the International President’s Award from International President Matthew D. Loeb, which is one of the highest commendations that the International confers on local leaders.

Jenna is survived by her father Daniel Krempel, her mother Joyce Zelda Fisher Krempel, her brother Henry Krempel, her sister-in-law Lynne Stiles and her nephews, Sam and Dash, to whom she was devoted. She is also survived by many cousins, family members and friends across the world, and the membership of Local 764, which will never forget her.

Jenna’s memory was celebrated by friends, family and union brothers and sisters at a gathering at the Local 764 offices on Sunday, February 7, 2016. Memorial donations in her memory may be made to: Behind the Scenes, 630 Ninth Avenue, Suite 609, New York, NY 10036. Website: behindthescenescharity.org/bts/give.htm



President Loeb with Jenna at the 67th Quadrennial Convention.

IN MEMORIAM

ICG LOCAL 600 REMEMBERS HASKELL WEXLER

On December 27, 2015 two-time Academy Award winner and Local 600 Board member Haskell Wexler, ASC died. He was 93.

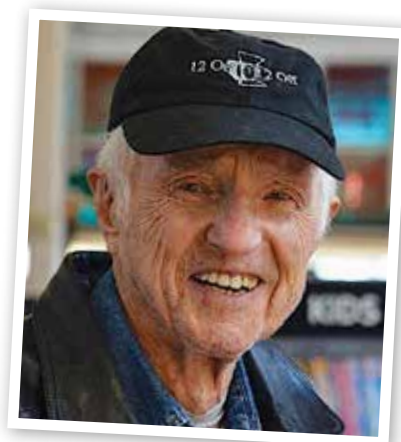
"We are deeply saddened by the death of one of our most esteemed board members, Haskell Wexler," the ICG said in a statement released to the press. "Haskell's cinematography has always been an inspiration to so many of us not only in the Guild, but in the entire industry. His steady focus on safety over the years further demonstrates his commitment to welfare of the crew and our industry."

For Wexler, film and activism were intertwined. Wexler joined the Cinematographers Guild in 1947 as an assistant cameraman and quickly rose up the ranks by making passionate films about social justice. He was one of three shooters to work on 1960's "The Savage Eye," which blended documentary footage with narrative to convey the cruelty of urban life. He continued that approach in with "Medium Cool," a groundbreaking drama

about a TV news reporter covering the contentious 1968 Democratic National Convention in Chicago.

Wexler served on the Local 600 board for many years and remained a dedicated member right up to the end. After lensing classic films including "Who's Afraid of Virginia Woolf?," "In the Heat of the Night," "One Flew Over the Cuckoo's Nest," and "American Graffiti," Haskell used his considerable stature to fight vigorously for a better quality of life for the members – particularly around the issue of long hours.

It's a familiar story to many throughout the cinematography world and beyond. Haskell was always a force to be reckoned with.



REMEMBERING THOMAS C. HARVEY

Brother Tom Harvey passed away Monday, October 19, 2015. Tom was struck and killed while riding his motorcycle to meet a friend. Tom was employed as a Stagehand and was an active member of Indianapolis Local 30 serving several leadership roles. His previous career was as a Musician. He was often found at the Convention Center, the Indiana State Fair, Lucas Oil Stadium, Bankers Life Fieldhouse, the Murat Theatre, Clowes Hall and the Center for Performing Arts in Carmel. His work as a musician kept him busy in the recording studio, playing as an extra or substitute with orchestras in Indianapolis, Boston, and Hawaii, playing chamber music.

Tom was the most charismatic and lovable self-proclaimed curmudgeon who was blessed with a great passion for telling stories and making people laugh. He was a great mentor to his students at Carmel High School. His greatest gift was the ability to see someone in need and to quietly step in and offer assistance, seeming to always know what would make the situation better.



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.

<i>Contributor</i>	<i>In Memory Of</i>
Local No. 59	Fund Contribution
Local No. 784	Dorothy Priest
Robert C. Score	Harold Hingos
Brian J. Lawlor	Jenna Krempel
Gilbert & Sackman	Dorothy Priest
Performing Arts Center of Los Angeles	Dorothy Priest

