

THE OFFICIAL  
IATSE

[www.iatse.net](http://www.iatse.net)

NUMBER 659  
FIRST QUARTER, 2018



# Bulletin

## Los Angeles, California

HOME OF THE MID-WINTER GENERAL  
EXECUTIVE BOARD MEETING

INSIDE: ▶ 2018 WOMEN'S MARCH ▶ LOS ANGELES MINUTES



# Stand Up, Fight Back!

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

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

## Help Support Candidates Who Stand With Us!

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

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



## Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee  
Voucher for Credit/Debit Card Deductions



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

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

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

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

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

# THE OFFICIAL IATSE BULLETIN

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### HURRICANE AND WILDFIRES RELIEF

IATSE members needing financial assistance should submit a written request to their local union. The local union will forward the request to the Walsh/Di Tolla/Spivak Foundation for review.

For more information visit the IATSE's website: [www.iatse.net](http://www.iatse.net) and see page 81 for contribution information.

Thank you for your generosity!

**James B. Wood**  
Editor

**MaryAnn Kelly**  
Assistant to the Editor



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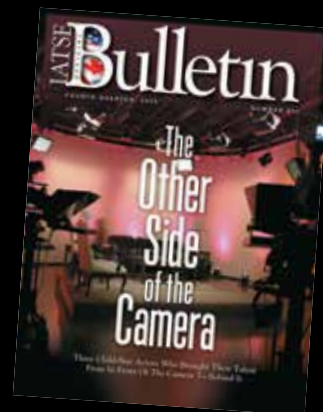
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## REMEMBER WHEN...

Tommy Cole, Local 706 Business Agent, in front of his exhibit at the Hollywood Museum during the Host Locals Welcome Party in Los Angeles this past January. We featured Tommy and other IA members that went from in front of the camera to behind it in the Fourth Quarter 2005 Bulletin.



## FIND US ONLINE



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Our Flickr stream: [www.flickr.com/groups/iatse](https://www.flickr.com/groups/iatse)



IATSE Training Trust Fund: [www.iatsetrainingtrust.org](http://www.iatsetrainingtrust.org)

# Time For Change

*For far too long women in our society have struggled for equality and a safe, harassment free workplace. Recent events and widely publicized instances of sexual harassment in the workplace have highlighted the need to deal with these matters here and now. It will take all of us to agitate for change and insist, as a matter of course, that women (and all people) are treated fairly.*



[@matthewloeb](https://twitter.com/matthewloeb)

This means a safe and secure work environment, but also focuses on gender pay equity, equal access to move up in careers and equal respect that creates the dignity inherent in real equality.

Courageous women have made tremendous efforts and progress toward solving the many problems created by inequality, both in the workplace and society at large. Many courageous men have stepped up along the way. However, it is now time for men to step up, own up and show up for the fight in a concerted and more meaningful way. We, as men, must insist on equal rights, equal pay, equal opportunity and equal protection. There can be no compromise to what is fair and right. The time has come for a full-on assault against all types of discrimination and men must be a central part of the solution.

For a real cultural and societal change to occur we must lead by example and teach those who will come after us about

fairness and dignity. We must teach our girls that they are leaders, powerful, essential and worthy. We must teach our boys about dignity, respect and equality. We must build ethical standards through examples of good deeds, forward thinking, action and behavior that models personal responsibility that can shape the future. We must demand fairness and accept no less.

The reasons to commit to this fight are not complicated. We can see injustice before our eyes. To look away makes us complicit in the act. Our mothers, wives, sisters, daughters and best friends are the heart and soul of this society. Humanity dictates that we, as men, be part of the solution. So, we must act to create equality and fairness that will ultimately benefit everyone, regardless of their gender. I, for one, as leader of this great union intend to continue to do just that. As in everything we gain it is our strength through solidarity that carries the day. Let's lock arms Sisters and Brothers. Now is the time.





## OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Sheraton New York Times Square, 811 7th Avenue 53rd Street, New York, New York 10019, at 10:00 a.m. on Monday, August 6, 2018, and will remain in session through and including Friday, August 10, 2018. 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 Sheraton New York Times Square by calling 1-888-627-7067. Guest room rate for the IATSE is \$285.00, 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: July 16, 2018

## ONLINE HOTEL RESERVATIONS

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

## GOLD CARDS / 50-YEAR SCROLLS

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

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

**Downloadable versions of The Official Bulletin are posted on our website: [www.iatse.net](http://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](mailto: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.



## GENERAL SECRETARY-TREASURER'S MESSAGE

# 125 Years Strong

*The year was 1893 and in the Elks Hall located at 27th Street and Broadway in New York City, seventeen delegates gathered on July 17th at the inaugural convention of the National Alliance of Theatrical Stage Employees. And no that isn't a typo. The Alliance used the old English spelling with one "e" in the original chartering of the union.*



JAMES B. WOOD

The Convention lasted three days and was called to order at 11:35 a.m. with the following delegates in attendance:

Boston – W.J. Morehead and P. Barry

Brooklyn – Henry H. Harvey and James E. Walker

Buffalo – James Gillespie

Chicago – Lee M. Hart and George W. Glenny

Cincinnati – Ed Kelly

Denver – F.H. DePuy and J.H. McCarron

New York – Philip Kelly and John Williams

Philadelphia – Thomas Murray and Percy Farron

Pittsburgh – John Gallagher

St. Louis – Alexander Franzmuller

Syracuse – Frank E. Norton

The delegates moved quickly to nominations and elections and by early afternoon John Gallagher from Pittsburgh had been elected as the first President and Lee M. Hart from Chicago had been elected as the first Treasurer.

Over the next two days the delegates completed and voted on a new Constitution and Bylaws which among the highlights contained a per capita payment of 20 cents per member and a voting strength provision that provided for one vote for every Local with 100 members or less and one vote for each additional 100 members or majority thereof. An extremely similar formula to the one used for delegate

calculations today.

The convention adjourned in the late afternoon of July 19, 1893 with the delegates selecting Chicago as the site of the second convention to be held in July 1894.

And now we find ourselves in 2018 and rapidly approaching the 125th Anniversary date of our great Alliance. Obviously, a tremendous amount has happened over that time and not many labor unions today can stake claim to such a history. Today we are a modern and progressive union that can consider itself a leader in the labor movement not only in terms of growth but in terms of the strength we have built for ourselves through unity of action and belief in common goals.

In recognition of 2018 being our 125th Anniversary Year, our next *Official Bulletin* will be devoted entirely to the history and evolution of our great union. It is a story that few members today are familiar with and it is a *Bulletin* that we are excited to be putting together for you.



## Tim Hortons Owners Offer Employees Doughnut Holes After Minimum Wage Increase

The province of Ontario raised its minimum wage to \$14 on January 1st, with an increase to \$15 to follow in January of 2019. From some businesses, particularly fast food franchises, the reaction was immediate. It started in Cobourg, Ontario, with franchise owners Ron Joyce Jr. and Jeri-Lynn Horton-Joyce. They are a married couple and the son and daughter of the chain's co-founders, Ron Joyce and the late Tim Horton.

The couple, who own multiple Tim Hortons franchises, told employees that they needed to sign a document acknowledging they are losing paid breaks, paid benefits, and other incentives as a result of the province's minimum wage hike. Besides losing paid breaks, the document states that workers with more than five years of service will have to pay 50% of the cost of benefits, and employees with between six months and five years' service will have to pay 75%. Prior to this, employee benefits were covered 100% by the company.

Other Tim Hortons franchisees began to follow suit, stating that, as franchisees, they were unable to raise prices to compensate for the wage hike. It seemed like

retribution, but even more so once some franchisees told employees that the optional tip jar on the counter would be removed. Although many businesses have instituted negative measures, such as restaurants increasing the wait staff "tip out" percentage to other employees (thereby negating their wage increase) Tim Hortons became the face of the bad employer.

Unions knew that that our unrepresented brothers and sisters needed our help, and have been fighting for these workers since the stories hit the press. Rather than urging a boycott of Tim Hortons, which would only result in many of these minimum wage workers losing their jobs, the labour movement organized rallies and other actions, in which

the IATSE has been a proud participant. We also took part in a letter writing campaign to the Tim Hortons CEO.

Rallies were first organized across the Toronto area, and these expanded across the province. The rallies took place outside of Tim Hortons franchises and let workers know that they had support. Attendees carried signs with captions such as "Pour us a Cup of Fairness!" On January 19, a National Day of Action was held, featuring 50 rallies in cities across Canada. On February 13, union members hand delivered the Valentine's Day love to Tim Hortons workers, with pre-printed cards from the Ontario Federation of Labour. The cards contained messages of support and information on new provincial legislation surrounding wages, scheduling, and the right to organize and were given to Tims employees at over 200 locations.

We'll keep up the fight and keep applying the pressure. Fighting for workers' rights, whether they're union or not, is an important part of making a better society for everyone. It isn't always easy, but it's the right thing to do.





## FAIR PLAY CANADA

In our ongoing efforts to combat online theft, the IATSE has joined an anti-piracy coalition to help protect our members' jobs. The coalition, made up of a broad base of industry stakeholders - from unions to producers to broadcasters and internet service providers - has filed an application with the CRTC for site blocking of blatant piracy sites (meaning the Pirate Bays of the world, not the YouTubes). We support net neutrality, which has never protected illegal content, but want to ensure that funds are not taken from the people and organizations that create future work for our members. For more info, check out the GEB report from this edition of the Bulletin and visit [www.fairplaycanada.com](http://www.fairplaycanada.com).





### MYTH

### VS

### FACT

Canada is well below global averages in downloading or streaming content from unauthorized sites.

Piracy has become a non-issue given the number of new streaming services that allow the possibility of unlimited viewing in exchange for a single, affordable monthly price.

Judicial review by the Federal Court of Appeal should come before the regulator approves a blatant piracy website for blocking.

Fighting piracy this way will lead to over-blocking of legitimate websites.

Other countries like the U.K., the Netherlands, Norway, Singapore, and Australia have more robust judicial reviews than this proposal.

This proposal is an attack on net neutrality.

Canada's Copyright Act and civil remedies already provide adequate protection for creators when their content is stolen online.

Canada is in the top 15% of countries globally according to the MUSO piracy demand ranking.

Internet streaming companies face the same challenges with online piracy.

Piracy will cost streaming services more than \$50B between 2016 and 2022. <sup>(1)</sup>

The CRTC is a quasi-judicial administrative tribunal that enforces prohibitions on sending commercial messages and making unwanted telephone calls, and dictates rules regarding what can and cannot be broadcast on TV, all with the same or less court oversight than the proposed regime.

This proposal targets only blatantly illegal piracy websites. The courts in the UK have looked at this issue multiple times and recently concluded that the technology is "very effective" and that there is "no evidence of overblocking." <sup>(2)</sup>

Some countries have a primarily judicial regime and others have a primarily administrative regime. This proposal takes the best of all worlds. Other countries who have adopted similar models often leave these decisions to the courts. Our proposal builds in several checks and balances throughout the whole process, including the Independent Piracy Review Agency, the CRTC, and the Federal Court of Appeal.

Net neutrality is about the free flow of legal content, but about shielding illegal content.

Piracy websites operate anonymously online from jurisdictions all over the world, making it difficult to identify the people responsible for them or to bring enforcement actions. A solution that focuses instead on making it harder for those sites to make content available illegally in Canada is just common sense.

Sources: (1) Digital TV Research, "Online TV Piracy Forecasts" [October 2017] <https://www.digitaltvresearch.com/ugc/press/219.pdf> (2) Union Des Associations Européennes De Football v British Telecommunications Plc & Ors [2017] EWHC 3414 (Ch.)

## NEW BRUNSWICK GETS FIRST CONTRACT ARBITRATION

On December 17, the New Brunswick Federation of Labour celebrated the adoption of Bill 4: *An Act to Amend the Industrial Relations Act*. Passing first contract arbitration into law aligns New Brunswick's legislation with other Canadian jurisdictions, making it easier for workers to access unionization and the protections that unionization provides to workers.

New Brunswick has sometimes seen lengthy work stoppages when

employers refuse to recognize both the employees' right to join a union and the authority of the union as their bargaining agent. The most recent example was the UFCW Local 1288P members' 5-month strike, which divided an entire town. The employer, Covered Bridge Potato Chips,

refused to recognize the union's authority to negotiate a first contract. Workers had voted to join the Local 1288P over two years previous to the strike.

Without the right to a first contract, both workers and employers are left vulnerable. The Liberal and Green Parties supported the bill, and unsurprisingly, the Conservatives did not. Though not unanimous, the victory was still sweet and will change workers' lives in the province for the better.



# Behind the Red Carpet

**T**he International has participated in the MPAA (Motion Picture Association of America) “Behind the Red Carpet” event on Capitol Hill for the last several years. The event allows politicians to see the kinds of jobs that are created by the film industry, and what a strong economic driver film is. Modelling itself on the U.S. event, the MPA-Canada invited the IATSE to participate in the inaugural Canadian event on Parliament Hill, which took place on February 7.

International Representatives Peter DaPrato and Krista Hurdon coordinated the IATSE’s contribution, which comprised drones and an interactive camera display that allowed MPs, Senators, and senior staffers to try their hand at pulling focus while someone approached, and then sat down, in Queen Mary’s throne from the TV series “Reign” (built by the talented members of Local 873). A special thank you to Christian Lemay, Que-

bec Business Manager of Local 667, who was instrumental in organizing all of the camera equipment, which came from Le Club Kelvin out of Montreal and was operated by Local 667 members. Timing was fortuitous, as the CLC National Lobby Day was scheduled the previous day, so a number of IATSE members were already in Ottawa and stayed on to assist with the IATSE’s booth. Thank you to Locals 514, 667, 849, 856, and 873

for all of their help in the set-up and strike.

It was a very successful evening, with over 250 guests in attendance, including Heritage Minister Mélanie Joly, Environment & Climate Change Minister Catherine McKenna, NDP Heritage Critic Pierre Nantel, and Speaker of the House Geoff Regan. Plans are already underway for the 2019 event!



**From left to right: Local 873 Business Agent Monty Montgomerie, International Representatives Krista Hurdon and Peter DaPrato, Heritage Minister Mélanie Joly, Local 667 Representatives Paul Hurteau and Martin Laporte, and Local 667 Quebec Business Representative Christian Lemay at Canada’s first-ever “Behind the Red Carpet” event.**

## NATIONAL LOBBY DAY

On February 6, the Canadian Labour Congress held its third annual National Lobby Day. A total of 323 lobbyists from various unions were represented, including 13 from the IATSE, making this the largest National Lobby Day ever held. Lobbyists met with MPs and Senators on four issues important to all Canadians: Employment Insurance reform, pay equity, legislative changes for pensions, and of course, the importance of a national pharmacare program. After a successful day of lobbying, a Reception was held on Parliament Hill and was attended by many of our meeting targets,

including NDP Heritage Critic Pierre Nantel, Labour Minister Patty Hajdu, and NDP Leader Jagmeet Singh. The IATSE had representation from Locals 168, 210, 514, 634, 667, 849, 856,

873, 924, Districts 11 and 12, and the International. Overall, our meetings were very positive and we are hopeful that change is coming. There is nothing we can't do when we stand together!



## ADG AWARDS HONORS PRESIDENT LOEB WITH LEADERSHIP AWARD

On January 27, 2018, The Art Directors Guild (IATSE Local 800) held its 22nd Annual Excellence in Production Design Awards at the Ray Dolby Ballroom at Hollywood and Highland. During the ceremony, a special Leadership Award was bestowed upon International President Matthew D. Loeb by ADG

Executive Director Chuck Parker. The ceremony was attended by members of the IATSE General Executive Board, Department Directors, Representatives and staff.

During an inspiring speech, President Loeb commented on our union's role in fighting for equality and safety in the

workplace. "It's about women who have been fighting a battle far too long and it's about men who have to stand up. We have to talk to our children and make a cultural difference and we have to make a generational difference."



President Loeb with  
General Secretary-Treasurer  
James B. Wood.

International President Loeb  
with Executive Director of  
Local 800 Chuck Parker.





# WOMEN'S MARCH 2018







Add your voice  
to the chorus  
**VOTE**

IATSE  
SET MEDIC

WOMEN'S MARCH  
**HEAR OUR VOTE**  
JANUARY 2018

**UNION  
PROUD**

**STRONG WOMEN  
IATSE  
STRONG UNIONS**

**STRONG WOMEN  
IATSE  
STRONG**

**STRONG WOMEN  
IATSE  
STRONG UNIONS**

**Resist!**



# WOMEN'S MARCH 2018









## GENERAL EXECUTIVE BOARD MEETING

## CALL TO ORDER

The regular Mid-Winter meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada convened at 10:00 a.m. on Monday, January 29, 2018 in the California BCEF Ballrooms of the Sheraton Grand, Los Angeles, California.

## ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES,

First Vice President

THOM DAVIS,

Second Vice President

DAMIAN PETTI,

Third Vice President

MICHAEL F. MILLER, JR.,

Fourth Vice President and

Director of Motion Picture and

Television Production

DANIEL DI TOLLA,

Fifth Vice President and

Co-Director of Stagecraft

JOHN R. FORD,

Sixth Vice President

JOHN M. LEWIS,

Seventh Vice President and

Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

WILLIAM E. GEARNES, JR.,

Ninth Vice President and

Director of Tradeshow and Display Work

PHIL LOCICERO,

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C. FAYE HARPER,

Eleventh Vice President

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Twelfth Vice President

JAMES J. CLAFFEY, JR.,

Thirteenth Vice President

In addition to the members of the Board, those present included: International Trustees Patricia A. White, Carlos Cota and Andrew C. Oyaas; CLC Delegate Siobhan Vipond; Assistant to the President Sean McGuire; Director of Communications Matthew Cain; Director of Broadcast Sandra England; Political Director J. Walter Cahill, Assistant Political Director Erika Dinkel-Smith; Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe; Co-Director of Stagecraft Anthony DePaulo, Assistant Director of Stagecraft D. Joseph Hartnett; Assistant Director of Education and Training Robyn Cavanagh; International Representatives Ben Adams, Steve Aredas, Christopher "Radar" Bateman, Steve Belsky, Jim Brett, Peter DaPrato, Don Gandolini, Jr., Ron Garcia, John Gorey, Scott Harbinson, Krista Hurdon, Kent Jorgensen, Steve Kaplan, Mark Kiracofe, Peter Marley, Fran O'Hern, Joanne Sanders, Stasia Savage, Lyle Trachtenberg, and Jason Vergnano; Staff members Leslie DePree, Asha Nandlal, Alejandra Tomais, Marcia Lewis and MaryAnn Kelly.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, Nassau/Suffolk Counties of

Long Island, NY; 2, Chicago, IL; 4, Brooklyn and Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin Cty-Santa Rosa-Lake Mendocino-Sonoma-Napa Cty-San Mateo Cty-Palo Alto, CA; 17, Louisville-Frankfort-Danville, KY; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 27, Cleveland-Ashtabula-Loraine-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 39, New Orleans, LA; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern DE/Greater PA; 58, Toronto, ON; 59, Jersey City, NJ; 80, Hollywood, CA; 110, Chicago, IL; 118, Vancouver, BC; 119, San Francisco Bay Area, CA; 122, San Diego, CA; 126, Ft. Worth-Arlington-Denton-Gainesville-Grapevine, TX; 129, Hamilton-Brantford, ON; 154, Ashland, OR; 161, States of New York/New Jersey/Connecticut; 209, State of Ohio; 210, Edmonton, AB; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 311, Middletown-Newburgh-Kingston, NY; 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON; 411, Province of Ontario; 461, St. Catherines-Welland-Niagara Falls, ON; 476, Chicago, IL; 478, State of Louisiana/Southern Mississippi; 479, State of Georgia; 480, State of New

Mexico; 481, New England Area; 484, States of TX and OK; 487, Mid-Atlantic Area; 488, Pacific Northwest; 491, States of North/South Carolina-Savannah, GA; 492, State Of Tennessee/Northern Mississippi; 494, Puerto Rico/U.S. Virgin Islands; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 667, Eastern Canada; 669, Western Canada; 671, Newfoundland/Labrador; 675, Eugene-Corvallis-Bend, OR; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 764, New York, NY and Vicinity; 768, Los Angeles-Long Beach-Pasadena-Santa Monica-Cerritos, CA; 769, Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; 822, Toronto, ON; 835, Orlando, FL; 839, Hollywood, CA; 856, Province of Manitoba; 857, Los Angeles-Orange Counties, CA; 863, Montreal, QC; 871, Hollywood, CA; 873, Toronto, ON; 884, Hollywood, CA; 887, Seattle, WA; 891, British Columbia/Yukon Territory; 892, Hollywood,

CA; 927, Atlanta, GA; USA829, United States; ATPAM, New York, NY; B20, Portland, OR; B27, Cleveland, OH; and B192, Hollywood, CA.

### **HOST LOCALS**

The Official Family Breakfast, hosted by the Host Locals, was honored to have the President of the Los Angeles County Federation of Labor, Rusty Hicks in attendance and address the Official Family. Mr. Hicks thanked the leaders present who do such an outstanding job representing the IATSE. He continued by stating that the IATSE stands for more than just entertainment, its stands for the preservation of a good job with good pay, the security and quality of health and retirement benefits, and the protection of a safe workplace.

He concluded by saying, "Los Angeles is where the rich and famous may live, but working people still call the shots."

At the opening session of the Board meeting representatives of Host Locals 33, 44, 80, 504, 600, 695, 700, 705, 706, 728, 729, 768, 800, 839, 857, 871, 884, 892, 923, USA829, and B192 appeared to officially welcome the members of the General Ex-

ecutive Board, Official Family, local union representatives and guests to Los Angeles, California. On behalf of the Host Locals, Chairman of the Host Locals Ed Brown thanked the General Executive Board for the opportunity to host this meeting. He assured the Board that the Host Locals would provide any and all assistance to ensure a pleasant visit and successful meeting.

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

### **INTRODUCTIONS**

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

#### ***John Gorey, International Representative***

John Gorey was appointed to the position of International Representative as of August 14, 2017. He is a 4th generation stagehand from I.A.T.S.E. Local One and has been a member for 20 years. He moved to Las Vegas in 2002 and joined Local 720. From 2009 to 2014 he served as Assistant Business Agent for Local 720. He was elected Business Representative of the

**Chairman of the Host Locals Ed Brown (center), along with other Host Locals representatives, welcomed all attendees to Los Angeles, California.**





Local in 2014. John has negotiated and handled business with the major employers in the tradeshow and audiovisual industry and serves on the Executive Board of I.A.T.S.E. District 2.

**Matthew Cain, Director,  
Communications**

Matthew Cain is the Director of Communications for the International Alliance of Theatrical Stage Employees.

Before joining the IATSE, he ran digital communications and advocacy for Caring Across Generations, a nonprofit group advocating for changes to the eldercare system that benefit both caregivers and care recipients.

Matthew's background is in political communications and organizing. He has worked as a digital fundraising consultant for elected officials and candidates, and worked on local political campaigns in New York, Massachusetts, and Rhode Island. He currently serves on the New York State Committee of the Working Families Party, a labor-backed third party based in New York.

He graduated from the College of the Holy Cross with a Bachelors in History, and a concentration in Peace and Conflict Studies.

**GENERAL EXECUTIVE BOARD  
MEETING MINUTES**

**Mid-Summer Meeting – July 10-14,  
2017 – Hollywood, Florida**

President Loeb called upon the General Executive Board to approve the minutes of the regular Mid-Summer meeting of the Board held in Hollywood, Florida, the week of July 10-14, 2017.

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

**REPORT OF THE GENERAL  
SECRETARY-TREASURER**

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

**68th Quadrennial Convention**

General Secretary-Treasurer Wood began his report by noting that the 2017 International Convention is now in the General Office's rear-view mirror. The amendments to the International Constitution and the proofing of the Proceedings having been completed and received back from the printer. A copy of each document has been mailed to all local unions and the International Constitution and Bylaws is now available for purchase by the Locals.

Early preparation has already begun on the 69th Quadrennial Convention, which will be held July 26 – 30, 2021 in Toronto, Ontario at the Sheraton Centre Hotel which was the location of the 63rd Triennial Convention in 1998.

**125th Anniversary Year**

This July will mark the 125th Anniversary of the I.A.T.S.E. since its establishment on July 17, 1893.

Although this anniversary does not line up with an International Convention year and allow for the grand celebration associated with the IATSE's 100th Anniversary in 1993, the IA plans to mark the occasion during the week of the summer General Executive Board meeting being held in New York City and a large cocktail party will be held on Thursday August 9th from 7:00 – 10:00 p.m. Hold the date cards are being sent to every local union in the event they are planning to be in attendance at the General Executive Board meeting.

In addition, the IATSE has recognized 2018 as the International's 125th Anniversary Year with specially designed stationery as well as an update to the IA lapel pins, which are available for International Representatives and local unions. A 125th Anniversary Year pin will also be made available in the coming months.

**Information Technology**

General Secretary-Treasurer Wood reported that all aspects of the website that was developed for the 2017 Convention was made fully operational during the week preceding the Convention, including the paperless documents section. All aspects of the site worked well and were positively received by the delegates. Upon the conclusion of the Convention, various programs that had been developed were used to prepare delegate per diem and expense checks as well as various delegate reports.

Recently the General Office installed two upgraded firewalls to allow for better security as well as redundancy. Were one to ever fail, the network will remain fully operational.

**Audited Financial Statements**

In only a few months, the International will once again complete another fiscal year. The auditors will perform their April 30, 2018 year-end review and, in keeping with past practice, the results will be published in the 3rd Quarter issue of the Official Bulletin.

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

The number of membership applications processed in the General Office during 2017 was 10,421 which was a historic record and surpassed the previous record established in 2016 by 5.6%. The total membership of the Alliance now stands at 138,396 which compares to 115,689 in January 2013, an almost 20% increase. The local unions have clearly adopted the Growth = Strength theme of the last Convention.

#### **Local Union 2018 Supplies**

The process of sending the 2018 supplies and membership cards to local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2017 and had purchased the full number of per capita stamps for 2017.

As of the commencement of this General Executive Board meeting, all but 35 of the IATSE's 368 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2018 supplies and membership cards.

Local unions that have not received their 2018 supplies should contact the General Office to determine which issues need to be resolved.

Finally, General Secretary-Treasurer Wood reported the following additional pieces of Finance Department news:

Royalty payments continue to be received from both the AFL-CIO credit card program and various other Union Privilege programs. During 2017, royalty payments totaling almost \$220,000 were received;

The International continues to charge for consultation responses for INS Visas. The present charge is \$250 for regular

service and \$450 for a "rush" request, which must be processed within forty-eight hours. During 2017 almost \$1.2 million in fees were collected;

Finally, as was promoted on the inside back cover of the most recent Official Bulletin, as well as in the supplies packages sent to local unions, now available for purchase through the General Office are the "Union Behind Entertainment", "IA Women's Committee", "Growth = Strength" and the newly designed "IA Pride" pins. General Secretary-Treasurer Wood reported that all four pins are being ordered in large quantities by local unions.

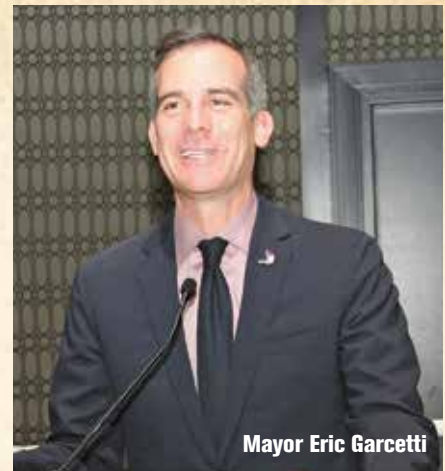
President Loeb emphasized the IATSE's 20% membership growth, which is remarkable during the current political atmosphere, and thanked General Secretary-Treasurer Wood for the exceptional job he did at the 2017 IATSE International Convention.

A motion was made to accept the report of the General Secretary-Treasurer. The motion was seconded, and passed

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

International Trustees Carlos Cota, Andrew C. Oyaas and Patricia A. White presented the Report of the Board of Trustees for the period of May 1, 2017 through September 30, 2017 to the General Executive Board. Trustee Cota reported that the Trustees met in the General Office in New York City from October 31 to November 2, 2017 and reviewed the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their work.



**Mayor Eric Garcetti**

#### **APPEARANCE: LOS ANGELES MAYOR ERIC GARCETTI**

The IATSE was honored to be welcomed to Los Angeles by Mayor Eric Garcetti. Mayor Garcetti began by recounting the unique and important role that Los Angeles has played in our country's storytelling tradition. Motion pictures are the modern day cave, they bring us together, spurn discussion, and share important narratives that propel us forward as human beings.

Mayor Garcetti then recognized the leadership of President Loeb and Vice Presidents Miller and Davis. He remarked that he had just returned from Washington D.C., and that during trying times, it is important to stay moored to your foundations. Noting that the story of the IATSE and the labor movement is the story of the middle class, Mayor Garcetti thanked the IA for its important work.

The City has recently come under scrutiny from the federal government because of its immigration policies, and Mayor Garcetti remarked that Los Angeles is proud to be a city that welcomes immigrants. Mayor Garcetti then shared some personal remarks about his own fam-



ily's immigration history. The Mayor's grandfather was brought over the border from Mexico when he was an infant. He never finished high school, but earned his citizenship after serving in the military during WWII. After the war he learned a trade and became a union barber, opening a barber shop with the Mayor's grandmother, who also worked as a union meat packer. The Mayor reflected on the importance of union jobs. They provide the means to raise a family and help pave the way for the next generation to excel.

Mayor Garcetti next discussed the film industry tax credits, noting that they are there to protect rank-and-file union member jobs in the industry. However, it is important not to rest on the volume of the work, but also to fight for better pay and working conditions. That is what being in a union is all about.

Wrapping up his remarks, Mayor Garcetti thanked the IATSE for all they do for the community, specifically mentioning the Alliance's strong support of the #MeToo and Time's Up movements.

President Loeb thanked the Mayor for his remarks, noting that Mayor Garcetti has proven by example what it means to be a leader, and the IATSE is lucky to have him as a friend.

## **CLUW 2017 CONVENTION**

Representative Joanne Sanders reported on the 19th Biennial Convention of the Coalition of Labor Union Women (CLUW) held at the Detroit Marriott Renaissance September 6-9, 2017. The convention theme was "Women: Taking It to The Streets".

Nearly five hundred delegates and observers were registered for four days of education and activism. The agenda

included a day of interactive workshops covering a variety of topics specific to women's issues in the workplace as well as those currently affecting communities because of the hostile political environment. Topics included Breaking Stereotypes, Beyond Bias, Elections 2018, Power and Inclusion, and Reviving the Labor Movement to name a few.

Thursday, September 7, marked the official Call to Order of the Biennial Convention. The Opening Ceremony kicked off at 8:00 a.m. with the parade of Chapters and Unions. The Presentation of Colors featured former Tuskegee Airmen and newly enrolled cadets.

A special panel discussion on "Young Women Leading the Way Into Our Future" was included on the agenda. The panel focused on how to better influence young women as activists, engaged in their community and in CLUW. Additional speakers throughout the convention included experts in workforce, legislative and women's issues.

Tefere Gebre, AFL-CIO Executive Vice President, addressed the delegates and described the restructuring at the AFL and its commitment to empower rank-and-file union members across the country and to educate all working people on the benefits of union membership. Other speakers included: Cindy Estrada, UAW International Vice President; Representative Brenda Lawrence, (D-MI 14), President Ron Bieber, Michigan AFL-CIO, and International Presidents Mark Dimondstein American Postal Workers Union (APWU), and Gregory Junemann International Federation of Professional and Technical Engineers (IFPTE). Senator Elizabeth Warren (D – MA), addressed

the delegates by video. The convention was recessed briefly on Thursday afternoon so that CLUW delegates could join Restaurant Opportunities Center (ROC) and MI One Fair Wage at a rally at the Coleman Young Municipal Center on behalf of the more than 6 million tipped workers across the country who are women. It has been a practice of CLUW to engage in some form of activism at each of its conventions.

This year's convention also included the election of CLUW's National Officers. International Representative Joanne M. Sanders was nominated to serve as CLUW's National Secretary. The unopposed slate of officers included: Elise Bryant (Communications Workers of America), President; Carla Insinga (American Federation of State and County Municipal Employees), Executive Vice President, Judy Beard (APWU), Treasurer; and Bennie Bridges (American Federation of Government Employees), Corresponding Secretary. Sanders had previously served two terms as a National Vice President.

The Coalition of Labor Union Women is a national membership organization based in Washington, DC with chapters throughout the country. Founded in 1974, it is a constituency group of the AFL-CIO which is leading the effort to empower women in the workplace, advance women in their unions, encourage political and legislative involvement, organize women workers into unions and promote policies that support women and working families.

President Loeb congratulated Representative Sanders for her continued representation on the CLUW National



Board and expressed appreciation for her long-standing representation of the International in CLUW. He reminded local unions about the work of this organization particularly in advancing women's issues in the labor movement and in the workplace.

## **COPYRIGHT COALITION IN CANADA**

International Vice President and Director of Canadian Affairs John Lewis and International Representative Krista Hurdon reported to the General Executive Board on IATSE Canada's participation in the fight against piracy in the entertainment industry in Canada.

It was explained that the Canadian Federal Government and industry stakeholders are considering a new approach to the fight against piracy in the entertainment industry in Canada. IATSE's role in this initiative includes IATSE's participation as one of twenty interested industry stakeholders in the newly formed Piracy Coalition which includes labour, consumer groups and content creators.

In January 2018, the Coalition made a written application to the Canadian Radio-television and Telecommunications Council for change. The changes being contemplated include the creation of a website blocking protocol in Canada comparable to protocols already in place in many European Union countries which have been successful in limiting the frequency and volume of piracy in those countries. In support of this endeavour, Vice President Lewis and Representative Hurdon went to Ottawa in January 2018 to engage in the lobbying of Ministry of Heritage and the Ministry of Innovation, Science and Economic Development of-

ficials having oversight over copyright issues in Canada. IATSE's participation in and support of this initiative will continue with subsequent reports being made in due course.

International President Matthew D. Loeb expressed the IATSE's support of the work being done by the Coalition and confirmed the IATSE will continue to be active in the fight against piracy.

## **DISASTER RELIEF: HARVEY, IRMA, MARIA, AND CALIFORNIA FIRES**

General Secretary-Treasurer Wood, Assistant Director of Motion Picture and Television Production Dan Mahoney, and Local 494 Secretary-Treasurer Mariella Navarro-Tejada reported upon recent IATSE natural disaster relief efforts.

The second half of 2017 saw a devastating number of natural disasters, which affected various parts of the United States. Three destructive hurricanes and several wildfires in California caused property losses and displacement for huge numbers of Americans, including many IATSE members and their families.

As with previous catastrophes, including Hurricanes Katrina and Sandy, the Trustees of the Walsh/Di Tolla/Spivak Foundation introduced an action plan that allowed the Foundation to accept donations from the International, local unions, and individual members. This has allowed the Foundation to distribute crucial funds to members in need.

Communications were sent to local unions in the affected areas explaining how to help their members seek assistance from the Foundation. Information was also distributed via social media.

Thus far over \$250,000 in contribu-

tions have been received and assistance of almost \$220,000 has been granted to eighty individual members living in Puerto Rico (Maria), Texas (Harvey), Florida (Irma) and California (wildfires). Additional requests continue to be processed by the Foundation.

Assistant Director Mahoney reported upon the particularly overwhelming disasters that hit Puerto Rico and the IATSE's responses. Hurricanes Irma and Maria struck the island within the first weeks of September 2017. Both storms were devastating and the lasting damage caused by Maria was unprecedented for Puerto Rico. The Puerto Rico power grid was destroyed and the island's communication infrastructure was wiped out. Clean drinking water was also virtually inaccessible to the residents of Puerto Rico.