IN MEMORIAM

<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>	<u>NAME</u>	<u>LOCAL</u>
Alvin Altman October 28, 2015	1	Gary C. Williams October 23, 2015	1	Wilbur Higham November 2, 2015	27	Francis W. McGrath, Sr. December 5, 2015	33
Pasquale Basilisco November 25, 2015	1	Blaine Barnes November 30, 2015	2	Mark A. Cowden December 31, 2015	30	Michael E. Murphy January 10, 2015	33
Robert Bowman, Jr. October 30, 2015	1	Frank J. Carsen December 21, 2015	2	Thomas C. Harvey October 19, 2015	30	Eugene S. Patton March 9, 2015	33
Arthur J. Clark December 27, 2015	1	Thomas E. Kernan December 11, 2015	2	Jim "Soda" Suellentrop October 17, 2015	31	Robert J. Routolo December 19, 2015	33
Charles DeRosa November 24, 2015	1	Jose I. Trujillo October 8, 2015	2	David Floyd December 27, 2015	31	Charles W. Russell, Jr. July 30, 2015	33
Carl Henry, Jr. December 12, 2015	1	John Romanello December 27, 2015	4	William G. Bravard March 18, 2013	33	Richard O. Simpson July 31, 2015	33
Arthur R. Hirschfeld October 5, 2015	1	Andrew Sohngen January 3, 2016	3	William H. Cole April 27, 2015	33	Thomas W. Terry, Jr. December 6, 2015	33
James P. Keane, Sr. November 24, 2015	1	John H. Ewing June 26, 2012	8	Thomas U. Elliott, Jr. August 27, 2015	33	Earl C. Wooden February 22, 2015	33
Walter Kirsten March 31, 2013	1	James J. Murphy October 14, 2015	8	Norman R. Enger July 2, 2013	33	Gerald M. Demers October 30, 2015	38
William F. Maier October 20, 2015	1	James Buck December 14, 2015	9	Ray J. Gantenbein February 5, 2015	33	Glenn Mock November 13, 2015	42
Joseph W. Maloney October 8, 2015	1	Randy S. Schuld November 5, 2015	9	Stanley Gershon October 6, 2015	33	Kaeton P. Breuninger November 17, 2015	44
Alfred Marino August 13, 2009	1	Michael J. Connors August 22, 2015	11	Don A. Hansen October 26, 2015	33	John E. Crider October 14, 2015	44
Irving Messing November 4, 2015	1	Mimi Watstein December 22, 2015	11	Carl Hunter March 28, 2015	33	Gary A. Danor November 4, 2015	44
James F. O'Neil Jr September 18, 2015	1	Joe Eder May 1, 2015	13	Ronald W. Krietzman July 8, 2015	33	Joann L. Hicks November 10, 2015	44
Fredrick S. Poelker October 15, 2015	1	Robert C. Hartley April 1, 2015	13	Michael E. Le Mond November 7, 2015	33	Sean Lindholm October 5, 2015	44
Stephen Ried December 13, 2015	1	Michael F. Thomas December 20, 2015	22	Arthur C. Lincoln September 26, 2015	33	Michael J. Miller September 20, 2015	44

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Andrew E. Overholtzer October 2, 2015	44	Ernest W. Winther November 8, 2015	166	Mimi Watstein December 22, 2015	481	Dorothy T. Priest November 26, 2015	768
Phil Posner September 8, 2015	44	Brent Classen November 16, 2015	168	Michael J. Hall November 2, 2015	491	Gio Ross September 12, 2015	768
Clarence C. Randolph September 25, 2015	44	J.E. Wells October 14, 2015	183	Haskell Wexler December 27, 2015	600	Sandra Schlender October 9, 2015	798
Orville D. Webster December 20, 2015	44	Melvin I. Doty June 13, 2015	190	Greg C. Spehn November 10, 2015	631	Gene Allen October 7, 2015	800
Michael B. Westcott December 16, 2015	44	Hermann Vollmer October 8, 2015	200	Mark B. Gill November 10, 2015 ⁴	635	Gertrude Craig August 1, 2015	803
Michael E. Wever November 4, 2015	44	George T. Bedard October 9, 2015	205	Melissa S. Horsman November 4, 2015	635	Royce B. Renfro June 4, 2015	803
Michael F. Manuel December 11, 2015	51	James H. Maloy October 15, 2015	205	Matthew Coelho October 17, 2015	665	Alan J. Lam December 1, 2014	871
James K. Fitzpatrick December 11, 2015	52	Gerald Carr June 16, 2013	212	Kevin K. Young December 5, 2015	665	Steve Harrison December 28, 2015	873
William C. Gerrity November 15, 2015	52	Peter Wm. Gurr November 26, 2015	212	Alfred J. Carranza May 14, 2015	700	O'Tucky Maclean October 20, 2015	873
James J. Murphy October 14, 2015	52	Ken McKay July 23, 2015	212	T. Burke Greer December 15, 2015	700	Tom Osmond November 25, 2015	873
Richard Murphy December 9, 2015	52	Donald L. Slingwine, Jr. November 12, 2015	284	J. Elmo Williams November 25, 2015	700	Deborah C. Cohen December 1, 2015	891
Isabelle Rochette December 21, 2015	56	Marlon Pichardo July 22, 2015	306	Ted Winterburn October 8, 2015	700	David A. Lewis December 25, 2015	891
Leslie G. Murphy November 27, 2015	58	Mamie Spruell November 1, 2015	306	Raymond A. Young July 6, 2015	700	Sharon Mosley October 20, 2015	891
Lenora M. Gamewell October 19, 2015	80	Irene Vincent December 1, 2015	306	John Napolitano November 19, 2015	705	Jeremy J. Ralph November 30, 2015	891
Thomas L. Kessenich December 7, 2015	80	Lois King October 3, 2015	423	Louise Dowling November 23, 2015	706	Geraldine Sweeney November 8, 2015	893
Chris Moyer January 4, 2016	97	Noella Mcguire August 12, 2015	471	Robert Hallowell November 22, 2015	706	Doris I. Strauss May 26, 2014	913
Stephen J. Allen August 12, 2015	118	Clinton Chenier November 9, 2015	476	Bonnie Ahlberg-King November 4, 2015	707	William I. Rose October 1, 2015	927
Brent Classen December 11, 2015	118	Cameron S. Venable October 31, 2015	479	Jonathan M. Goldner August 17, 2015	707	George Corrin December 3, 2015	USA829
Thomas Hanna March 1, 2015	118	Paul Breuninger November 17, 2015	480	Marvin Kingery November 14, 2015	720	Robin Phillips October 26, 2015	USA829
Kevin McCloy June 19, 2015	118	George Estill May 1, 2015	480	Walter Weekley December 31, 2015	720	Elmer Tag November 24, 2015	USA829
F. Nicholas Lickwar November 28, 2015	134	Lois King October 3, 2015	480	Greg N. Cantrell December 8, 2015	728	Norma Clinton October 13, 2015	B751
Charlie Gilbert December 21, 2015	138	Jerry Martinez September 6, 2015	480	Kenneth G. Kalous October 2, 2015	728		
Jeff S. Hilton December 1, 2015	158	Drew A. Toops November 30, 2015	480	Thomas Mcauley November 19, 2015	751		
Mike Mitchell June 12, 2015	166	Peter Zari August 19, 2015	480	Jenna Gail Krempel December 23, 2015	764		