In the wake of Hurricane Maria, the AFL-CIO and its Executive Council immediately planned a response. President Loeb and other members of the Executive Council formed an AFL-CIO rapid response committee. The committee was charged with implementing immediate, union-coordinated relief for Puerto Rico. President Loeb assigned Assistant Director Mahoney to be the IA representative on the AFL-CIO committee and to coordinate additional IA Locals' support. In the days following Maria, IA Locals 494 and 600 connected with Puerto Rico AFL-CIO President Lole Rodriguez. Through the Puerto Rico AFL-CIO, IA members on the island began work on critical relief measures, including clearing roads and cleaning up debris.

Assistant Director Mahoney obtained a detailed list of much-needed supplies



from Local 494. The list was posted on the IA website with detailed instructions for Locals wishing to ship supplies to Locals 494 and 600. Local 494 members set up a collection and distribution center at the Local's office. IA Locals and members throughout North America were immediately supportive and the Local 494 offices began receiving needed supplies.

The national AFL-CIO arranged to provide free bulk shipping of supplies directly to the port of San Juan. Philadelphia served as the collection point for all items to be shipped. Through the efforts of the IA and its Locals, a forty-five-foot shipping container was filled with supplies for delivery to our brothers and sisters in San Juan. Assistant Director Mahoney acknowledged the assistance of the AFL-CIO, the Seafarers International Union, and Teamsters Local 817 for their assistance. Teamsters Local 817 provided a tractor trailer to deliver fifteen pallets of vital supplies to Philadelphia. An additional ten pallets were packed at Local 8. IATSE Local One, Local 8, and Local 52 were all instrumental in this effort. In January 2018, electricity was finally reconnected to Local 494's offices. Monetary donations for our af-

ected members and supplies from IA Locals across Canada and the U.S. have continued to reach the island.

Sister Navarro-Tejada reported on behalf of both Locals 494 and 600 that IA members in Puerto Rico have been sincerely appreciative of the efforts of our brothers and sisters. Following the hurricane, the Locals stood together in solidarity to provide refuge for affected residents of Puerto Rico and their families. With the support of the Walsh/Di Tolla/Spivak Foundation, the members have been able to put their lives back on track. IATSE members in Puerto Rico were deeply moved by the solidarity of the IA and will remain eternally grateful.

President Loeb noted that the International will remain committed to aiding brothers and sisters in need. In Puerto Rico, the American labor movement stepped up when other responses were lacking. Helping each other and the larger community is what our union is all about. President Loeb thanked those reporting, especially Assistant Director Dan Mahoney for his much-appreciated help. He concluded by suggesting that others continue to do their best to support the

Walsh/Di Tolla/Spivak Foundation.

## **GOLF CHANNEL**

Broadcast Department Director Sandra England, Associate Counsel Adrian D. Healy, and International Representatives Fran O'Hern and Steven Belsky reported on conclusion of collective bargaining negotiations with Golf Channel. The IA has represented technicians working on Golf Channel remote broadcasts since 2013. The IA prevailed in a decertification election in 2015, which was scheduled for a rerun due to election irregularities. In August 2017, the National Labor Relations Board (NLRB) completed its rerun, which the IATSE won with a two-thirds majority of votes. Starting in May 2017, Golf Channel and the IA initiated negotiations for a new collective bargaining agreement.

After meeting for multiple bargaining sessions over nine months, the company was unwilling to compromise on several matters that were important for the unit technicians. The IA had several goals in these negotiations. The bargaining committee principally wanted to increase health contributions, restore wages that



**Reporting on the successful negotiations with Golf Channel, International Representative Steve Belsky, Department Director of Broadcasting Sandra England, International Representative Fran O'Hern and Associate Counsel Adrian Healy**



were lost due to a payroll change, and increase wages in crafts where pay was below comparable industry rates. In January 2018, after two unsuccessful attempts to ratify proposed contracts, an overwhelming majority of the workers voted to authorize a strike. With no new progress on an acceptable contract, the union went on strike during the second weekend of January. Crew members at various Golf Channel tournaments did not report. The company continued talks as the strike continued into a second week. The workers remained strong and ultimately the company offered a settlement proposal, which the workforce ratified by a large margin. The new contract, which became effective January 24, 2018 includes thirty-seven percent increases in health contributions retroactive to June 2017, one-time bonus payments to mitigate additional health costs, restored overtime payments, a cash ratification bonus, wage increases for the next two years, and additional wage gains in the first year ranging from five to ten percent for individuals in certain classifications that were paid below industry norms. This could not have been achieved, this good outcome, without the employees standing together to build a solid union in their workplace.

Department Director England noted that other AFL-CIO broadcast unions supported our efforts during the strike. She thanked President Loeb, the IATSE's broadcast members, the West Coast Office, Locals 80, 122, 600, 695, 700, and 800. All provided valuable support and assisted with picketing activities in California. She also thanked Local 665 in Hawaii, which provided much-needed support

on two different Hawaiian Islands for the duration of the strike. The workers at Golf Channel have a more secure future because of these efforts.

President Loeb thanked those reporting. This company has not acted with cooperation and fairness and its past decisions will continue to affect its reputation in the future. This was a job well done and the technicians at Golf Channel will continue to receive our support and the protections of an IATSE contract.

### **GRIEVANCE SETTLEMENTS & WALSH/DI TOLLA/SPIVAK FOUNDATION SETTLEMENTS**

Paul Moore, Local 700 Eastern Executive Director appeared before the Board to report upon the beneficial outcomes of recent successful grievance settlements. Brother Moore reported that in late 2016 he was reading an entry in the IATSE's Official Bulletin concerning the Walsh/Di Tolla/Spivak Foundation. Around that time, he was also processing a grievance involving a claim that a signatory employer failed to cover certain work within Local 700's jurisdiction. Under the circumstances, there was no obvious individual recipient for wage and benefit reimbursements or a similar monetary award. He suggested that the employer settle the matter by making a compensatory payment to the Foundation. The employer agreed and two days later, he had a check payable to the Foundation for the amount requested. In October 2016, a similar grievance arose and was resolved in the same way. Since then, Brother Moore continued to grieve circumstances involving production companies that did not cover people within Local 700's jurisdiction. He has maintained his push for

settlements, short of arbitration, which should serve as an influential deterrent against this conduct. He noted that to date, settlements totaling approximately \$90,000 have been contributed to the Walsh/Di Tolla/Spivak Foundation. Typically, settlement monies are paid from employers' payroll deposits. Brother Moore thanked Jennifer Triplett at the IATSE General Office for her assistance in pursuing these funds, which will benefit the members of the Alliance.

President Loeb remarked that this is a suitable and appropriate way of settling grievances where no identifiable recipient would receive the benefit of a compensatory award. It is critical that we continue to ensure that employers comply with their collective bargaining obligations. These settlements will have wide-ranging impacts. He reminds members that the International has its own charity, the Walsh/Di Tolla/Spivak Foundation; Thus, if members wish to make charitable donations they may contribute to the Walsh/Di Tolla/Spivak Foundation, which will have added funds to support IA members and their families in a variety of ways. He commended Brother Moore for his exemplary work, which the IATSE's members will certainly appreciate.

### **IATSE STAGECRAFT DEPARTMENT**

International Vice Presidents Daniel Di Tolla, Michael J. Barnes, John M. Lewis and James J. Claffey, Jr., International Trustee Patricia A. White, Co-Director of Stagecraft Anthony DePaulo, Assistant Director of Stagecraft D. Joseph Hartnett and Representatives Peter Marley, Christopher "Radar" Bateman and Stasia Savage updated the Board on the activi-



ties in Stagecraft since the Summer Board meeting in Hollywood, Florida.

As will be reported elsewhere, the Canadian Department is actively engaged in a number of organizing campaigns and assisting eleven local unions in bargaining. The highlight of this activity was the overwhelming victory achieved by Local B-173 when it won a three-way vote against the Canadian Union of Public Employees, the largest union in Canada, and a non-union option to secure the bargaining rights for 265 front-of-house employees working at the three theatres and managed by the City of Toronto. The level of support by the members of the Local, and other Toronto IA Locals was inspiring. A separate report will provide more details on this important victory.

The International recently concluded negotiations for the renewal of the International agreement with PDK, which services a number of venues throughout Southern Ontario. The International was first introduced to PDK when Spectra Venue Management took over the management of the Oshawa General Motors Arena and PDK had been the labour supplier. The venue fell under IA jurisdiction the employees of PDK were brought into membership to continue servicing the venue and the International subsequently entered into an agreement with PDK for all their other work in non-union venues.

This is the third renewal of the agreement with PDK. It is for a three-year term, with substantial rate increases. In addition to the rate increases, the deal also sees improved overtime structure, over-scale rates for out-of-town work, reinforced meal penalties and an increase to retirement contributions. The General

Executive Board ratified this agreement in December of 2017.

#### *Canadian Pink Contracts*

The International has completed bargaining with thirteen of the sixteen signatory companies to the IATSE Canadian Pink Agreement. The remaining three companies will conclude when preparing to tour. The International continues its outreach program to Canadian traveling tours, with representatives meeting the crews of every touring production.

#### *Local Union reports*

The International is continuing to compile Local Stage agreements in Canada and input them into the International Database. To date, the Department has provided 156 local union agreements. Now, the Department is working with IT Administrator Jimmy Rainey and WinMill to install alerts to give notice 120 days prior to the expiration of the Local agreements.

This exercise identified other areas in which the International can collect, and make readily available, data relating to our local unions.

This information will be updated on a regular basis and tracked with the goal of helping the Canadian Department better identify opportunities to assist our local unions and manage the International's resources more efficiently.

Representative Bateman reported on his assignment to assist Local 15 in its organizing efforts with Rhino in the Pacific Northwest. After numerous legal challenges, Local 15 has prevailed in its efforts to be the certified representative of Rhino riggers. Working in conjunction with Locals 28, 93 and 675, Local 15 has consti-

tuted a bargaining committee comprised of Rhino riggers and is preparing for negotiations. Representative Bateman also reported on his assignment to work on organizing with Local 51 in Houston, TX. The Local has hosted several Continuing Organizing Membership Education Training (COMET) sessions. Representative Bateman also reported on his assignment to assist Local 205 in their organizing efforts at the Zach Theater. The Local filed an Unfair Labor Practice (ULP) alleging discriminatory firing of one of the union supporters. At the same time, the Local sought support from local politicians. The ULP was settled in favor of the fired worker with back pay and reemployment. The city council also expressed its support. Representative Bateman reported on the successful conclusion of negotiations between Local 28, Portland, OR and the Moda Center. The Local was successful in obtaining wage and benefit increases while fending off concessionary demands by the employer. Representative Bateman reported on the growth of Local 154, Ashland, OR. The Local is aggressively protecting its contract with the Oregon Shakespeare Festival and continues outreach to unrepresented workers employed by the Festival. The Local is also obtaining employment for its members from other theatrical employers in the area. Representative Bateman also reported on his organizing efforts with Locals 7 and 719 in Denver, CO. Those Locals won an election to represent the regional theater employees of the Denver Center for the Performing Arts. During the negotiations for a first contract, the Locals obtained significant improvements in wages, benefits, and conditions.



Assistant Director of Stagecraft Hartnett reported for Special Representative Dave Garretson. Assistant Director Hartnett reported on the successful conclusion of the negotiations between Local 60 and SMG covering the Saenger Theater and the Pensacola Bay Center Arena were concluded successfully. The new contracts include improvements in wages and overtime conditions as well as the expansion of premium pay provisions. In addition to Local 60, Representative Garretson also assisted Local 635 with the Guns N' Roses stadium concert at Wake Forest University in Winston Salem, NC. This was the first concert at the University in over thirty years. Local 635 referred over 300 workers for the event and was recognized by all parties for its professionalism.

Representative Stasia Savage reported on successfully concluding negotiations for a first contract between Treasurers and Ticket Sellers Local 757 and the Michigan Opera Box Office. These negotiations followed a victorious representation election. The workers are excited to become members of the IATSE. Representative Savage also reported on the filing of a representation petition on behalf of workers employed by Palace Sports and Entertainment at three venues in Detroit, MI. Prior to opening the hearing for the petition the employer notified the National Labor Relations Board that they were going out of business and that the successor taking over the venues was an employer to Local 38 contracts. Representative Savage reported on negotiations with the Century II Convention Center. After reaching a tentative agreement with the Center, the city council rejected the agreement based on objections of several tenants of the venue.

The Local is in the process of addressing those tenants' concerns and resubmitting the agreement for approval. Representative Savage reported on her assignment to assist Local 731 in negotiations with the Mount Rushmore Convention Center. The agreement had not been updated for some time and the employer attempted to terminate the relationship with the Local. After discussion, negotiations are back on track to update the agreement.

International Representative Peter Marley reported on his bargaining assistance to Local 33 and the Pasadena Playhouse; Wardrobe Local 784, Team San Jose and the San Francisco Ballet; Wardrobe Local 874 and the California Musical Theater; Local B18 and the San Francisco Giants; Local 415 and the University of Arizona; Local 107 and Oracle Arena. All negotiations were successfully concluded with new contracts containing significant improvements for the workers. Representative Marley also reported on assisting Local 611 in negotiations with Sunset Cultural Center. The Center announced its intention to subcontract stagehand work to a third-party vendor. The Local successfully negotiated severance payments for displaced workers and minimum wage for any subcontractors awarded the work. Representative Marley reported on Local 504's victory in a representation election with the Musco Center. Negotiations have commenced and are progressing. Representative Marley also assisted Local 923 in a discharge grievance. The Local was victorious and the member was returned to work with backpay. Representative Marley also reported that he continues to serve as the Vice President of the L. A. County Labor Federation.

Assistant Director of Stagecraft Department D. Joseph Hartnett reported on negotiations between Wardrobe Local 787 and the Pittsburgh Opera. The new agreement addressed long-standing shortcomings involving the Head and Assistant Wardrobe Supervisors. They will no longer be paid on a day rate but will receive hourly compensation including overtime. Other workers achieved health contributions for the first time in addition to wage and conditions improvements. Assistant Director Hartnett also reported on negotiations between Treasurers and Ticket Sellers Local 862 and the Pittsburgh Cultural Trust. The membership unanimously ratified the new contract.

Assistant Director Hartnett reported on his assistance to Local 69 in their negotiations with JSav for work at the Cannon Center for the Performing Arts in Memphis, TN. The company attempted to replace Local 69 members with unrepresented workers. Unfair Labor Practice charges have been filed and other legal actions are being contemplated. Assistant Director Hartnett noted for the Board's information his attendance at the AFL-CIO Organizing Institute Training and the number of Locals that have requested and received COMET Training.

Co-Director of the Stagecraft Department Anthony DePaulo reported on the state of the road. The number of non-League tours continues to grow and they have sent out higher-tiered tours versus 2016-2017. The Department continues its outreach program by having Representatives visit touring productions. The Department is also improving its outreach to ACT members with digital communications.



Co-Director Daniel Di Tolla reported on Danny Wimmer Presents (DWP). DWP is a festival producer that presents thirteen multi-day music festivals throughout the United States, six independently and seven in partnership with AEG. Five of the festivals have been done under contract. The International was successful on the organizing of Mountain Productions rigging installation division, Co-Director Di Tolla reported that the company installs permanent mounting systems for lighting and public-address systems in arenas and stadiums. The agreement covers those workers traveling with the company and any local hires they require. Co-Director Di Tolla reported on the national agreement with Warner Brothers to cover projectionists employed on the 70MM presentation of the movie "Justice League". This is the third contract for 70MM projection executed in the last year. Finally, Co-Director Di Tolla reported on his attendance at the Event Safety Alliance Summit.

Vice President Barnes reported on the Local 917 contract with five Atlantic City casinos (Ballys, Caesars, Resorts, Golden Nugget and Tropicana) expired June 30, 2017. Local 917 has requested International assistance over the past four negotiating cycles in 2008, 2011, 2014 and 2017. Each of the past bargaining cycles had unique challenges including spitting from a joint representation status with the Operating Engineers, to Hurricane Sandy to the closing of five of the Atlantic City's twelve casino properties. This bargaining cycle was ordinary by comparison. Local 917 achieved significant annual wage increases, improvements in holidays and quality-of-life conditions. Local 917 over-

whelmingly ratified the deal for Ballys, Caesars, Resorts and Golden Nugget who bargained as a group as well as for Tropicana agreement.

Local 917's Officers were well prepared and did an excellent job including the membership throughout the process. While the casinos bargained separate agreements, the Local was successful in keeping the five casino contracts in line.

Vice President Barnes reported the agreement between the International and Tri-State Staging covering the Rehearsal Hall at Rock Litiz in the jurisdiction of Local 283 and various locations in Philadelphia in Local 8's jurisdiction expired September 30, 2017. To prepare for bargaining, they visited the crew working at Rock Litiz in Litiz, Pennsylvania. The crew through their self-appointed bargaining committee submitted their proposals to the Employer, Tri-State Staging. The agreement was approved by the General Executive Board. In summary, the crew will receive yearly increases, increased minimum calls improvements in overtime and staffing language.

This agreement has been a tremendous success and has firmly established an IATSE presence in what has become the epicenter of rock-and-roll production in the country. The wage and condition improvements will enhance the existing agreement significantly.

Vice President Lewis reported on the Stagecraft activities in Canada. These include concluding negotiations for new contracts with PDK, a labor provider in Southern Ontario, and thirteen of the sixteen employers signatory to the Canadian pink contract. He also reported on the Canadian office's efforts to catalog all

local union contracts and local unions' involvement in training and activism.

President Loeb observed that the report was extremely extensive but is a mere snap-shot of the Department's jurisdiction. He complimented Local 51 for the steps it is taking to shore-up and to secure jurisdiction in the 4th largest city in the United States, remarking that Local 51 must continue to organize its jurisdiction in order to ensure its rightful place as the entertainment union in greater Houston. President Loeb charged every stagecraft Local to take on non-union labor providers in their jurisdiction. He stated bluntly that doing nothing is not an option. Local unions should immediately contact the Stagecraft Department for assistance in organizing—internally (e.g. COMET Training, "Why Unions Still Matter", etc.) and externally (non-union labor providers, non-union venues, etc.) The International will coordinate organizing efforts; but local unions must reach out to the Department. President Loeb charged the stagecraft Locals in Canada and the United States with organizing their jurisdictions which will expand and strengthen their imprint. He challenged every stagecraft Local to organize as many non-union employers as they identify over the next four years, remarking that he looks forward to hearing such reports at upcoming GEB meetings. He concluded by crediting the efforts of the Department.