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees

ADG Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftspersons)

AE Arena Employees

AFE Arena Facility Employees

AG&AOE&GA Animation Guild and Affiliated Optical Electronic and Graphic Arts

AMTS Admissions, Mutual Ticket Sellers

APC Affiliated Property Craftspersons

ATPAM Association of Theatrical Press Agents and Managers

BPTS Ball Park Ticket Sellers

C Camerapersons

CDG Costume Designers Guild

CHE Casino Hotel Employees

EE Exhibition Employees

EE/BPBD Exhibition Employees/Bill Posters, Billers and Distributors

ICG International Cinematographers Guild (inclusive of Publicists)

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

MPEG Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)

MPP,AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians

MPP,O&VT Motion Picture Projectionists, Operators and Video Technicians

MPP,O,VT&AC Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts

MPP,VT&CT Motion Picture Projectionists, Video and Computer Technicians

MPS< Motion Picture Studio Electrical Lighting Technicians

MPSG/CS Motion Picture Studio Grips/Crafts Service

MPS&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

MPVT/LT/AC&GE Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees

MT Mail Telephone Order Clerks

O Operators

PC,CP&HO Production Coordinators, Craftservice Providers and Honeywagon Operators

PST,TE,VAT&SP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

SS,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

T Theatre Employees

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

TSA Ticket Sales Agents

TW,MA&HS Theatrical Wardrobe, Make-Up Artists & Hair Stylists

TWU Theatrical Wardrobe Union

USA United Scenic Artists (inclusive of Theatrical Sound Designers)

CANADA

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S 168 VANCOUVER ISLAND, BC-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Ron Nazer.

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M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

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ICG 671 NEWFOUNDLAND/LABRADOR-David Rumley, P.O. Box 13075, Topsail Str. Main, Conception Bay South, NL A1W 2K1 (416-368-0072). Bus. Rep.: David Rumley.

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M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON-James Turner, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller, businessagent@iatse357.ca.

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M 471 OTTAWA/KINGSTON/BELLEVEILLE, ON-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-852-7321) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

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QUEBEC

S 056 MONTREAL, QC-Carl Godin, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Karl Kreutzer.

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.

MPSPT 514 PROVINCE OF QUEBEC-Francoise Gravelle, 4530 rue Molson, Montreal, QC H1Y 0A3. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Michel Charron, Michel.charron@iatse514.com.

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 Bernard; (Riggers) Sebastien Beaulieu.

TW, MA&HS 863 MONTREAL, QC-Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC, H2J 3T5 (514-524-1630). Bus. Agt.: Silvana Fernandez, iatselocal863habilleur@hotmail.com.

SASKATCHEWAN

M 295 REGINA/MOOSE JAW, SK-Joanna Vollhoffer, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440).

M 300 SASKATOON, SK-Andrew Forrester, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-370-5744) Bus. Agt.: Kim Warden.

UNITED STATES

ALABAMA

S 078 BIRMINGHAM-Dennis Parker; iatse78secretary@gmail.com; P.O. Box 10251, Birmingham, 35202. (205-251-1312) Bus. Agt.: Jay Parker.

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

M 900 HUNTSVILLE-Howard L. Hicks, III; P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Alfred Kuhn.

ALASKA

S 918 ANCHORAGE-Danielle Evans, P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Eric Lizer.

ARIZONA

S 336 PHOENIX/PRESCOTT-Pamela Boyd, boyd336@gmail.com; 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy, iatse336@msn.com.

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

TBSE 748 STATE OF ARIZONA-David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-491-6280). Bus. Agt.: Eric Falkner, efalkner@yahoo.com.

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M 204 LITTLE ROCK-Nikki M. Kelly, nmkelly50@yahoo.com; P.O. Box 848, Mabehvale, 72103 (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Jim Cozad, jcozad@lrsg.net.

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

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

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, ia50secretary@sbcglobal.net; 410 N. 10th Street, Sacramento, 95811. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

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S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Alexander Kort; 7700 Edgewater Drive, Suite 801, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Kurt Dreyer.

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

S 122 SAN DIEGO-Richard Disbrow, richarddisbrow@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-3840) Bus. Agt.: Carlos Cota, ba@iatse122.org.

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

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

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-James Ramsey, jramsey@iatse169.org; P.O. Box 29284, Oakland, 94604-9284. (510-282-4748) Bus. Agt.: James Ramsey, jramsey@iatse169.org.

M 215 BAKERSFIELD/VISALIA-Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-862-0215) Bus. Agt.: Matt Bernon.

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.

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

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

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Poco Marshall, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Rep.: Patrick Fitzsimmons, santacruzfitz@yahoo.com.

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: 981-769-9160) Bus. Agt.: David Walker, local614ba@gmail.com.

PST,TE,VAT&SP 695 HOLLYWOOD-Laurence Abrams, edu@local695.com; 5439 Cahuenga Blvd., N. Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Scott Bernard, scottb@local695.com.

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MPC 705 HOLLYWOOD-Bethany Jane Bohatila, 4731 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Bob Iannaccone.

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

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.

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MPS&SW 729 HOLLYWOOD-Robert Denne, 1811 W. Burbank Blvd., Burbank, 91506. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: Robert Denne.

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USA829 CALIFORNIA REGIONAL OFFICE (See Also New York) - 6363 Wilshire Blvd., #400, Los Angeles, 90048. (323-965-0957) Bus. Agt.: Monique L'Heureux.

AG&AO&EGA 839 HOLLYWOOD-Nicole DuBuc, 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-Sandra Fleck, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Rep.: Leslie Simon.

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MPST 884 HOLLYWOOD-Cecilia Cardwell, P.O. Box 6957, Burbank, 91015. (818-559-9797) Bus. Agt.: Laura Gary

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-Judith A. Watson, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Michael Regna, mregna4022@yahoo.com.

S&FMT 923 ANAHEIM-Mark Russ, P.O. Box 9031, Anaheim, 92812-9031. (909-233-0113) Bus. Agt.: Orrin D'Antignac.

T B18 SAN FRANCISCO-Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (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, 95833. (916-486-4809) (Fax: 916-482-8178) Acting Bus. Agt.: Juanita Ruiz

AAE B192 HOLLYWOOD-Nicole Miller, nicolemiller@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).

COLORADO

S 007 DENVER-Dennis J. Watson; 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Dennis J. Watson, businessrep@iatse7denver.org.

M 062 COLORADO SPRINGS/PUEBLO-Scott Waldham, secretarytreasurer@iatse62.com; 1828 E. Kiowa Street, Colorado Springs, 80909. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Salamon, businessagent@iatse62.com.

S 229 FORT COLLINS, CO/CHEYENNE/LARAMIE, WY.-Casper Kob, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org. (970-226-2292) (Fax: 970-490-2292).

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).

T B7 DENVER-Kirsten Anderson, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

CONNECTICUT

SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE. /GREATER PA.-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 074 SOUTHERN CONNECTICUT-Catherine Moore; P.O. Box 9075, New Haven, 06532. (203-497-3067) (Fax: 203-497-3067). Bus. Agt.: James Shea, jshea@iatse74.org.

S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT-Charles E. Buckland, IV, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Michael J. Sullivan, Jr.

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

DELAWARE

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (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, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

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

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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.

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M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH-Dawn Scott, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Joseph Shelton.

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

MPVT/LT/AC&GE 780 (See also Illinois)-Debbie Beard, 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-Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Mark Hardter.

AE AE938 JACKSONVILLE-Andy Canady, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Charles Bennett.

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EE 834 ATLANTA-C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30318. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: C. Faye Harper.

TWU 859 ATLANTA-Gail Harvard, gaharvard@aol.com; 1010 Lake Pointe Drive, Watkinsville, 30677. (770-733-9223) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantainlocal859@aol.com.

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HAWAII

M 665 STATE OF HAWAII-Kay Carter, carter@iatsese665.org; 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Henry Fordham, BusRep@iatsese665.org.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jaye" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@outlook.com, (509-999-5073) (Fax: 208-623-6496).