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

International Vice President and Motion Picture and Television Production Department Director Michael F.

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

Vice President Miller reported to the Board regarding the status of the Motion Picture and Television industry. He discussed the pending merger of Disney and Fox, which has the potential to significantly change the industry. Prior to the merger announcement, Disney indicated that it would be creating its own streaming service to rival Netflix and others, indicating a continued high volume of production as Disney and Fox create a content library for its streaming services. Disney had previously announced that it was removing Disney content from Netflix. Given Disney's massive library of classics, and purported new series in development based on beloved franchises, Disney is positioning itself to compete with Amazon, Netflix, and Hulu for viewer's eyeballs and wallets.

AT&T's purchase of Warner Brothers has been held up by the Trump Administration. Comcast completed the purchase of NBC/Universal some time ago. Several other traditional Studios are rumored to be acquisition targets as more tech companies pursue entertainment companies to provide content.

Streaming video continues to evolve. Netflix recently produced its first "blockbuster" style feature, "Bright". The Trades

have reported that in the first three days of release on Netflix, and in a few select theaters, the movie was viewed more than 11 million times. "Bright 2" has already been greenlit. More content means more work for IATSE members, and the Department will continue to track the details of these productions as it relates to the International's agreements and the treatment of new media. The Department is monitoring these developments and any impact on International collective bargaining agreements and the Motion Picture Industry Benefit Plans.

Vice President Lewis addressed Canadian affairs. The International continues to include the Canadian Binder Agreement and the Canadian Local Union Term Agreements as part of the term signatory group of contracts. The Canadian Local Unions Term Agreements include the BC Master Agreement, the Local 873 Term Agreement, and the Local 411 Term Agreement. There are now 378 companies which are signatory to the Canadian Binder Agreement and 184 to the Canadian Local Unions Term Agreements.

Production levels across Canada are very high and many jurisdictions have seen record breaking numbers of productions. There were 272 signatory productions under IA agreements in Canada in 2017.

The Department continues to work with Canadian Locals to encourage producers to shoot under International collective particularly in British Columbia.

In Toronto, Local 873 secured agreements with 41 US productions for a total production value of \$911 million. This represents 100% of US-based productions shooting in Toronto and 72% of

total productions. In British Columbia, Local 891 was able to secure agreements on 83 productions while other rival organizations were limited to 11 productions, which were mainly lower budgeted. The bigger concern in British Columbia is the rise of non-union productions. Local 669 has been very active in organizing in excess of 50 low-budget productions in each of the last three years.

The two largest agreements in Canada, BC Master Agreement and the Local 873 Toronto Term Agreement, both expire on March 31, 2018. As will be reported separately, Local 873 was able to conclude a new term agreement with the Alliance of Motion Picture and Television Producers in December. It is a strong agreement which followed the industry pattern and was ratified by the members in January. The BC Council is starting its bargaining with the AMPTP and the Canadian Producers Association on the Monday following these General Executive Board Meetings. The International assisted Local 873 and will be assisting the BC Council as well.

Finally, Vice President Lewis made note of two non-bargaining initiatives coming out of British Columbia:

1. Mental Health & Addiction in the Workplace Working Group

British Columbia has experienced very high rates of accidental overdoses and suicides, and the film industry has not been immune, with many recent deaths of union members. In May of 2017, five BC film unions (IATSE Locals 669 and 891, the Directors Guild of Canada, the Union of British Columbia Performers (UBCP), and the International Brotherhood of



Teamsters) came together to explore how best to reach out to its members, with resources for addressing mental health and addiction in the workplace. A working group was formed to develop a joint education and communications plan with the shared goal of changing workplace cultures, with funding from the five unions. In conjunction with two providers of Employee and Family Assistance services, a website, communications materials, and training for both union staff and members are being developed.

## 2. Reel Green/Carbon Literacy course

Reel Green was started in 2006 as a grassroots initiative to provide resources on sustainable production practices and engage those in the BC motion picture industry to reduce their environmental impact. In 2017, a group of thirteen BC film industry partners (unions, studios, suppliers, employers, and Creative BC) expanded Reel Green with a financial commitment to enable the development and provision of further education tools.

New projects for Reel Green include Carbon Literacy courses, which are free of charge for anyone in the industry, online education tools, a website ([reelgreen.ca](http://reelgreen.ca)), and newsletter. Long-term projects include a certification program similar to that in the United Kingdom (ALBERT), and the expansion of Reel Green initiatives across Canada. In a recent lobbying meeting, the Federal Department of the Environment expressed keen interest in these efforts and further dialogue is planned in the future for possible financial support.

Assistant Director Holtgrewe reported on the Motion Picture and Television

Department's effort to insure that term signatory companies are carefully vetted and evaluated. The vetting and evaluation process protects our members from potentially unscrupulous employers.

Assistant Director Holtgrewe also reported on developments in reality television. This past fall she met with representatives of ITV along with Representative Trachtenberg, and IA Counsel White. ITV is a massive international company that produces a large amount of scripted and non-scripted content around the world. ITV sought an agreement with the IA for its new singing competition show "The Four". The IATSE was able to secure a strong agreement with ITV on "The Four", with high benefit contributions, compounding meal penalties, triple time after fifteen hours worked, enhanced daily and weekend turnaround, and strong restrictions on subcontracting. In addition, the IATSE was able to secure agreement on another low-budget basic cable non-scripted ITV show.

Finally, Assistant Director Holtgrewe reported on the successful organizing of an ultra-low budget traveling reality show for basic cable called "Football Fanatic." Local 700 led this organizing effort with the post-production crew and, after collecting signed representation cards and filing a petition for recognition, the company agreed to negotiate, and the production is now under agreement. These types of small productions are notoriously hard to organize, so this was a good win for both the post crew and the traveling production crew members.

Representative Trachtenberg reported on the importance of deposits and communication within the Department, es-

pecially for low-budget productions. An example is the production "El Chicano" that shot in Alberta, Canada. The shoot came to Los Angeles for three days, but the company failed to properly pay the LA-based crew. The West Coast Office reached out to International Vice President Damian Petti in Alberta, to coordinate collection efforts. The International and Local 212 continue to work on an acceptable resolution of this issue.

During the second half of 2017, the IATSE released 52 deposits that were on hold. Currently, the IATSE has deposits for 266 projects. At its height, the total amount being held, primarily by the payroll companies as protection for IATSE members, stood at \$75 million.

Representative Trachtenberg reported that the second half of 2017 remained busy as the IATSE continued to organize productions in all budget ranges and types of production. Representative Trachtenberg described the efforts to organize a two-day, non-union "Heineken" commercial. The strike lasted for half a day and the International was successful in signing Kiss and Tell LLC to the Independent Commercial Agreement. Thanks to members calling in their jobs, this company is now a term signatory.

Finally, Representative Trachtenberg discussed the successful effort to bring Rebel Way Entertainment, Inc., under a term deal.

Representative Kaplan then explained that, shortly after the 2017 Quadrennial Convention, he joined Assistant Director Holtgrewe and International Representatives Julia Neville and Mark Kiracofe, as well as representatives from Locals 600, 800 and 839, at the 2017 SIGGRAPH

conference for computer graphics and interactive techniques held in Los Angeles. During the SIGGRAPH conference, the union representatives met and engaged with members of the VFX community, attended panel discussions, and led a session about the unionization of the industry. These discussions were open to all conference attendees and meant to be informal presentations and discussions for people with shared interests and goals.

In 2017, the IATSE became a sponsor of the Spark Computer Graphics Society. The organization's mission is to support the Vancouver animation and visual effects community through community events. In October of 2017, Representatives Neville and Kaplan attended the Spark Animation Expo. The Job Fair portion of the conference hosted twenty-three local animation and visual effects studios. Having a presence with the local employers in this festival helped to normalize the perception of having a union in this industry. This event helped to raise awareness of the benefits of working under an IATSE agreement for employees working at the major studios in town.

In November, Representative Kaplan supported Local 839's presence at the Creative Talent Network (CTN) Animation Expo held at the Burbank Marriott Hotel. Much like the Spark Animation Festival, the CTN Animation Expo is an extremely popular week-long festival that draws both enthusiasts and professionals together to celebrate and support the animation industry. Attending the festival gives union representatives another opportunity to interface with animation and visual effects enthusiasts and professionals and continue to raise awareness of the

union in the industry.

Representative Kaplan then discussed organizing efforts of game development technicians. Kaplan reported that the response from the group to the IATSE's involvement was positive and he continues to work with this group.

Representatives Neville and Kaplan continue to support the efforts of the Art Babbit Appreciation Society in Vancouver.

Representative Harbinson reported for Representative Jamie Fry. In October, the union was made aware that a non-union low-budget feature film called "Mustang" was prepping in Carson City, Nevada. Because of the location and proximity to both Las Vegas and Los Angeles, the crew was largely made up of people from those areas. Locals 44, 80, 600, 695, and 800 were instrumental in compiling information, authorization cards, and ultimately organizing the production. In addition, the union started a vigorous social media campaign in conjunction with the Communications Department to ensure the lead actors in the production were aware that the crew was working without a contract. IATSE Young Workers were especially active in spreading the word online. Thanks to the solidarity of the crew, and the support of the Locals, the union was able to negotiate an agreement appropriate for the budget, and the crew went back to work; another successful example of "growth equals strength".

Representative Harbinson then discussed organizing efforts in the southern United States. Due to numerous successful organizing drives over the past two years, producers are now eager to avoid costly work stoppages. As a result, during

the last six months, the IATSE has had only two organizing drives in Georgia. Yet during this period, the overall amount of production has increased, now done under IATSE Agreements.

In Louisiana, as the film incentive has begun recovery, production is steadily returning. Along with the mainstays come those who seek to use experienced IA crews without affording them employer-paid healthcare and the work rules that provide for a safe, humane workplace. The IA has had two organizing campaigns in Louisiana over the past six months; the first was a low-budget feature in Baton Rouge, and the second a short pilot in New Orleans. Both productions were brought under IA agreements. Representative Harbinson then discussed organizing efforts in Alabama and Kentucky.

Assistant Director Mahoney reported on the volume and scope of the projects brought under the various Project Agreements executed over the past six months. The sheer number of Agreements highlights the increased amount of television series and new media projects in production.

Representative Aredas then reported on the IATSE's auditing program. The IATSE randomly audits several productions on an ongoing basis. The majority of current IATSE audits are for motion picture and television productions. However, with the proliferation of New Media productions and their different and more complicated revenue streams, audits are also being conducted on content made for streaming services. Currently there are ten audits in progress. Six inspections were completed during the last six months. None of the audited



productions exceeded their budget tiers.

Representative Aredas also reported that productions are self-reporting that they have exceeded the applicable budget caps of the Low Budget Theatrical Agreement and are in the process of making the required retroactive wage adjustments.

Representative Aredas also reported that commercial production continues to be strong throughout the United States, providing ample work opportunities for IATSE members. Currently, there are 384 IATSE commercial signatories. Four new companies have been organized over the past six months. A notable example was a large four-day commercial filming in Los Angeles with a crew of 40. After an hour-long strike, the Company signed the Independent Commercial Agreement.

Representative Aredas then discussed recent efforts to enforce the provisions of the Commercial Production Agreement. In Washington state, Local 488 alerted the International to a large Washington State Lottery commercial being filmed by a non-union company which turned out to be a shell company for a signatory employer. A grievance was filed and, in the end, the company agreed to settle for a signatory monetary amount.

In June, the IATSE filed an unfair labor practice charge with the NLRB against a company that was double-breasting by shooting non-Union commercials in New York and Los Angeles using an alter ego production company. Almost immediately after the charge was filed, the signatory company reached out to negotiate a settlement. As a result of this effort, tens of thousands of dollars in wages and benefits will be paid to the IATSE members that worked on these commercials.

Vice President Miller reported on the on-going dispute with the AICP concerning coverage of Production Office Coordinators and Assistant Production Office Coordinators in commercial production. The International and Local 871 have filed grievances against numerous commercial producers, alleging that they are in violation of Appendix D of the Commercial Production Agreement. After negotiations with the AICP, the IATSE determined that we would arbitrate two of the grievances, against Biscuit Filmworks and Radical Media, and hold the others in abeyance. The employers have continuously delayed the arbitration process by rejecting proposed dates, requesting continuances, and other tactics. Two days of arbitration have been completed in the Biscuit hearing, with President Loeb testifying on the first day, and the parties are scheduled to begin the Radical hearing at the end of February.

Vice President Miller then reported on a resurgence in music video production. The IATSE has signed several new Music Video Production Agreement signatories in the past year.

Vice President Miller next reported on the status of the major IA motion picture and television agreements. The Basic Agreement bargaining schedule has been confirmed and will commence in March. The West Coast Studio Locals and the IA have held regular meetings in preparation for negotiations and the IATSE is currently reviewing and compiling the final proposals.

The Area Standards Agreement expires at the same time as the Basic Agreement and those negotiations have

been scheduled for Los Angeles in April. Proposals have been submitted by the Locals and are in the process of being finalized. The affected Locals met this week with President Loeb and the MPTV Department to discuss the priorities and approach for these negotiations.

In conclusion, Vice President Miller recognized the hard work of the MPTV Department and all of the affected Locals. He noted that there has been record levels of employment as the motion picture and television industry continues to create more content than ever before. All of the Locals with motion picture and television jurisdiction have been directly or indirectly impacted by this content boom. Recognizing that as a result of our recent Convention "Growth Equals Strength", each Local has stepped up to address the challenges that the current environment provides.

President Loeb thanked the Department for its report. He recognized Vice President Miller for his work running the Department, and credited the Locals for working well with the Department. The antidote to any on-going issues in the industry is to organize and bargain strong contracts.

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

International Vice President and Tradeshow Department Director William E. Gears, Jr. along with International Vice President C. Faye Harper, International Trustee Carlos Cota, and International Representatives Mark Kiracofe, Donald Gandolini, Joanne Sanders, John Gorey and Jim Brett provided the following update of Departmental activities

since the Board last met in Hollywood, Florida in July 2017.

The Department has assisted a broad swath of local unions with their respective collective bargaining negotiations, including, Locals 7 (Denver), 17 (Louisville), 31 (Kansas City), 50 (Sacramento), 53 (Springfield), 99 (Salt Lake City), 107 (Oakland), 126 and 127 (Fort Worth and Dallas), 197 (Knoxville), 415 (Tucson), 423 (Albuquerque), 720 (Las Vegas), 834 (Atlanta), and 835 (Orlando). Indeed, this group represents the scope and depth of the Department's collective bargaining agreements. Except for the Local 99 contract which will be discussed below in more detail, each of the above collective bargaining agreements achieved industry-standard increases in wages and benefits. Specifically, regarding Local 99, the contract with Spectra Management Group provides substantial wage and benefit increases to covered workers.

The Department also made note of the following in their reports. The Convention industry in Denver (Local 7) is experiencing an economic boom with the addition of Outdoor Retailer's three annual shows in 2018 and the opening of a new Gaylord property in September. The Local is projecting 90,000 hours of additional employment this year. The Officers are actively recruiting and training workers in order to meet the increased demand for skilled labor. Local 17 added Martin Luther King, Jr. Day as a holiday to its agreement. Local 31's efforts in contract enforcement resulted in it and Fern resolving their grievances concerning the promotion process. Local 53 has organized the freelance

video production employees employed by MGM Resorts which has strengthened the Local's bargaining position in its negotiations at the Mass Mutual Center, giving real meaning to the Quadrennial Theme "Growth = Strength." Likewise, Local 107, fortified its bargaining position at the Oakland Marriott Convention Center by organizing technicians employed by Audio Visual Management Solutions, the former in-house provider at the Convention Center. During the negotiations for a first contract, AVMS laid off all the technicians. Because Local 107 had fortified its position by organizing the workers, the successor employer has entered negotiations with the Local for all the convention work. The Local blocked all avenues for a non-union workforce. Moreover, Local 107 brought all the AVMS employees into membership and is securing work for them not only at the convention center but also in other of the Local's workplaces. Local 107's well-executed strategy is further proof that "Growth = Strength."

The Department updated the Board on Local 415's unfair labor practice charges against Conference Services International and was pleased to advise that the complaint against CSI settled with a collective bargaining agreement and backpay for twenty-three workers. Similarly, in its negotiations with Fern, Local 720 was successful in resolving a grievance on behalf of more than twenty workers and securing an additional contractual holiday. Local 835 settled four grievances, resulting in a significant monetary award for the grievants.

The Departmental update in organizing is equally favorable. The continued co-

operation has insured amongst Southern California local unions and their respective Business Agents, including: Locals 33 (Bill Ford); 122 (Richard Disbrow); 614 (Robert Szoke) and 504 (Sam Bower) have ensured that freelance, audio-visual-technician work under the International's agreement with Coast 2 Coast continued to operate at a high caliber. Notably, the bargaining parties all met prior to one of the C2C's big events in the fall to shore up any weaknesses; reinforce their strong points; and expand the pool of qualified technicians. These changes proved to be effective and no IATSE-represented positions were lost or compromised to non-union labor crews. In all, the calls covered eleven days from October 26th through November 5th, 2017. Every call was filled and the quality of the crews was outstanding. On peak days, between 500 and 750 workers were employed. On show days at least 250 were employed.

Regarding Tradeshow Industry Events, Representative Kiracofe assisted in facilitating the installation of the IATSE exhibit at SIGGRAPH (Los Angeles, CA); Live Design International (Las Vegas, NV) and International Association of Exhibitors and Events Expo! Expo! (IAEE) (San Antonio, TX).

In late November 2017, Representatives Gandolini, Kiracofe and Sanders attended the Exhibition Services and Contractors Association (ESCA) Annual Business Meeting in San Antonio. ESCA's numerous committees convene in advance of the business meeting which has been rebranded as an awards ceremony. Representative Gandolini has served as Co-Chair of ESCA's Labor Management Council for the past two and a half



years. His term of office has expired but he will continue to serve as a committee member. During his term, he was instrumental in developing ESCA's Customer Service Training as well as setting policy for much of the interaction between show managers, exhibitors and workers on the show floor.

The ESCA meeting is held in conjunction with the IAEE Expo! Expo! The International regularly participates in that trade show, staffing the IATSE exhibit. It provides an opportunity to network with many of our general service contractors. Local 76 provided the labor for the event which was a total success.

Vice President Faye Harper and International Representative Dan'l Cook attended the Experiential Designers and Producers Association (EDPA) conference in Carlsbad, CA November 29th through December 1st. The EDPA serves as a network for groups engaged in face to face customer experiences like tradeshow, corporate events and other forms of entertainment. The group produces industry education programs and networking events throughout the year. This year's EDPA agenda included a Management Issues Forum covering safety at show site, customer service, and subcontracting. The CFO Roundtable, included a discussion about industry trends and changes, offering business models to address current issues.

Finally, the Department has conducted training/education seminars for the following Locals:

#### AV Essentials

Local 8 Philadelphia

Local 13 Minneapolis, St. Paul

Local 15 Seattle

Local 27 Cleveland

Local 28 Portland

Local 274 Lansing

Local 321 Tampa

Local 336 Phoenix

#### Corporate Campaign Training

Local 107

Local 122

#### Customer Service Training

Local 28 Portland

Local 31 Kansas City

Local 76 San Antonio

Local 127 Dallas

Local 415 Tucson

In addition to the training delivered by the Department, Representatives also attended training. Namely, Representatives Cota and Gorey attended the Officers' Institute in Los Angeles. The Department also recently developed an Orientation for New Tradeshow Representatives. Representative Gorey attended this training after joining the Department.

### **Canada**

#### **PSAV**

In October of 2016, IATSE Local 58 - Toronto filed its first application for certification seeking to represent all full-time and part-time PSAV employed at the Sheraton Centre Toronto. Based on the response filed by PSAV, and in particular the number of employees identified on the employee list by PSAV, Local 58 made a strategic decision to withdraw this first application.

In January 2017, Local 58 filed a second application for certification against PSAV seeking to represent all house crew audio-visual technicians and riggers regularly employed by PSAV at the Sheraton Centre. The bargaining unit sought by Local 58 was aimed at securing

bargaining rights for all full-time regular and part-time regular audio-visual technicians working only at PSAV's Sheraton Centre location. PSAV took issue with the bargaining unit sought by the Local, and in particular, the Local's attempt to narrow the bargaining unit description to only one of the alleged 19-plus PSAV venues in Toronto. Given the nature of the dispute, all ballots cast by voters have been segregated and the ballot box sealed.

In September 2017, after four days of hearings at the Ontario Labour Relations Board, the Board issued a decision confirming the appropriateness of the Local's single venue bargaining unit. PSAV immediately filed a lengthy request for reconsideration, seeking to have the Board overturn its original decision. The Local filed detailed submissions in opposition. In December 2017, the Board issued a decision denying PSAV's request for reconsideration and confirming its original decision. It remains open to PSAV to file for judicial review of the Board's decision but no such application has been filed to date.

The parties are now in the process of determining the number of employees that are properly on the PSAV employee list at the Sheraton Centre. At issue is the employee status of 71 individuals in addition to the 14 employees that are already agreed to be on the employee list. To date, the parties have filed detailed and lengthy submissions on the employee list issue. Additional hearing dates to finally deal with this issue are likely to be scheduled in the spring of 2018. Once the disputes over the employee list are finally determined by the Board, the Local expects the ballot box will be opened and the votes cast counted. The Local is confident it is well positioned



for a positive ballot box outcome.

#### **Freeman AV**

As noted in previous reports to the General Executive Board, several Canadian Locals have good working relationships with Freeman AV in their respective jurisdictions and provide sizable crews to Freeman AV on a regular basis. The International continues to work with a number of these Canadian Locals with a view to incorporating these longstanding working arrangements into formal written collective agreements.

President Loeb recognized the significant volume of work being done by the Department and thanked those reporting for their work. In doing so, he emphasized the need for progress in expanding the IATSE's membership and jurisdiction in trade show work.

#### **IATSE COMMUNICATIONS DEPARTMENT**

Communications Coordinator Matthew Cain appeared before the Board to provide an update on the activities of the Communications Department since the July 2017 Board meeting in Hollywood, Florida.

It was first reported that Communications Department Director Emily Tao left her position at the IATSE in January 2018. In her six-and-a-half years with the IATSE, she built the IATSE's social media presence, oversaw an update of the award-winning IATSE website, spearheaded prominent digital campaigns, and headed the then-new Young Workers Committee. Upon her departure she expressed her gratitude to many people she worked with throughout her tenure with the Alliance, especially Vice President Dan Di Tolla and International Trustee Patri-

cia White for their support and guidance; General Counsel Samantha Dulaney for her invaluable advice; and President Loeb for giving her the opportunity to build the first-ever IATSE Communications Department.

The Communications Department added Matthew Cain as Communications Coordinator in September 2017. Most recently, he was the Digital Campaigns Coordinator for Caring Across Generations, a long-term care advocacy campaign launched by the National Domestic Workers Alliance and Jobs with Justice. Previously, he worked in communications for the Working Families Party. His expertise in digital communications will help IATSE members continue to grow their activism.

The report detailed additional developments concerning the IATSE website. Homepage updates were completed in November 2017. As reported at the last Board meeting, the first navigation and homepage improvements were completed in May 2017. The second phase of updates were implemented after the 2017 Convention. Additional visual elements were added to the page along with an emergency action button (which will highlight urgent actions for members). Overall, the improvements will ease users' searches for content.

As social media and other communication methods evolve, the IATSE is adapting. The 2017 Convention theme—"Growth Equals Strength"—has resonated throughout the digital realm. The Communications Department has noted the prominence of that message along with similar (e.g., "organizing makes us stronger") trending statements across the

IA. In digital and traditional communications, more local unions and members celebrate new members being sworn in alongside the successes of tenured members.



The IATSE Facebook and Twitter accounts have grown significantly in the last six months. Twitter followers increased by almost 10,000 and Facebook followers have grown by thousands as well. The impact of the IA's social media is also seen in other analytic measures. Top IA posts on Facebook centered on the entertainment industry. One recent post reached almost 51,000 people. The IATSE's statement against sexual harassment reached more than 16,000 people and generated hundreds of important responses. A notable Labor Day message reached more than 22,000 people and received almost 1,500 responses, many of them from members expressing their union pride. At least ten other posts during the last six months of 2017 reached more than the 24,000 people.

Top posts on Twitter focused on IA activism and organizing. The IATSE's



statement against sexual harassment in the entertainment industry produced a noticeable Twitter response. Natural disaster relief efforts, the IATSE's support of other AFL-CIO affiliates, and coverage of the AFL-CIO Convention in St. Louis were also popular.

In this time of heightened awareness and tension, local unions and members are reminded that social media can be seen by all. This includes employers, future coworkers and online activists. The Communication Department continues to encourage mindfulness when posting to social media.

The report also noted that members and local unions interested in learning more about social media—particularly in connection with organizing—should contact the Department for highly recommended training. Email communications are also a primary driver of member action and the Department can recommend resources to assist Locals with their email programs.

Communications Department messaging actively encouraged members to vote during the fall 2017 election season. The 2017 U.S. election season offered many opportunities to vote in local elections for candidates who support organized labor. The Communications Department dispatched important email messages informing members about crucial elections and the importance of their vote. These efforts paid off in places like New Jersey and Virginia, where the IATSE joined with the AFL-CIO in endorsing a slate of candidates responsive to labor's concerns. In these and other places, the IA's email program emphasized candidates' commitment to IATSE

values, worker protections, and growth in the entertainment industry. Email analytics show open rates ranging from 40 to 50 percent—a high engagement rate. This outreach effort also led significant numbers of people to find their local polling place.

The Department's outreach also drove U.S. members to contact their elected representatives on important topics. During recent U.S. Senate debates about federal tax plans, the Communications Department offered members the tools they needed to contact their officials and let them know how proposals would affect their lives. By focusing on income tax changes that would have the greatest impact on union workers (e.g., deductions for union dues, professional training, and relocation costs) the IATSE successfully appealed to members across the country. Dozens of IATSE members contacted their Senators to voice their opinions.

The Department expects to continue its push to build member activism before the important 2018 U.S. federal elections. A new series of activism emails will highlight skills members need to get involved in 2018 and beyond. Already, this email series has provided tips for talking about politics and labor organizing with family and a list of the most effective ways to make elected officials pay attention. Thus far, these messages have had high engagement numbers.

Many difficult and pressing events affecting members and the entertainment industry occurred in recent months. The Communications Department issued statements and handled media requests regarding these matters. They include

Hurricanes Harvey, Irma and Maria and the subsequent disaster relief efforts, as well as support for members affected by California wildfires. The Communications Department distributed messages through email, social media, and the press explaining IATSE would extend financial support to affected members through the Walsh/Di Tolla/Spivak Foundation. The same was done for members affected by the devastating California wildfires in November. In late September, the Communications Department also worked with Assistant Department Director of Motion Picture and Television Daniel Mahoney to organize the IATSE push for local unions to ship supplies to IATSE members in Puerto Rico. Many of the relief efforts required significant time and coordination before any communications were issued. The Communications Department is especially proud of the local unions and members who did what they could to take care of fellow sisters and brothers in times of hardship.

When multiple stories of sexual harassment by powerful figures in the entertainment industry recently broke, the Department fielded press requests and released a statement on sexual harassment in the entertainment industry. Another message from President Loeb was emailed directly to members, reiterating that the IATSE is committed to safety and equality in the workplace.

The report concluded by noting that the Communications Department continues to meet the needs of IATSE members, and will offer support for the activities. The IA's communications program will help lay the foundation for the long-term success of this Alliance.

## **IATSE EDUCATION AND TRAINING DEPARTMENT**

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

### **Craft Skills and Safety Training**

#### ***InfoComm /Audio Visual Training***

International Representative Ben Adams reported on the IATSE Training Trust Fund (TTF) partnership with InfoComm and noted that in 2017 InfoComm changed its name to AVIXA.

Since the mid-summer 2017 General Executive Board Meeting, 232 technicians have taken the Audio-Visual Essentials course in nine different cities: San Jose, California; Lansing, Michigan; Phoenix, Arizona; Cleveland, Ohio; Tampa, Florida; Philadelphia, Pennsylvania; Seattle, Washington; Minneapolis, Minnesota; and Portland, Oregon. This was the second time AV Essentials was held in Phoenix, Minneapolis and Portland, the third time in San Jose, and the fifth time in Philadelphia and Seattle.

Representative Adams, with the assistance of Luz Vazquez from the TTF, is preparing the 3rd edition of the Audio-Visual Essentials text book and workbook and is also creating Lynda.com style online tutorials based on the AV Essentials curriculum for use by small local unions. The goal is to have these materials completed for use by Locals by fall 2018.

To date, 485 IATSE members have completed all requirements and received

the AVIXA/IATSE Live Event Technician Certificate. Since the partnership with InfoComm/AVIXA began, IATSE members have completed 7,100 online courses and 64 are Certified Technology Specialists.

Representative Adams pointed out that although InfoComm has changed its name, the InfoComm show will retain the InfoComm name. The 2018 show, classes, and events will take place in Las Vegas, Nevada this year, from June 8th through June 14th and floor passes are free to IATSE members. For more information on the show, contact International Representative Ben Adams at badams@iatse.net.

All IATSE members are eligible for free memberships in AVIXA, and Local leaders are encouraged to promote the partnership to their members. In addition to members who work with sound, members who work with projections and projection design, animation, lighting, and those who just like to know about the latest trends and equipment can benefit from AVIXA membership. As of early January 2018, there are 3,515 IATSE members enrolled as members of AVIXA.

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

#### ***IATSE Craft Advancement Program***

The work of the Training Trust Fund and the efforts of local unions regarding craft and safety training is supported and enhanced by the advice and efforts of the members of the IATSE Craft Advancement Program (ICAP). ICAP continues

to work closely with the IATSE Training Trust to present calendared OSHA 10 classes, and to coordinate assistance for members and Locals preparing to take certification exams, such as Entertainment Technician Certification Program (ETCP) tests. All ICAP members spend time helping to develop classes for the Training Trust Fund, reviewing curriculum, conferring with IATSE subject matter experts, and providing case studies and photographs for the lessons. Joe Aldridge, Local 720; Pete Donovan, Local One; Kent Jorgensen, Local 80; Sheila Pruden, Local 839; Eddie Raymond, Local 16; and Chair Alan Rowe from Local 728 are members of the ICAP.

Simply stated, the ICAP seeks to make sure that all members of the IATSE work safe every day. Over the coming months, several annual observances will highlight various aspects of skills and safety, and Locals are encouraged to be involved.

#### ***Workers Memorial Day/ National Day of Mourning***

Each year on April 28, the Unions of the AFL-CIO observe Workers Memorial Day to remember all who have suffered and died at work and to renew the fight for safe jobs. In Canada, the same observance is known as the National Day of Mourning. This year, the IATSE International Moment of Silence in observance of the United States Workers' Memorial Day/Canadian National Day of Mourning will occur on Saturday, April 28, 2018 at 1:00 p.m., EDT (10:00 a.m., PDT). At this moment, all IATSE members will be asked to pause at work, at home, at their Local offices, or wherever they may be to stop for one minute and silently remember all the workers who have been killed



on the job. In remembering them, the IA dedicates itself to preventing such deaths in the future. <https://www.osha.gov/workersmemorialday/>

### ***North American Occupational Safety and Health Week***

North American Occupational Safety and Health Week (NAOSH) is dedicated to raising safety awareness in U.S., Canadian and Mexican workplaces. Annually, the IATSE encourages all IATSE Locals to schedule safety-related events during NAOSH week. Events may include trainings, articles in newsletters, reminders on call sheets, posting on bulletin boards, or additional safety meetings at work.

### ***Future events***

The IATSE will also participate this summer in the U.S. National Safety Council's June safety-awareness month and OSHA's Heat Illness Prevention campaign as part of the IATSE's overall worker safety program. Through the OSHA Alliance, the IATSE once again partners with OSHA's Safe and Sound week, which this year will be August 13-19 to provide multiple opportunities for Locals to engage in trainings and education, with hopes to spread best safety practices through the whole union. ICAP members will work with local leaders and the Training Trust Fund to advise on tailoring events and programs to the Locals' members and crafts. Details about these programs will be in the Bulletin and on the IATSE website.

### ***Entertainment Technician Certification Program***

The Training Trust Fund continues to reimburse workers who pass any of

the ETCP certification tests the complete amount of the \$550 for the exam fee. IATSE local unions must continually urge qualified members to take the test and become certified.

As of December 31, 2017, the IATSE represents 62% of ETCP Certified Arena employees; 47% of Theatre employees; 73% of Electricians; and 56% of portable power distribution technicians.

ETCP informs the IATSE that there are now six people who have all four certifications, and they are all IATSE members: Brady Jarvis (Local 2), Mark Hogan (Local 476), Adam Barnum (Local 720), Matthew Abdelnour (Local One), Michael Matthews (Local 500), and Gary Carone (Local 476).

As a union, the IA always wants the most skilled and safest technicians to be IATSE technicians, and there is a need for IATSE workers to be qualified for all available jobs, including jobs that require certifications. Locals need to be sure their members are certified and work to organize certified workers who are not yet IATSE members. This is an area where it is extremely clear that growth equals strength.

IATSE Assistant Director of the Education and Training Department Robyn Cavanagh reported on leadership development and union skills programs.

Each of the IATSE union skills programs embed the Convention theme of Growth Equals Strength. Growing skills as officers and activists builds stronger leaders; growing connected members builds stronger Locals; and growing membership builds strength for the whole Alliance and for all workers in the Entertainment industry.

### ***Education Sessions at the 2017 Convention***

Two Education Sessions were presented on July 15, 2017, as part of the 68th Quadrennial Convention: "Developing a Craft and Safety Training Program in Your Local Union" and "Developing a Leadership Development Program in Your Local Union". These sessions deepened the Convention theme by giving local unions real world advice and best practices for building programs step-by-step at the Local level for ongoing education programs.

"Developing a Leadership Development Program in Your Local Union", led by Kim Cook of The Worker Institute at Cornell University, concentrated on building a local union infrastructure that supports a culture that engages members to take an active role in the union. The session offered ways to accomplish this in both informal settings such as membership meetings, new-hires orientation, negotiating committees, and activism as well as informal learning environments such as the IATSE Officer Institute and leadership programs at central labor bodies or universities.

Ongoing craft and safety training protects current jurisdiction and builds a culture of learning and expertise centered on IATSE local unions. These trainings are especially important to members and workers who are organizing targets because the classes directly impact their work and skills. Craft and safety training programs increase opportunities for members to work safely and on the cutting edge of their crafts. ICAP members Alan Rowe, Kent Jorgensen, Eddie Raymond, Sheila Pruden, Joe Al-

bridge; Training Trust Fund Executive Director Liz Campos; Training Trust Fund Training Specialist Bill McCord; and International Representative Ben Adams led “Developing a Craft and Safety Training Program in Your Local Union”.

The Convention Education materials including but not limited to workbooks for both sessions, self-tests, sample agendas, and lists of additional resources with helpful links, can be found on the IATSE website at <http://www.iatse.net/convention2017education>. Hard copies may be requested from the Education and Training Department.

The IATSE Education and Training Department’s information booth at the Convention Trade Show was a popular spot at the 68th Quadrennial Convention. Delegates who visited the booth had an opportunity to learn about all the programs available to them through the IATSE Education Department, apply for programs on the spot, peruse Officer Institute class materials, learn how to navigate [Lynda.com](http://Lynda.com), and pick up a copy of the Department’s student outreach presentation, to name just a few benefits of visiting the booth. One-on-one guidance from Education staff on topics like leadership, activism, and communication helped delegates to leave the convention with a plan of action for the educational needs of the local unions they represent.

#### ***Officer Institute***

The final Officer Institute of 2017 was held in Orlando, Florida in October. This joint Canadian and US class was one of the largest sessions of the past three years and had eight new Locals in attendance.

To date, 656 officers from 183 local

unions have graduated from the Officer Institute. Over ninety percent of the IA membership has had at least one officer attend the Officer Institute, and over the lifetime of the program, many Locals have had a team of officers attend. As the program begins its fifth year, the need for this local union leadership boot camp remains strong as officers’ terms expire and new officers step up to take positions at their local unions.