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Charisse A. Swarthout, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

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S 002 CHICAGO-Thomas J. Cleary, stagehandslocal2@iatselocal2.com; 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Jeff Garnica, jeffgarnica@iatsese85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatsese85.org.

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S 138 SPRINGFIELD/JACKSONVILLE-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-483-6462) 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, iatsese421@digitail.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatsese421@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-business-sagent@gmail.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Georgia and New York) Alan Gitlin; National Executive Director, Rebecca Rhine; Central Region Director, Rusty Burrell, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275). Atlanta Office: 1355 Peachtree Street NE, Suite 1060, Atlanta, GA 30309. (404-888-0600) (Fax: 404-888-6593).

T&T 750 CHICAGO-Joseph Wanderling, jwanderling@teletix.co; 106 W. Calendar Court, #272, La Grange Park, 60525. (708-276-3175) Bus. Agt.: Daniel Garnett, garnett.dan@gmail.com.

TBSE 762 CHICAGO-Mike Maier, thomashoover@comcast.net; P.O. Box 462, Flossmoor, 60422. (312-671-7679) Bus. Agt.: Dennis Gates, dennis@gatesdigital.com.

TWU 769 CHICAGO-Kathryn Rubel, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-732-6326) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twulocal769@gmail.com.

MPVT/LT/AC&GE 780 CHICAGO (see also Florida)-Debbie Bedard, debbie@iatsese780.com; 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mngt.: Jerry Lipski, jerry@iatsese780.com.

ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina)-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

USA829 ILLINOIS REGIONAL OFFICE (See also New York)- 111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: Matt Walters.

T 846 CHICAGO, IL/MILWAUKEE, WI- Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE /LOGANSPORT/ 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, davetrgt@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, iatsese125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8038) Bus. Agt.: Rick D. Wilbanks (219-718-8037), ba125@frontier.com.

S 146 FORT WAYNE-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. (260-494-9765) Bus. Agt.: Michael Barile, mbarile152@comcast.net (260-402-3257).

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

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

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@iatsese618.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.

T 8194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

IOWA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA-Bill Lee, secretary@iatsese42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatsese42.org.

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

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL- Jeff Garnica, jeffgarnica@iatsese85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatsese85.org.

S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE-Bruce Croy, brucecroy@imonmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Jeff Smith, smittygrip@gmail.com.

M 690 IOWA CITY-Charles Scott, sectreasi690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolici, antolici@msn.com.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

KANSAS

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

M 190 WICHITA/HUTCHINSON/EL DORADO-Tim McCulloch, st190@iatsese.kscsxmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, ba190@iatsese.kscsxmail.com.

M 464 SALINA-Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67402. (785-342-6786). Bus. Agt.: Bill Tuzicka, wrtuzicka@yahoo.com.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-Laura Papia, laurapapia17@gmail.com; 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison, iatse17@bellsouth.net.

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

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

TWU 897 LOUISVILLE-Lisa Green, info@budgetprint-center.net; 27 Arctic Springs, Jeffersonville, 47130. (502-645-4682) (Fax: 812-282-4057) Bus. Agt.: Melissa Gagliardi, melgag@aol.com.

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S 039 NEW ORLEANS-Darrell Eik, miloeiko@aol.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox.net.

M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK-George J. Hollier, iatse260@juno.com; 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) (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. (318-227-2914) Bus. Agt.: Debra Graham.

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

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-933-9256) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

M 668 MONROE-Dan Saterfield, dsaterfield@yahoo.com; 401 Lea Joyner Memorial Expy, Monroe, 71201. (318-355-0522). Bus. Agt.: Ross Slacks, rossslacks@aol.com.

TWU 840 NEW ORLEANS-Lesly Davi, coda537@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie_haase@yahoo.com; (225-294-3024) (Fax: 225-294-3024).

MAINE

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

TBSE 926 AUBURN-Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-514-1338). Bus. Agt.: Sharon Deveau-Handy.

MARYLAND

S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-382-4187) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman, Jr., businessagent19@gmail.com.

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

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

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

TBSE 833 BALTIMORE-James Coxson, jcoxson@wjz.com, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, wpoplovski@wjz.com, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE-Laureen Ruth Spriggs, lspriggs1@netzero.com; 1558 A. Bollinger Road, Westminster, 21157 (410-935-9883). Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-340-0049).

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, vlarese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

M 096 WORCESTER-Lorry D'Ascanio, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068. (508-882-3339).

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-Jeremy Dominick, P.O. Box 514, Mt. Vernon, NH 03057. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

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

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

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Carol F. Colantuoni, divadresser@comcast.net; 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 774-568-5615) Bus. Agt.: Carol F. Colantuoni.

T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128) (Fax: 617-868-8194) Bus. Agt.: Eleanor Hanlon, elleceec@comcast.net.

AFE B935 WORCESTER-Mike McKenzie, 24 Toria Heights Road, Oxford, 01540 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).