#### ***2018 Officer Institute***

##### ***Dates and Locations:***

February 12 – 16 Nashville, TN

(US locals) SOLD OUT

April 30 – May 4 Atlanta, GA

(US Locals)

September 24-28 Toronto, ON

(US and Canadian Locals)

Director Cavanagh reminded the Board that the financial subsidy for small Locals (those with less than \$250,000 in gross receipts) will continue in 2018. Subsidies are in high demand and qualifying Locals are urged to apply immediately to avoid disappointment.

#### ***Advanced Organizing Institute 2.0***

The Advanced Secretary-Treasurer and Advanced Organizing classes, or “2.0”, remain popular and rigorous, and result in greater competency and confidence. The most recent classes in Los Angeles included Locals from across North America, had two District Secretaries as students, and featured leaders ranging from large national Locals to very small Locals. In a word, the group at this training were truly the IATSE in microcosm.

#### ***2018 2.0 Dates and Locations***

2018 Secretary-Treasurer 2.0 (All classes for both Canadian and US Locals):

April 30 – May 2 Atlanta, GA

September 24 – 26 Toronto, ON

#### ***2018 Organizing 2.0 (For both Canadian and US Locals):***

June 26 – 28 Detroit, MI

More locations and dates will be announced later this year.

#### ***Local Union Trustee Training***

Director Cavanagh described the latest new IATSE Officer Institute program, Local Union Trustee Training, which will be held in New York City, April 20 – 21, 2018.

Trustees will learn about their important role in helping their Locals comply with applicable laws, avoid problems involving fraud, and learn how they can support good financial practices in their Locals. They will also be shown simple procedures for auditing the books and records of their local unions, and discuss how their work fits in with the other work of the union. Only people who are currently elected as Trustees and who are responsible for the periodic review of their Local’s books and records are eligible to enroll in this course. There is no other prerequisite. This course does not deal with the role of Benefit or Training Fund Trustees.

This pilot class has been developed by popular demand from the Locals and is already nearly sold out. Interested local unions are encouraged to apply right away. Preference for enrollment will be given to Locals able to send more than one of their trustees to the class.

Each of these courses not only improve leadership skills, but also help to build a network of Local leaders who are connected to one another, not just by their work, but in their commitment to their



members and their desire to tackle the challenges of being a local union officer. Applications, information and subsidy forms can be found at the IATSE website. <http://www.iatse.net/member-resources/member-education>

### ***Staff Training***

As is now the Department's annual practice, the General Executive Board and all International Representatives and key staff will participate in the annual staff training from February 21 – 23. The staff will have opportunities to update their skills and engage in in-person department planning sessions. An IATSE culture of continuous education starts at the top, and President Loeb and the Board demonstrate that truth by annually participating in this training.

### ***District Conventions***

District Conventions begin in May and will run through the summer and early fall. As usual, the Education and Training Department will provide training sessions at each Convention. The District Secretaries will be notified of the topic and logistics by the end of March.

### ***Education Session***

#### ***During GEB Winter 2018***

On Wednesday, January 31, a seminar called "The Duty of Fair Representation in a Respectful IATSE Workplace" will be presented by General Counsel Samantha Dulaney and Natasha Tony, Local 891. All local union representatives and IATSE representatives, Vice Presidents, and staff are encouraged to attend this important session which is designed to assist in dealing with the issues regarding workplace discrimination and harassment.



**International Trustee Patricia White, Local 891 Representative Natasha Tony, General Counsel Samantha Dulaney and International President Matthew Loeb (at podium) spoke at the Education Session.**

### ***The Labor Education Assistance Program***

The Labor Education Assistance Program (LEAP) provides reimbursement to officers, officials, trustees, and executive board members of local unions to enroll in one labor-studies course per year. Information about LEAP is available on the IATSE website at <http://www.iatse.net/member-education/leap>. The total program spending as of December 31, 2017 is \$84,573.62 in Canada and \$216,374.27 in the U.S. for a grand total of \$300,947.89. Local officers are reminded that this benefit is available through the International, and are encouraged to visit <http://www.iatse.net/member-education/leap>, where they can find information about the program and a list of schools with labor education programs and courses in both the U.S. and Canada that may be beneficial to them and their fellow officers.

### ***Lynda.com***

September 1, 2017 marked the beginning of the third year that the IATSE has partnered with Lynda.com to offer discounted annual premium Lynda.com subscriptions. These subscriptions can cost up to \$375.00 per year, but IATSE

members in good standing and local union staff can purchase the discounted \$25 subscriptions through their local unions. Regardless of when an individual enrolls, 2017/18 subscriptions end August 31, 2018. Enrollment is ongoing throughout the subscription period. Information can be found on the IATSE website at <http://www.iatse.net/member-education/lynda> and in the Bulletin. To date, over 4,200 members are enrolled this year in Lynda.com. Members use it to stay current with new technologies and remain competitive in their chosen craft, and officers use it to hone their leadership skills so that they may provide the finest representation possible to the workers they represent.

### ***IATSE Road Show***

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



role in it. The 68th Quadrennial Convention theme of “Growth = Strength” has been incorporated into the material. There are versions for both Canadian and U.S. Locals. The Education Department has seen an uptick in requests for this presentation since the mid-summer General Executive Board Meeting. It is also part of every IATSE Officer Institute and is available free of charge to all local unions on request. Interested local unions may contact Jennifer Halpern in the IATSE General Office to bring this presentation to their town.

#### *Student Outreach*

The Department’s student outreach initiatives are designed to help grow and to include the workers of the future, who are diverse, digitally-literate, and eager to be part of the industry. When they are taught about the IATSE and crafts, a union-friendly mindset is created in the workers of tomorrow, and deepens the IATSE’s own bench strength.

#### *College Outreach Presentation*

Director White reported on and shared a preview of “Passion and Pay: Why Unions Still Matter”, a PowerPoint presentation created by the Education and Training Department to teach young workers about the relationship between strong unions and a healthy economy and to introduce the workers to the IATSE and what it stands for. Designed specifically for use by local unions, it can be easily customized and used not only for student outreach, but also in new member orientations, and as an organizing tool. Local 927 in Atlanta, and Local 488 in Portland are just two of the Locals that have already used “Passion and Pay: Why Unions

Still Matter”, and it has been presented at USITT and North Carolina School of the Arts. Interested Local Union Officers may request a copy from the Education Department.

#### *CreativeFuture*

The Department continues to partner with CreativeFuture, a nonprofit coalition that advocates for strong but appropriate copyright protections – empowering creatives to speak up about the value of creativity and against piracy and how it affects their ability to create and make a living. On January 14, 2018, the IATSE and CreativeFuture teamed up to present a free online webinar for IATSE members to help them understand the relationship between copyright, piracy, and the health of the entertainment industry and learn what can be done to protect IATSE workers’ creative future. A component based on the IATSE Training Trust Fund Train-the-Trainer model demonstrated how to go into schools to inspire the next generation of IATSE members, while also teaching them about the importance of ethical online behavior. This webinar is available for viewing on the CreativeFuture website.

#### *Roundabout Theatre*

IATSE partners with Education at Roundabout Theatre on two innovative initiatives that reach out to New York City’s school population. These programs aim to break down barriers that prevent young adults from joining the industry, create tangible pathways for economically disadvantaged students into satisfying and sustainable careers, and cultivate a more diverse technical theatre workforce.

“Hidden Career Path Days” began

their sixth-year this the fall. The popular program exposes New York City public high school students to careers in technical theatre and the possible pathways to pursue those careers, and educates students about why the IATSE and unions generally are important. Students recently experienced interactive mini-lessons taught by IATSE member-volunteers about Stagecraft, Electrics, and Sound, as well as IATSE member-led tours of Carnegie Hall, Circle in the Square, Radio City Music Hall, Jazz at Lincoln Center, and The Harold and Miriam Steinberg Center for Theatre. Thanks to Local One President and IATSE Vice President Jim Claffey, and the officers of Local One for going out of their way to coordinate Local One members working at the top of their fields as presenters, and of course, to the members themselves, who graciously volunteer their time, some year after year.

Learning about the careers in our business is only a first step, and last year, the IATSE entered a post-high school program to keep young people moving on the path to good jobs. The first cohort of twelve Theatrical Workforce Development Program (TWDP) fellows are well into their second year and currently are all working entry-level jobs at non-union Roundabout employment partner theatres and shops. They continue their training by learning on the job, supervised by Roundabout staff. The seventeen fellows of the second cohort have now concluded four months of hands-on training in the areas of stagecraft, electrics, sound, and wardrobe and will begin to narrow their focus to one or two crafts in the coming weeks. All fellows receive one-on-one mentoring with an IATSE



member. Mentors, along with program staff, provide support in locating and accessing industry resources and other professionals in the field and help the students build their professional network. This vital component of the program helps the fellows make a successful transition to professional theatre work.

Anyone interested in getting involved or becoming a mentor can contact Jennifer Halpern [jhalpern@iatse.net](mailto:jhalpern@iatse.net) at the IATSE General Office. This Spring, interviews begin for a third cohort of fellows who will begin the program in fall, 2018.

President Loeb remarked that the outreach of the education, training, and skills safety programs is comprehensive and unrivaled in the labor movement in Canada and the United States. He noted that the International's education program is tailored for the International by the International. He recalled that at his election to the office of International President nearly ten years ago, there was no centralized educational program at the International level. Now, there exists the ICAP which is engaged in standards writing; leadership training and resources for International Officers and staff; GEB meetings and District trainings for local leaders. In addition, President Loeb observed that the educational sessions provide an opportunity for Local leaders to network which is equally important because it builds solidarity amongst those in attendance. He concluded by noting that the IA now has a culture of continuous education. He expressed sincere appreciation to Director White and the entire Education Department for all of their tireless work, for making the

IA grow and making the International stronger.

### **IATSE BROADCAST DEPARTMENT**

Broadcast Department Director Sandra England, along with International Representatives Fran O'Hern and Steven Belsky reported on the Department's activities. The Department has been active in several established and new markets on behalf of the IATSE's Broadcast members and Locals.

Department Director England discussed various industry changes within the months since the Board's last meeting in July 2017. Sporting events maintain a unique place in traditional television distribution systems. Viewers watch sports live and therefore advertising and ratings remain important measures of success in this sector. Industry reports show that in 2018, media-rights deals are expected to exceed admittance fees from fans for the first time.

Meanwhile, television is being reshaped by a variety of factors, including the repackaging of the broadcast spectrum and the Federal Communication Commission's recent abandonment of so-called net neutrality rules. Major media companies continue to announce mergers, which may impact the identity of various regional television sports networks. Certain productions will be handled from remote studios instead of trucks on location. As technology and competition for content increases, future broadcasts may include more remote camera operations. In this changing environment, demand for live sports content will remain high but pressure on budgets will also be a great concern.

Furthermore, internet technology companies have sought and acquired streaming rights for sports coverage and continue to announce their intentions to bid on the broadcast rights for major professional sports. Digital companies with sports-streaming rights add to growing uncertainty in the industry. Traditional television networks will be forced to adapt with digital platforms becoming the norm. Against this background, the Department will continue to protect the interests of our members, remain adaptable, and continually refocus its priorities.

### ***Local 100 New York***

The contracts covering New York's regional crewing companies expired September 30, 2017. Local 100 convened a bargaining committee that drafted proposals and after rounds of negotiations, tentative agreements were reached and ratified by the Local on December 26, 2017. Under the new terms, employees will receive wage increases and health, pension, and annuity contributions. Expanded premiums will be paid for baseball double-headers and multiple boxing bouts. Enhanced premium pay will be owed to audio technicians and score box operators performing graphics functions. Audio technicians and utility technicians will have improved staffing minimums. Certain technicians will be awarded premium pay when they are required to provide third-party feeds. The contracts will also improve transparency in the assignment of freelance jobs. Over 90% of voters ratified the contracts.

Local 100 also recently secured a contract for a new remote studio in New York. This studio will be available for rent by content providers who may hub their

control rooms instead of having production trucks at remote locations.

#### ***Local 119 Bay Area / San Francisco***

It was reported that Local 119 recently hired a new full-time Business Representative. The Local's Agreement with its major crewing contractor was renegotiated and ratified by the members. SAMMCO Crewing is the major labor provider for all regional sports work in the San Francisco Bay area and Sacramento. The Local's new contract with that employer contains improvements in wages, benefits, and working conditions.

#### ***Local 317 Indianapolis***

The Alliance's youngest Broadcast Local—Local 317 in Indianapolis—continues to do the work necessary to become an autonomously functioning Local. The Local has drafted its constitution, which was approved by President Loeb and ratified by membership. Officers have been elected and sworn in. Thanks to General Secretary-Treasurer Wood and President Loeb, Local 317 officers attended this past summer's International Convention. They found the experience valuable, enlightening, and inspiring. Their presence proved beneficial to the members of Local 317. The Local is becoming proficient at handling its finances and working in conjunction with the Broadcast Department to address issues that arise within its jurisdiction. Local 317 now has executed contracts in place with Fox Sports Midwest and Program Productions. It is currently finalizing an agreement with the Big Ten Network. Plans are also underway to send officers to at least one IATSE Officer Training Institute this year. Broadcast

Department representatives will also conduct steward training and continue to assist the Local with its plans to organize other employers operating within its territorial jurisdiction.

#### ***Local 487 Mid Atlantic Area***

Comcast has rebranded their regional sports networks as NBC networks. The Baltimore and Washington, D.C. regional network has been included in the rebranding. The contract between the IATSE and this regional network will expire in June 2018. Supervisory personnel changes have taken place in this region and the Local is reviewing several options in anticipation of its upcoming contract negotiations.

#### ***Local 745 Minnesota***

The contract covering Local 745's jurisdiction with Fox Sports Net North is set to expire this year. Dates for bargaining have been set for late February. Local 745 has had an active organizing presence in Minnesota and thanks to the efforts of its Local leaders, has been able to double its membership in the last year.

#### ***Local 793 Washington and Oregon***

The Department is working to standardize contracts in Washington and Oregon for a major regional broadcast network and the main local crewing contractor under common terms. Meanwhile, the Local continues to integrate its membership in both Portland and Oregon into one united Local.

#### ***Local 748 Arizona***

Spring pre-season baseball in Arizona was previously done through a myriad of sub-contractors and traditional rights holders. For this season's spring baseball, more broadcast work will be covered

under standard regional sports network agreements. Many of the pre-season events will be using limited technology or control room facilities for part of the work. However, employees in Local 748's jurisdiction will enjoy their standard contract benefits for this work.

Local 748 has also been involved in the multi-regional Fox contract, which was conceived several years ago. This continues to be a landmark contract. It is the first multi-state regional sports contract and it has significantly advanced employees' working conditions, overtime, staffing, and general economics. The crews working under the Fox western regional agreement are largely satisfied. The Broadcast Department continues to assist with problems as they arise.

In addition to reporting developments and bargaining objectives within the territories of various local unions, the Department also reported upon negotiations with multiple crewing contractors throughout the western region of the U.S. Crewing contractors with national reach are close to satisfactory terms for the western region. Others with a more limited scope are similarly negotiating to address their more limited territorial scope.

The Broadcast Department continues to expand relations with the Big Ten Network. The territories surrounding several additional universities are now covered by standard terms of the IATSE's contract. Other matters (concerning traveling crews, pre-game and post-game shows and an additional market) were recently addressed in January 2018 meetings.



Finally, the Broadcast Department reported upon its continued training activities, both as outreach to members and Locals, and in professional development among the Department staff. The Department remains active and engaged in training and education of IA members.

President Loeb thanked the Department for its comprehensive report and its critical work. He commented on the importance of sustained organizing efforts and the growing strength of the Alliance in this changing environment.

## **IATSE CANADIAN AFFAIRS REPORT**

International Vice President and Director of Canadian Affairs John Lewis, International Vice President Damian Petti, Assistant to the President Sean McGuire, International Representatives Peter DaPrato, Jason Vergnano and Krista Hurdon, CLC Delegate Siobhan Vipond, Canadian Legal Counsel Ernie Schirru, District 11 member invitee Sylvana Fernandez and District 12 member invitee Eric St. Laurent reported to the General Executive Board on Canadian matters since the last General Executive Board meeting in Hollywood, Florida (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 number of tasks including local engagement, activism, organizing, bargaining, communications, contract administration, education and teaching. Vice President Lewis then

proceeded to provide a more detailed summary of certain Canadian matters.

### **Organizing**

#### ***Local 168 Vancouver Island – Stage***

Local 168 filed an application for certification seeking to represent stagehands working at the Intrepid Theatre. The Intrepid Theatre was founded in 1986 to produce the annual Victoria Fringe Festival. It expanded in 1988 to include Uno Fest and again in 2015 to include OUTstages, Victoria's first queer theatre arts festival. In addition to the numerous spaces it operates during the festivals, the Intrepid also operates two year-round venues. A representation vote followed and the Local was certified as the exclusive bargaining agent. The parties have now commenced bargaining for a first collective agreement.

#### ***Local 295 Regina/Moose Jaw – Mixed***

As reported previously, the International assisted Local 295 in securing bargaining rights for the newly constructed Mosaic Stadium in Regina. Part of the efforts to secure the work at the Stadium included filing an unfair labour practice complaint alleging the Stadium was attempting to lock out the Local by contracting the stage work to an outside labour provider. After considerable efforts, the Local successfully claimed bargaining rights for the Stadium and assured management that the Local could service the large stadium concerts being scheduled. Since then, Local 295 successfully completed all aspects of the "Guns 'n Roses" concert that took place at the Mosaic in August 2017 with crew call referrals peaking at 225. International Representative Jim Brett was involved in every

aspect of this file and was on site for all aspects of the concert and should be commended for his hard work and diligence in reaching a great result.

#### ***Local 634 Sudbury / North Bay – Mixed***

The International continues to work with the leadership of Local 634 to organize the growing film and television industry in Northern Ontario. Production levels exceeded \$100 million in 2017 and indications are that this figure will be surpassed in 2018. Membership continues to grow. The Local now has a full-time officer and has introduced a health plan for its members. International Representative Peter DaPrato and Canadian Office Operations Manager Nate Richmond played key roles in the planning and staging of the second Northern Ontario Training Symposium in September, which featured a trade show, craft and safety training, and a number of local and regional politicians taking part. The Canadian Office will continue to work with Local 634 to ensure continued growth and security of jurisdiction.