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-Gail Stroh, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deboramayers@comcast.net.

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

S 201 FLINT/OWOSSO-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-955-6907). Bus. Agt.: Daniel Collick, dancollick@gmail.com.

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

M 395 ANN ARBOR/MONROE-Mark Berg, markberg@iatse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Agt.: Dean Neeb, ba@iatse395.org.

MPP,O&VT 472 FLINT/OWOSSO-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Mirena Aliko, 1253 Blairmoor Court, Grosses Pointe Woods, 48236. (248-373-9557) (Fax: 248-373-8896) Bus. Agt.: Sandra Sobotka.

TWU 786 DETROIT-Margaret Thorp, peggity11@aol.com; 1645 Pinecrest Drive, Ferndale, 48220. (248-399-1379) (Fax: 248-399-0034) Bus. Agt.: Beverly Lombart, bevmarie2556@gmail.com.

T B179 DETROIT-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479). Bus. Agt.: John Nesbitt.

MID-ATLANTIC AREA

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-223-3205) 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, davin8@aol.com; P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Scott R. McGee, P.O. Box 9095, Rochester, 55903-9095. (651-235-7737) Bus. Agt.: Paul Sund, ba416iatse@gmail.com, (507-226-8926).

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

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

TBSE 745 MINNEAPOLIS-Mark Mulhollam, iatse745@gmail.com; P.O. Box 3278, Minneapolis, 55403 (612-267-8770) Bus. Mgr.: Charles Cushing.

T B26 MINNEAPOLIS-ST. PAUL-Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980). Bus. Agt.: Sue Lundquist.

MISSISSIPPI

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

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 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) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

M 616 MERIDIAN- Benny Egglar, 8137 Rosewood Lane, Meridian, 39305. (601-286-5092) Bus. Agt.: Jerry Tucker.

M 674 BILOXI/GULFPORT-Paul J. McNally, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/STATE OF TENNESSEE-Cynthia O'Rourke, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

MISSOURI

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

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

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 5214 Chipewa 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.

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TWU 810 KANSAS CITY-Shawn Sorrell, 4213 Kenwood Avenue, Kansas City 64110. (816-225-6131) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

T B2 ST. LOUIS-Robert Horan, rh5250@aol.com; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Mark Hartigan, markh@golterman.com.

MONTANA

M 240 BILLINGS-Deborah J. Richard, P.O. Box 1202, Laurel, 59044. (406-670-7321). Bus. Agt.: Dave Bakker (406-855-1664).

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA-Amanda Solomon, secretary@iatse339.com, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Darrell Ogg, Local339@gmail.com.

NEBRASKA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA-Bill 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, holymon151@gmail.com; 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, 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685). Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

NEVADA

M 363 RENO/LAKE TAHOE-Joe Crocco, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-686-2431) (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 Gorey.

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-Jeremy Dominick, P.O. Box 514, Mt. Vernon, NH 03057. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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S 919 HANOVER/LEBANON, NH/BURLINGTON, VT-Craig Mowery, sec.local919@gmail.com; P.O. Box 951, Burlington, 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com, .

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Jonathan Tortorice, 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-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 059 JERSEY CITY- Richard Hancox, P.O. Box 3122, Secaucus, 07096. (561-596-9610) (Fax: 201-863-8551) Bus Agt.: Richard Hancox

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M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox.

M 632 NORTHEAST NEW JERSEY- Gerald Bakal, gbakal@msn.com; 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani. Villani13@yahoo.com.

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M 153 EL PASO, TX/LAS CRUCES, NM-Raul Vigil, 3349 Dungan Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Ignacio Flores, viviflowers@sbcglobal.net.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Arthur Arndt, 423local@gmail.com; P.O. Box 30423, Albuquerque, 87190-0423. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Sharon Meyer, elisigma1964@msn.com.

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

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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.

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

TBSE 804 PHILADELPHIA-Thomas Baginski, 511 Michell Street, Ridley Park, 19078 (610-532-1038) . Bus. Agt.: Debbie Harris.

TBSE 820 PITTSBURGH- David Ferry, dkferry@aol.com; P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marjorie Murphy, marjmm@verizon.net.

T&T 862 PITTSBURGH-Joseph Gustafson, 655 Penn Avenue, Pittsburgh, 15222. (412-606-3298) Bus. Agt.: Timothy Smith.

TBSE 902 JOHNSTOWN/ALTOONA- Erik Grant, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Bob Fleegle.

T B29 PHILADELPHIA-Robin Enoch, iatse_b29@yahoo.com; P.O. Box 54508, Philadelphia, PA 19148. (215-510-5949). Bus. Agt.: Myra Pettigrew, myrapettigrew@yahoo.com.

PUERTO RICO/VIRGIN ISLANDS

M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Mariella Navarro-Tejada; 2000 Carr. 8177 PMB 236 Suite 26, Guaynabo, PR 00966-3762. (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.: Peter N. Vecchio.

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&HS 830 STATE OF RHODE ISLAND-James Ferreria, 28 Mabel Drive, Seekonk, MA 02771. (774-991-2624) Bus. Agt.: Deborah Voccio, debbievoccio@yahoo.com; P.O. Box 5915, Providence, RI 02903 (401-527-5009).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH-Nathan Grimes, 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- Sandra Dickson, P.O. Box 8876, Columbia, 29202 (803-240-0111) (Fax: 866-925-3475) Bus. Agt.: Robert Porter.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: 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.: Bruce Crawford.

M 731 RAPID CITY/BLACK HILLS AREA-Michael Johnson, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Lisa Anderson.

TENNESSEE

S 046 NASHVILLE-Bryant Fly, 211 Donelson Pike, #202, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Mike Sandlin.

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-Skip Gienapp, treasurerlocal140@gmail.com; P.O. Box 132, Chattanooga, 37401. (423-933-4658) Bus. Agt.: Bob Hasselle, brasselle53@yahoo.com.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-Geoffrey Greene, stage197@yahoo.com; P.O. Box 946, Knoxville, 37721. (865-742-0197) (Fax: 865-609-0750) Bus. Agt.: John Kryah.

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.: Walter Hughes, iatse699@gmail.com.

MAHS 798 STATE OF TENNESSEE/NORTHERN MISSISSIPPI/NEW YORK-Cynthia O'Rourke, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

TWU 825 MEMPHIS-Linda Haley, 6418 Yale Road, Bartlett, 38134. (901-218-3449) (Fax: 901-383-9405) Bus. Agt.: Linda Haley.

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TWU 915 NASHVILLE-Barbara W. Sullivan, bea2010@comcast.net; P.O. Box 383, Hermitage, 37076 (615-883-8023) Bus. Agt.: Judy Resha, jfresha3@comcast.net; (615-590-7544).

TEXAS

S 051 HOUSTON/GALVESTON-Jonathan Lowe, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Mark Rhoads.

S 076 SAN ANTONIO-Daniel Vivier, spurson44@gmail.com; 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell, 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.: Diane Freeman.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Senita Peck, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-329-0957) Bus. Agt.: David Newman.

M 153 EL PASO, TX/LAS CRUCES, NM-Raul Vigil, raul.vigil07@gmail.com; 8704 Marble Drive, El Paso, TX 79904. (915-757-9581) Bus. Agt.: Ignacio Flores, viviflowers@sbcglobal.net.

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-Gordon Kelso, secretary@iatse205.org; P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Nikki Combs, businessagent@iatse205.org.

O 330 FORT WORTH/DENTON/GAINESVILLE-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-800-7131) Bus. Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Holly Serfass, itserf@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 STATES OF TEXAS/OKLAHOMA-Laura King, 4818 East Ben White Blvd., Suite 204, Austin, 78741. (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

M 604 CORPUS CHRISTI/HARLINGEN/MCALLEN/BROWNSVILLE-Doug Hopkins, 4901 Branscomb Drive, Corpus Christi, 78411. (361 834-0821) Bus. Agt.: Doug Hopkins

TBSE 796 STATE OF TEXAS-Kevin Allen, secretarytreasurer@iatse796.org; P.O. Box 70826, Houston, 77270. Bus. Agt.: Kevin Allen, kevincallen@windstream.com.

TWU 803 DALLAS/FORT WORTH-Rebecca Hildabrand, rshildy@sbcglobal.net; P.O. Box 170546, Arlington, 76003. Bus. Agt.: (Fort Worth) Kathy Neel Gentry, knglf@yahoo.com; (Dallas) Mary Allen-Henry, maryallenhenny@gmail.com.

M 865 ODESSA/MIDLAND/LUBBOCK-Michelle Gibson, michellekgibson@gmail.com; P.O. Box 691, Odessa, 79760. (432-940-3618) Bus. Agt.: Albert Flores.

TWU 896 HOUSTON-Lynne Fredrichsen, twu896lynne@yahoo.com; P.O. Box 130774, Houston, 77219-0774. (281-686-5548) (Fax: 713-928-6731) Bus. Agt.: Judy Malone-Stein.

T 8184 HOUSTON-Donna Tatman, dytatman@sbcglobal.net; 3030 North Freeway, Houston, 77009 (832-208-1895) Bus. Agt.: Denise Fabry, deniseafabry@yahoo.com.

UTAH

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Charisse A. Swarouth, 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-Troy Rigby, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Troy Rigby.

VERMONT

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S 919 BURLINGTON, VT/HANOVER/LEBANON, NH-Craig Mowery; P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

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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/CHARLOTTEVILLE/EMPORIA-Thomas W. Bryant, showdog1.tb@gmail.com; 7381 Sandy Lane, Mechanicsville 23111. (804-564-6698) (Fax: 804-746-1601) Bus. Agt.: John Fulwider.