#### ***Local 669 Western Canada – Camera***

Since Local 669 rolled out its Low Budget Agreement in April 2016, the Local has seen tremendous success, having signed over 100 productions and bringing 222 camera crew into membership. Most of the work now being covered is movies-of-the-week for Hallmark and Lifetime, and low-budget independent features. In addition to the agreements done on a production-by-production basis, a two-year term agreement was done with Brightlights Studios, the largest producer of low-budget movies-of-the-week in Vancouver.



### ***Local 828 Province Of Ontario - Scenic Artists And Propmakers***

Local 828 filed an application for certification seeking to represent prop builders and buyers working for the Canadian Opera Company in October 2017. A representation vote followed which resulted in the Ontario Labour Relations Board certifying Local 828 as the exclusive bargaining agent for prop builders and buyers. The Local is now in the process of scheduling meetings to begin negotiations for a first contract for their new bargaining unit. The International will be assisting in the bargaining.

### ***Local 891 British Columbia / Yukon – Motion Picture Technicians***

In August 2017, NASCO Staffing Solutions filed an application with the British Columbia Labour Relations Board to terminate Local 891's bargaining rights for, among other things, alleged abandonment. With the support of the International, Local 891 filed submissions with the BCLRB opposing the application. In October 2017, the BCLRB issued a decision dismissing NASCO's application.

### ***Bargaining***

Vice President Lewis reported that there are several active and ongoing collective bargaining agreement negotiations in which the International is assisting Locals, highlighting only some of those assignments.

### ***Local 63 Winnipeg – Mixed***

The International continues to assist Local 63 in its protracted bargaining for a renewal agreement with the Centennial Concert Hall in Winnipeg, a provincial corporation whose board is appointed

by the Manitoba Provincial Government. This bargaining has proven particularly difficult because of provincial legislation mandating wage freezes for all public employees and government agencies. In March 2017, the provincial government tabled the Public Services Sustainability Act, which mandated maximum wage increases over 4 years of 0%, 0%, 0.75% and 1.0%. In July 2017, unions joined together to challenge the constitutionality of this legislation. In addition, six unions, including Local 63, applied for a court injunction seeking to stay the operation of the legislation pending the outcome of the constitutional challenge. The injunction is scheduled to be heard in May 2018.

### ***Local 295 Regina/Moose Jaw – Mixed***

The International continues to assist Local 295 in bargaining for a renewal agreement with the Conexus Centre and Casino Regina, both of which are provincial corporations. In March 2017, the provincial Minister of Finance wrote to all provincial government unions, including Local 295, directing that all government agencies were mandated to implement 3.5% wage decreases through negotiations. Unlike in Manitoba, the Saskatchewan government has not introduced legislation that can be challenged in court. Instead the provincial government is simply taking the position it will not approve any settlement which does not have the 3.5% wage roll back. With very little bargaining taking place between any union and the provincial government since this policy announcement, the Provincial Finance Minister announced in November 2017 that the provincial government is "stepping back from" its 3.5%

roll back mandate but will continue to pursue roll-backs and cuts in the public sector.

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

Assistant to the President Sean McGuire assisted Local 118 in its negotiations with the Arts Club Theatre. Negotiations took place over two years but significant improvements to the contract were achieved. As in previous negotiations, the main focus of the unit was to address various jurisdictional issues and wage increases. Both items were achieved in a four-year deal with wage increases of 11.28% over the life of the agreement. Other gains in the agreement include increased holidays, clearer jurisdictional language, guaranteed consecutive days off and the establishment of a non-compulsory overtime bank. The agreement was overwhelmingly ratified by the membership.

### ***Local 212 Calgary – Stage***

In November 2017, Local 212 signed a three-year term agreement with UK-based Kudos Entertainment. Kudos is one of the world's leading television production companies and is currently producing a high-budget series entitled "Tin Star" in southern Alberta. Local 212 has also signed a number of micro-budget projects in southern Alberta to Letters of Understanding. These projects often have budgets as low as \$100,000. This arrangement works as an organizing and recruitment tool, which enables employees of very low budget projects to qualify for membership and benefits through the Local thereby increasing the Local's jurisdiction over previously non-union work. This shift has produced more members



and increased training opportunities for the Local.

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

As previously reported, Local 262 was certified by the Quebec Labour Relations Board as the exclusive bargaining agent for front-of-house employees working at the Cinema Ste-Foy and Cinema Colossus operated by Cineplex in January 2014. The Local has since engaged in bargaining with a view to reaching a first collective agreement. The Local's efforts in this regard have been met with fierce opposition by Cineplex and lead to first contract arbitration. After several hearing dates, an arbitration decision was issued in January 2017. The arbitrator found largely in favour of the Local and awarded hourly rates ranging from \$12.25 for employees with over three years of service and \$13.70 for employees with more than ten years of service. Cineplex unilaterally refused to implement the decision and then was successful in obtaining a stay, pending its judicial review application of the arbitrator's decision. The judicial review took place over two days in November 2017 and a decision was issued in January 2018. The Court upheld the arbitrator's decision but remitted the matter back to the arbitrator to provide further reasons and clarifications for his decision. Throughout this long, litigious process, the Local has received tremendous support throughout Canada with multiple pickets and demonstrations held in Quebec, Ontario, British Columbia and Manitoba. Meanwhile, the Local has concluded bargaining in its eight other Cineplex agreements. These agreements all include wage parity clauses that will come into effect should the Local

receive a favourable decision in the judicial review.

#### ***Local 461 St. Catharines / Welland / Niagara Falls – Mixed***

Following a five-year strategic organizing plan, Local 461 was successful in organizing the multi-venue FirstOntario Performing Arts Centre. With the assistance of the International, the Local was able to conclude its first collective agreement and its first renewal agreement.

#### ***Local 514 Montréal - Motion Picture Technicians***

International Representative Jason Vergnano and Assistant to the President Sean McGuire assisted Local 514 in successfully negotiating the renewal of its agreements covering construction in the motion picture and television industry in Quebec. The Local expects the successful renewal agreements will translate into membership growth in the coming months.

#### **Activism**

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

#### ***Sears Drama Festival***

The Sears Drama Festival is a 71-year-old competitive drama showcase for high schools that has spawned such noteworthy graduates as Rachel McAdams, Keanu Reeves, and David Cronenberg. It brings together high school students, teachers, theatre professionals, and community members to view and critique the students' creative efforts under the guidance of experienced adjudicators. With 15,000 participating students, it is the largest festival of its kind in the world and currently operates in Ontario, BC, and Atlantic

Canada, with expansion plans for Alberta and Manitoba. Many IATSE Locals, whether theatre or motion picture, have members and leaders who are graduates of the program. When Sears Canada filed for bankruptcy earlier this year, the festival lost its sponsor. The IATSE worked with the National Theatre School of Canada to assist. The International started with a \$5,000 donation and sought donations from IATSE Locals as well as other industry unions, guilds, and organizations. To date, Locals 58, 129, 212, 262, 634 and 873 as well as Districts 11 and 12 all made donations totalling almost \$30,000. IATSE's efforts in this regard garnered attention from the media including the Globe and Mail, Canada's largest national newspaper.

#### ***The Diversity Toolkit***

For many years the IATSE has participated in industry initiatives to increase gender equity in the crafts the IATSE represents. One of these groups is CUES (Canadian Unions for Equality on Screen), a pan-union group that has been working towards the creation of a gender equity checklist for productions. Arising from the CUES initiative, the Diversity Toolkit is a national, year-long, bilingual campaign to build a more vibrant and inclusive industry. It is launching at the CMPA Primetime in Ottawa during the General Executive Board meetings which is being attended by International Representative Julia Neville. In addition to the International, the following Locals are all sponsoring this effort: 212, 311, 514, 667, 669, 856, 873 and 891. The Diversity Toolkit website and workbook will provide users with tools to make changes in their workplace with FAQs, checklists and useful in-

formation. It will be available for free in English and French, online and in hardcopies. Two of the women profiled in the Diversity Toolkit workbook are IATSE members: Director of Photography Maya Bankovic (Local 667) and Production Designer Margot Ready (Local 891).

#### ***Reel Thanksgiving 2017***

Locals 891 and 669 take an active role with the BC Film Industry each fall to raise money and awareness for the Greater Vancouver Food Bank. The BC film community participates in an annual challenge to support the Greater Vancouver Foodbank. In October 2017, this ten-day-long challenge raised \$207,787 in funds and food. This is also the second year the International was a sponsor.

#### ***Student Outreach***

The Canadian Office continues its student outreach efforts. One initiative bears noting. For the first time in the Greater Toronto Area, all Locals representing theatre crafts banded together for student outreach. The idea was initiated by Local 828 member Richard Mongiat, who has been working with International Representative Krista Hurdon to coordinate IATSE forums at different post-secondary institutions. The IATSE Student Forum introduces theatre students to the IATSE and all of the crafts IATSE represents, affording them an informal opportunity to interact with Local leaders and ask questions. Participating were representatives from the International and Locals 58, 129, 822, 828, and B-173, as well as Local 873 (due to the number of crafts that overlap in theatre and film). The response was overwhelmingly positive. Events took place at Sheridan College

in Oakville, Ontario, in December 2017 and at Ryerson University in Toronto in January 2018. Further sessions are being scheduled at George Brown College and Algonquin College.

#### ***National Roundtable Discussion On Harassment***

In November 2017, an industry roundtable was held in Toronto on sexual harassment in the motion picture and television industry. International Vice President Damian Petti and International Representative Julia Neville represented the IATSE, with several Local reps attending as observers. An industry statement was agreed to by sixteen Canadian groups, and three sub-committees were struck: Code of Conduct; Training and Education, and Reporting/Enforcement Mechanisms. The Performing Arts sector had a similar roundtable in January 2018, with International Representatives Jim Brett and Krista Hurdon attending for the IATSE. As with the film and television industry, the aforementioned three sub-committees were formed. The IATSE will continue to play a role in these important discussions.

#### ***Local Engagement***

##### ***Local 514 Montréal - Motion Picture Technicians***

Representative Jason Vergnano was assigned to assist Local 514 in completely redrafting its Constitution and Bylaws which have since been approved. Significant changes included amendments to the structure of the Local's executive board and the election process. The new election process was used in the fall of 2017 when the first set of elections was successfully run in accordance with the

newly amended constitution.

#### ***Why Unions Still Matter And COMET***

The Canadian version of the "Why Unions Still Matter" roadshow was presented three times in 2017. Local 634 hosted a presentation at the Northern Ontario Training Symposium to members and over fifty students who were participating in the Training Symposium. The International hired Dr. Thomas Colombat from the Université du Québec en Outaouais to create a French version of the Roadshow and presentations were made to Quebec Locals 56, 262, 514, 523, 667 and 863.

The Canadian Office continues to provide Continuing Organizing Membership Education Training (COMET) training to any Local that requests it. Local 63 completed a four-hour version of the course that included a hands-on mapping workshop to better understand the Local's jurisdiction and the opportunities within it. Local 471 is on-deck to host a COMET session for early 2018.

#### ***National Benefit Plans***

##### ***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 \$475 million and 21,448 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 currently has twenty-five participating IATSE Locals. Many Locals have expanded benefits, with the most common additions being a Health Care Spending Account, Critical Illness coverage and higher caps for paramedical use. The most recent IATSE Canada Health Plan semi-annual report, which provides important information to enrolled members, included information on mental health awareness and the push for a national pharmacare plan in Canada, both of which are key current initiatives being pursued by Canadian IATSE Locals.

### ***IATSE Local 471***

Vice President Lewis concluded the Canadian Affairs Report by highlighting the increased work that Local 471 was engaged in during 2017 as part of Canada's 150th birthday celebrations, including the Parliament Hill New Year's Eve Celebrations, the Juno Awards, the Canada Day Parliament Hill Celebrations, the Grey Cup and the National Hockey League Winter Classic.

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

### ***IATSE LEGAL AFFAIRS DEPARTMENT***

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

The report described recent National

Labor Relations Board (NLRB) developments. From mid-November until mid-December of 2017, the NLRB had a Republican majority for the first time in nearly a decade. The Republican majority issued five precedential decisions in rapid succession overturning key decisions issued by the Obama-era Board.

First, in UPMC, 365 NLRB No. 153 (2017), the Board changed its standard by which administrative law judges (ALJ) may accept settlement offers. This may allow employers to settle charges on terms that are less favorable to unions and workers. Second, in The Boeing Company, 365 NLRB No. 154 (2017), the Board issued a new standard for evaluating workplace rules that may infringe on employee's rights under the National Labor Relations Act. In future cases, the Board will consider the employer's "legitimate justifications" for an offensive rule. This decision will make it easier for employers to maintain work rules that arguably restrict employees' concerted activities. Third, in Hy-Brand Industrial Contractors, 365 NLRB No. 156 (2017), the Board overruled its recently refined joint-employer standard, which was established in a case called Browning-Ferris. This decision will place additional burdens on parties seeking to establish that a company is a joint-employer. In turn, the decision will permit companies to shield themselves from liability for worker mistreatment. Fourth, in PCC Structurals, Inc., 365 NLRB No. 160 (2017), the Board overruled its Specialty Healthcare decision, which had empowered workers to organize in small units that share a community of interest. In overruling Specialty Healthcare, the

Board imposed potential obstacles for workers seeking to organize. Moreover, in light of PCC Structurals NLRB General Counsel Peter Robb has guided NLRB personnel to revisit the scope of units in pending representation cases. Fifth, in Raytheon Network Centric Systems, 365 NLRB No. 161 (2017), the Board overruled a prior decision concerning unilateral changes in the workplace. With this decision, the Board may pave the way for employers to make workplace changes more easily after a collective bargaining agreement expires.

In addition to these five decisions, NLRB General Counsel Robb issued a December 1, 2017 memorandum directing NLRB personnel to consult with his office on certain additional cases involving precedential decisions made during the Obama administration. The memo identifies twenty-six categories of unfair labor practice cases that should be submitted to his office for advice.

The Board may seek to revise its current union election rules. In 2014, the Board issued rules that were designed to streamline the NLRB election process. In December 2017, under the Board's new majority, it requested information from the public asking whether the 2014 election rules should be modified or rescinded. Interested parties may file responses on or before Monday, March 19, 2018. The Department encouraged the IA's members to submit comments on the NLRB's website voicing their opposition to any proposed changes. Those who have been through recent NLRB elections may have particularly noteworthy comments.

NLRB Chairman Philip Miscimarra's term ended on December 16, 2017. He

did not seek another term. Therefore, the NLRB currently has two Democratic appointees and two Republican appointees. However, the President recently appointed a management-side attorney to the seat left vacant by Miscimarra's departure. It is expected that the nominee will be confirmed and seated in the next several months, again giving Republican members the majority.

The report also described changes expected from the U.S. Department of Labor's Office of Labor-Management Standards (OLMS). OLMS is preparing to revive two proposals from the prior Republican presidency, both of which involve union disclosure requirements. The first change would subject certain union "intermediate bodies," to financial reporting requirements. It would hold public sector intermediate bodies responsible for annual disclosure reports if they are subsidiaries of private-sector national unions. Second, OLMS may seek to re-establish a reporting requirement obligating unions to file annual financial reports related to union-affiliated trust funds. Union trusts, such as training funds, and apprenticeship programs could be the subject of these reporting mandates. The prior Republican administration attempted to establish a similar reporting obligation (known as the "Form T-1") which was rescinded in 2010. These matters are in early stages. OLMS will issue more information in March 2018.

The report also noted that two cases of vital importance to unions and working people in the United States are now pending before the U.S. Supreme Court. In *Janus v. AFSCME* (which will be argued on February 26, 2018) the Court

may overrule existing precedent in deciding whether public employees who are not union members can be required to pay a fair share of union dues to support their union's bargaining activities. This case could have significant detrimental effects on membership in public sector unions across the country. In *NLRB v. Murphy Oil*, the Court must decide whether employers' arbitration agreements with individual employees that bar work-related group claims are enforceable under federal labor law. The outcome of this case will also have significant effects. It could become difficult if not impossible for workers to assert their rights under a vast number of employment laws.

Canadian Counsel Ernie Schirru provided the Board with an overview of matters important to the IA in Canada. The Board was first updated on the status of ongoing litigation commenced by Matthew Della Polla against, among others, the International and IATSE Local 58 in a claim alleging breach of contract, negligence and personal injury arising from alleged injuries sustained by Della Polla during a concert at Exhibition Place in Toronto, Ontario in December 2013 where Local 58 members were working as the stage crew.

Counsel Schirru then went on to provide a summary of the recent decision of the Supreme Court of Canada ("SCC") in *British Columbia Human Rights Tribunal v. Schrenk*. This SCC decision was issued in December 2017 and was financially supported by the labour movement, including IATSE. The case involved an allegation of discrimination and harassment in the course of employment by a complainant working on a road

improvement project against Schrenk, an individual who was not the complainant's employer nor employed by his employer, but rather a consultant working on the same project. The complainant alleged that Schrenk made derogatory comments about his place of birth, religion and sexual orientation while they both worked on the project. Schrenk and his employer consistently claimed they were not in an employment relationship with the complainant and therefore the complainant had no viable claims. In issuing its decision, the SCC found that the British Columbia Human Rights Code protects individuals from discriminatory conduct in the workplace no matter the identity of the perpetrator. In other words, the British Columbia Code does not restrict who can perpetrate discrimination, rather it prohibits discriminatory conduct that targets employees so long as that conduct has a sufficient nexus to the employment context.

Given the similarities in the wording of human rights legislation across Canada, the SCC's decision in *Schrenk* provides employees with further protection against discrimination and harassment by anyone in the workplace. It is as a workplace human rights victory for employees and the labour movement. This decision is particularly important for IATSE members, who are regularly employed in workplace settings that include a variety of different individuals and organizations for which there is no direct employment relationship.

President Loeb thanked the Legal Department for its report and noted that it is important for the Board to remain apprised of significant legal decisions that



may impact the Alliance and its members. He remarked upon the importance of politics in shaping labor policy at the federal level. Similar changes will continue to negatively affect workers unless and until we elect worker-friendly officials at all levels of the federal government.