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH/NEWPORT NEWS/HAMPTON/WILLIAMSBURG-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, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPOUR, TN-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Walter Hughes, iatse699@gmail.com.

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW-Katy Brown, secretary@ia15.org, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Rep.: Mylor Treneer.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jay" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@outlook.com, (509-999-5073) (Fax: 208-623-6496).

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, Charlie488ba@gmail.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

TBR&E 793 PACIFIC NORTHWEST-Chris Taylor; P.O. Box 94282, Seattle, WA, 98121. (877-680-4853). Bus. Agts.: Joel Berhow (Oregon); Gary Kolano (Washington).

TWU 887 SEATTLE-Chris Moad, 2800 1st Avenue, #236, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland, deliam@twu887.org.

WEST VIRGINIA

M 064 WHEELING, WV/STEBENVILLE, OH-Keith Loeffler, 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-Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Susan Anderson.

M 578 NORTH CENTRAL WEST VIRGINIA-R.A. Nethken, iatse.local578@live.com, P.O. Box 293, Morgantown, WV 26507. (304-296-7549) Bus. Agt.: William Delbridge, ia578ba@gmail.com, (703-868-3154).

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINS-

BURG, WV-Michael E. Clem, clemkm@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.: Thomas Gergerich.

M 141 LaCROSSE-Peggy Sannerud, psannerud@gmail.com; 412 East 11th Street, Winona, MN 55987. (507-313-0659) Bus. Agt.: Paul Sannerud, sannerud@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.

TBSE 414 MILWAUKEE-Lisa Rodriguez, P.O. Box 342175, Milwaukee, 53234. Bus. Agt.: Erik West

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU-Eric Alan Swanson, ia470secretary@gmail.com; P.O. Box 2421, Appleton, 54912. (866-426-4707) Bus. Agt.: Randy Darabosh, iatse470@gmail.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).

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.

WYOMING

S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY.-Casper Kob, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

M 426 CASPER- Robert H. Wilson, P.O. Box 353, Casper, 82601. (307-235-5159) Bus. Agt.: Gary R. Vassos.

DISTRICT SECRETARIES

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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)- John Gates, 10 Tower Office Park, Suite 218, Woburn, MA 01801 (508-651-7886). Email: liteguy@gmail.com.

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)-Doug Acton, 1418 Cerrillos Road, Santa Fe, NM 87505. (505-986-9512) (Fax: 505-986-9513) Email: dac-ton480@gmail.com.

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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 & Labrador)-Cheryl Batulis, 2 Neilor Crescent, Toronto, ON M9C 1K4 (416-622-8555) (Fax: 416-620-5041) Email: iadistrict11@gmail.com.

District No. 12 (Manitoba, Saskatchewan, Alberta & British Columbia)-Barny Haines, 175 McDermot Avenue, 2nd Floor, Winnipeg, MB R3B 0S1 (204-943-4634) (Fax: 204-943-8394). Email: i.a.d12@allstream.net.

District No. 14 (Florida, Puerto Rico, U.S. Virgin Islands)-Kimberly Holdridge, P.O. Box 533843, Orlando, FL 32853 (321-230-0161) (Fax: 321-230-3824) Email: Kimberly.ABowles@gmail.com.



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Local Union Responsibilities Under

Traveling Pink Contract worker recently had an accident involving a poorly designed piece of equipment while on a job. After the accident, new equipment was built and one with the same within four days after the accident. This is the proper position when accidents involving Pink Contract workers occur, and is outlined in the International Constitution.

Article Nineteen - Power and Duties of the Local Union - Section Nine, "under the jurisdiction of the local union,"

the members they represent, the Signatories of the General Of-

Accident Reports

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Accident Reports

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Accident Reports



NEW HAMPSHIRE...
MIFTS VISIT...
On March 25, 2014, during a speaking engagement at the New Hampshire
Weeks Development, Vice President Biden took time out of his schedule
for a photo opportunity with supporters of the...
with the Vice President in Joyce Cardozo, Boston...

AL HONORS GOLD CARD MEMBER

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Local 251 Organizes Blood Drive in Memory of Member Brian Hatfield's Father

In November 2013, Local 251 (Oxford, New Hampshire) held a blood drive in memory of another member's father, Mr. Brian Hatfield, who was killed by a drunk driver three and a half years ago. The drive was held at the Oxford High School gymnasium and was well attended by the community. The drive was held on November 15th, 2013, and was held in memory of Brian Hatfield's father, Mr. Brian Hatfield, who was killed by a drunk driver three and a half years ago. The drive was held at the Oxford High School gymnasium and was well attended by the community. The drive was held on November 15th, 2013, and was held in memory of Brian Hatfield's father, Mr. Brian Hatfield, who was killed by a drunk driver three and a half years ago.



My family found the love of the...
Blood drive. My mother was...
found that people who had never met...
we had to have an family were willing...
to go small events to his memory.

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