## **IATSE POLITICAL AND LEGISLATIVE AFFAIRS DEPARTMENT**

Political and Legislative Affairs Department Director J. Walter Cahill, and Assistant Department Director Erika Dinkel-Smith updated the Board on the work of the Department since the last General Executive Board Meeting.

Assistant Director Dinkel-Smith began the report by updating the Board on various matters.

### **Elections**

During the 2017 special election season, the IATSE was active in supporting pro-union candidates. In September of 2017, Assistant Director Dinkel-Smith traveled to Charlotte, North Carolina to help Local 322 support IATSE member Braxton Winston in his primary election for the Charlotte city council. After

the primary election, the IATSE paid for release staff to support the labor efforts in Charlotte. Brother Winston took second place in his primary race and went on to win in a landslide an at-large seat on the city council. Since taking office, he has garnered national attention at the AFL-CIO for his aggressive approach to ensuring the Charlotte city council's support of union jobs.

The Political and Legislative Department supported Doug Jones' race for Senate in Alabama by communicating the importance of the election to IATSE members.

Finally, the statewide elections in Virginia were another critical opportunity to support pro-union candidates. The IATSE supported Governor Ralph Northam, Lt. Governor Justin Fairfax, and Attorney General Mark Herring in their statewide election victories. Additionally, the IATSE sent release staff to support the Virginia AFL-CIO efforts. The IATSE also coordinated with Locals in the state to distribute worksite fliers to members on set and in theaters. The results of the Virginia elections were a hard-fought victory. In ad-

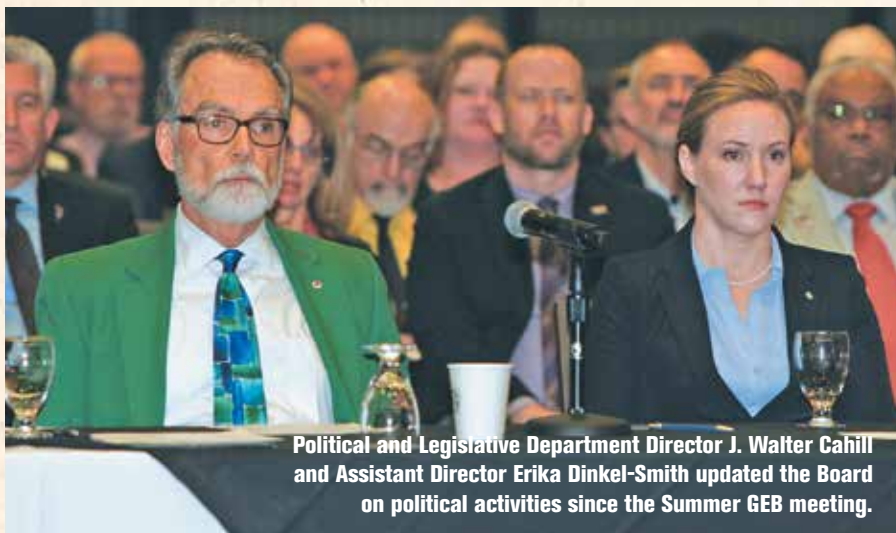
dition to the three statewide victories, a majority of Democratic challengers also won, putting control of the State House in play for Democrats.

The post-election analysis of these races shows that the Democratic base, which normally does not vote in off-year elections, turned out in force. Dinkel-Smith stressed that the results of these races do not reflect a change in opinion amongst Trump supporters. Rather, the current political tide shows a garnering of energy amongst a progressive Democratic voting block that has been previously apathetic about voting.

### **2018 House Races**

The renewed energy amongst non-traditional voters may open opportunities to flip weak Congressional seats in 2018. Democrats only need to change twenty-four seats to take back the majority in the House, and there are twenty-three Republican-held Congressional Districts that Hillary Clinton won in 2016. Many of these weak seats are in 'strong Democratic' states such as New York and California. A brief big-picture analysis of these Districts shows that IATSE members could play a critical role in flipping weak Republican seats, including several seats in California, New York, New Jersey, and Pennsylvania.

To jump start interest in the 2018 Congressional elections, the Department has started asking Locals to meet with Congressional candidates. Director Cahill and Assistant Director Dinkel-Smith met with Dan Ward, a candidate in Virginia's 7th Congressional District. Based on that meeting, and at their suggestion, Local 487 invited Ward to their Local meeting to discuss IATSE issues. The Department hopes to help facilitate more Local meet-



**Political and Legislative Department Director J. Walter Cahill and Assistant Director Erika Dinkel-Smith updated the Board on political activities since the Summer GEB meeting.**



ings with Congressional candidates. If any Local is interested in hosting a meeting with their Republican or Democratic Congressional candidates, please contact the Political/Legislative Department.

### *Legislative Issues*

The 2017 legislative session was a tumultuous one for Labor. In addition to the overall progressive issues up for debate and the perpetual fight over the funding of the Federal government, the IATSE Political/Legislative Department has been active in advocating for the interest of the Alliance's members.

### *AFL-CIO Trade Task Force*

Currently, Dinkel-Smith sits on the AFL-CIO's Trade Task Force Committee designed to coordinate the AFL-CIO efforts around Labor issues. Primarily she is tracking the trade regulations surrounding internet service providers, which are part of the renegotiation of North America Free Trade Agreement. The new Internet Service Provider standards for the enforcement of copyrighted materials appear to be favorable. However, the rules of origin for some of our labor Brothers and Sisters are still up in the air. Dinkel-Smith expressed her appreciation for the anti-right-to-work (for less) proposals that have come from Canada.

### *Pension Task Force*

Dinkel-Smith also regularly attends the AFL-CIO pension task force committee meetings which discuss the current legislation concerning pension protections and regulations. There have been two bills discussed as part of this group. One bill, the SAVE Up Act proposed by Congressman Joe Crowley of New York, would institute a form of public/private

cooperative pension plan for all. The other piece of legislation stems from a white paper produced by Senator Sherrod Brown of Ohio. This legislation would allow a public loan option for pensions in trouble. While these are amiable legislative initiatives, they are highly unlikely to receive consideration in a committee during this Congress.

### *Tribal Labor Sovereignty Act*

Dinkel-Smith reported that she and Director Cahill have been actively lobbying on behalf of the IATSE's members who work in Native-owned casinos as part of a joint AFL-CIO lobbying team. The Tribal Labor Sovereignty Act would exempt all tribal-owned entities from the National Labor Relations Act, thereby effectively nullifying all Union contracts on reservation casinos. The Department will update the Board on the status of this legislation as well as other bills impacting IATSE members including the "Save Local Businesses Act" the Workplace Action for a Growing Economy Act and the Employee Rights Act.

### *Tax Reform*

A major loss for labor in the 2017 session was passage of the Tax Reform bill. The IATSE acted in concert with AFL-CIO efforts to push back on this legislation on Capitol Hill and through grassroots efforts in targeted districts. Under the new tax bill, IATSE members will no longer be able to itemize many expenses, including union dues, initiation fees, and training expenses. Overall, this bill will mean a tax increase for IATSE members.

### *Projects and Travel*

The 2018 mid-term elections will provide some exciting opportunities for

the Political and Legislative Department to help Locals increase their political activism. Working with the Communications Department, the Department will be initiating the IATSE SMS program to reach out to IATSE members via text message. With an SMS program, informational texts can be sent to members living in targeted Congressional districts, urging them to contact their representatives and to register to vote.

In addition to the Department's initiatives, Assistant Director Dinkel-Smith will be participating in the AFL-CIO Digital Political Working Group. The purpose of this group will be to share best practices and up-to-date information about member outreach and election data analytics. Some of the advanced member targeting used by other organizations involve social media, values-based identification, and voter persuasion metrics.

Next, Dinkel-Smith reported on the Department's efforts to expand its outreach and political profile through interactions with progressive organizations. This past year, Dinkel-Smith was invited to give a presentation about the IATSE and the importance of Labor women in politics to the State Executive Directors of Emerge. Emerge is an organization that recruits and trains progressive women to run for elected office. One of their missions, as directed by Emerge International, is to reach out and develop relationships with Labor organizations. Assistant Director Dinkel-Smith encourages IATSE female members to connect with their Emerge state affiliate and contact the Political and Legislative Department for more information.



This past year, Dinkel-Smith was able to travel as an IATSE Political/Legislative Department representative to assistant Locals as needed. In 2017, Local 16 requested help in developing a political and PAC plan for the upcoming 2018 election cycle. Dinkel-Smith travelled to San Francisco and worked with Sisters Katie Ryan and Joann Desmond for two intensive days putting together an aggressive plan to increase political activism and PAC membership. They are well on their way to meeting their goals. During the same trip, Dinkel-Smith was able to attend the West Coast Business Agents' meeting in Los Angeles to present on the PAC. As part of the trip, she met with Locals 728, 800, 695, 44, and 80, and was able to discuss how the IA can help them reach their 2018 political goals.

Dinkel-Smith also had the opportunity to travel to New York, when Brother Nick Kaledin requested a presentation to the ATPAM Executive Board as well as a PAC presentation to the General Membership meeting. Both presentations were well received and ATPAM has reinvigorated their commitment to political activism.

Most recently, Dinkel-Smith was requested to give a PAC presentation to Local 695's General Membership meeting in January. At this time, IATSE Local 695 leads all Los Angeles Locals in total number of members contributing to the IATSE-PAC. Should any Local like help putting their own political plan in place, they should contact the Political and Legislative Department.

Concluding her portion of the report, Assistant Director Dinkel-Smith thanked President Loeb for his continued support

through these challenging times.

Next, Department Director Cahill updated the Board on the work of the Department since the last Board meeting. Noting that much of the focus in Washington, D.C. has been on the Tax Bill, Director Cahill updated the Board on some items that were discussed at the last Board meeting:

1. Immigration (specifically the O Visa Program): On March 15, 2018, Arts Entertainment Media Industry Unions (A.E.M.I.) will meet with U.S. Customs and Immigration Director Lee Cissna. The meeting was set up by Michael Wasser of the Department for Professional Employees, AFL-CIO. The IATSE will be represented at the meeting, and the Department will provide an update at the next Board meeting.
2. The Register of Copyright: There have been no developments, but the Department will continue to monitor this.
3. National Endowment for the Arts: The 2018 Arts Advocacy Day will be held on March 12-13. The A.E.M.I. will meet ahead of this. Lobbying activities will focus on educating Federal lawmakers about the vital role Unions play in the arts, and raise important issues that affect Union professionals in the arts and entertainment industries. The A.E.M.I. lobbying activity will complement Americans for the Arts' programing, not interfere with or replace it.
4. Gig Economy Worker Benefits: The Department continues to monitor any efforts to create "benefit plans" for gig workers. The primary concern

is that any new law does not have unintended consequences on the benefit plans currently available to IATSE members.

5. Digital Theft: Although there are no plans in either the Senate or the House to address digital theft, Director Cahill and Assistant Director Dinkel-Smith continue to raise this issue with legislators to make them aware that digital theft costs IATSE members millions in benefit contributions each year.

#### *Congressman Jerry Nadler*

With the departure of John Conyers from Congress, the Ranking Member position on the House Judiciary Committee became vacant. This is a vitally important post because the Judiciary Committee deals with issues like intellectual property and copyright. Jerry Nadler prevailed in a vote of the Democratic caucus in the House by a large margin.

#### *Democratic Attorneys General Association (D.A.G.A.)*

The Political and Legislative Department continues to make themselves available to local unions and other Departments in the IATSE. When embarking on campaigns, local unions should consider how the Department may be able to assist. As an example, Director Cahill discussed a recent conversation with Karl Racine, Attorney General for the District of Columbia. As a result of this conversation, Director Cahill was able to enlist General Racine to help Local 22 with important worker safety legislation.

#### *Beyond the Red Carpet*

The IATSE has become an integral part of this annual showcase on Capitol Hill. It is put on by the Co-Chairs of the

Creative Rights Caucus from the House of Representatives: Judy Chu, Democrat from California's 27th Congressional District, and Republican Doug Collins from Georgia's 9th Congressional District. Director Cahill thanked Local 600, and Chaim Kantor, for ensuring that a Union still photographer is always used for the event.

Director Cahill then discussed the Department's efforts to ensure that Union stagehands are used for events in and around the D.C. area.

### *The 2018 Elections*

Director Cahill concluded his report with two thoughts regarding the 2018 elections. First, voter registration and get-out-the-vote efforts will be vital. Approximately 107 million eligible voters did not vote in the 2016 election. Their participation could make all the difference in 2018. Second, Director Cahill discussed the lack of female representation in Congress and governorships and urged IATSE women to either run for office, or convince their daughters to run for office. Laura Wentz, a member of Local 8, heeded the call and today she is an Upper Darby Township Councilwoman.

President Loeb thanked the Department for its report. Labor's priorities will not be addressed by the current Congress, so labor is playing defense. Regardless, the IATSE will continue to lobby for its unique interests. Taking back power will require hard work – knocking on doors, working with state and local labor federations, making phone calls, etc. President Loeb stressed the need for the International and its members to stay engaged and active.

## **IATSE NATIONAL BENEFIT FUNDS**

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

After a minor slowdown in year over year contribution growth in 2016, the final numbers for 2017 indicate a return to double digit growth with a year over year increase in cash receipts from 2016 of 13.06%. Motion picture production employment accounts for approximately 57% of the contribution receipts. The balance is comprised of all other industries such as trade show, road shows, box office, sports broadcasting, amusement parks, etc.

Net assets of the Funds have reached approximately \$1.7 billion as of December 31, 2017. Compared to total net assets of \$915 million as of December 31, 2012, asset levels have increased 87.6%. Comparing year-end 2016 to year-end 2017, the net assets of the Funds have increased 16.2%.

As of January 1, 2018, the IATSE National Health & Welfare Fund provides health coverage to 45,112 lives in one of its eight different Plan options. This represents an increase of 37.0% since 2014. The Fund achieved a 2017 investment return of 7.3%.

The IATSE Annuity Fund has over 76,000 active accounts with retirement account balances in individual self-directed accounts and is rapidly closing in on the \$1.0 billion mark.

The IATSE National Pension Fund

provides retirement benefits to 2,600 pensioners and approximately 22,000 active working members and inactive vested participants who will be able to receive valuable monthly lifetime income from the Fund at retirement from Plans B and C. The Fund achieved a 2017 investment return of 13.3% which is far in excess of the 7.25% assumption rate.

New updated Summary Plan Description booklets are being written for Health & Welfare Plans A and C and for Pension Plans B and C. The Fund Office hopes to begin distribution of these new booklets and also have them available on the Funds website by the third quarter of 2018.

And finally, with the goal of continuing to provide the highest level of service possible to participants, the Trustees recently approved the creation of five new positions within various areas at the National Benefit Funds office.

## **IATSE-PAC REPORT**

General Secretary-Treasurer James B. Wood, International Vice Presidents Thom Davis, John Ford, and Craig Carlson, Stagecraft Department Co-Director Anthony DePaulo, Political and Legislative Affairs Department Director J. Walter Cahill, and Assistant Director Erika Dinkel-Smith updated the Board on the IATSE Political Action Committee.

General Secretary-Treasurer Wood reported that, for the period July 1, 2017 to December 31, 2017, the IATSE-PAC received \$136,189 in contributions and made disbursements of \$70,000.

There were three significant one-time contributions which made up approximately half of the contribution amount.



These were \$15,290 from Local 2; \$13,155 from Local 764; and \$42,579 from the PAC event at the Convention.

There are presently 1,131 monthly credit card and payroll contributors from 200 different local unions and those contributions amounted to \$65,165 during the time period.

A total of \$70,000 was contributed to thirty-eight different campaigns by the IATSE-PAC, and a further \$12,500 was contributed by the IATSE State and Local PAC to four different campaigns.

Department Director Cahill remarked on the importance of the Alliance's political activities in light of the current political situation in Washington, D.C. The IATSE needs money to support these activities, which are vitally important.

Vice President Carlson called on the leaders of local unions to convey to their members the importance of raising money for the IATSE-PAC. The entire Alliance benefits from a well-funded PAC, and many hands make for light work.

President Loeb recognized the fact that 100% of Local 2's members participate in the PAC and thanked Vice President Carlson for his work. He expressed strong dismay at the lack of overall participation in the PAC. The IATSE owes it to its members to raise more money for the PAC so that the Alliance can fight for working people. He called on local union leaders to make it a priority to raise money for the PAC.

### **IATSE TRAINING TRUST FUND**

IATSE Training Trust Fund Executive Director Liz Campos updated the Board on the activities of the IATSE-TTF. Ms. Campos was joined by the following members of the IATSE-TTF staff: Special

Assistant Rory McGuinness, Controller Mark Arteaga, Training Specialist Bill McCord, Contract Specialist Daneen Rackie, AR Specialists Sharon Kay and Kymm Swoger, and Program Specialists Kayla Hackworth, Melinda Labita, and Luz Vazquez.

Director Campos reported that all IATSE-TTF programs offered in 2017 continue to be offered. These programs include OSHA 10/General Entertainment Safety, local course reimbursements, Train the Trainer courses, certification and exam reimbursements, the AV program, the online safety courses for motion picture and television workers and the Training Tracker. All the programs of the Training Trust Fund can be found on their website at [www.iatsettf.org](http://www.iatsettf.org).

The Training Trust Fund showed a video that was created to explain the programs they offer and how they can be accessed. The video is intended to be used by Locals to explain the programs of the Training Trust Fund to their members and signatory employers and to give IATSE workers a full picture of what training they can access through the Fund. The video will be provided to Locals on request, and can also be viewed on the IATSE-TTF website. Director Campos thanked Vice President Miller for his role helping the Training Trust Fund identify the production company used for the project.

Director Campos reported that the IATSE-TTF is changing its look and improving the reach, ease of use, and accessibility of its programs based on the Convention survey responses. The new look includes a newly revised website that is easier to navigate and new, easier to un-

derstand program names. These efforts are aimed at making the IATSE-TTF more user friendly.

Director Campos reported that the Trust is moving to a system of reviewing and approving applications for course reimbursement on a quarterly basis. This is to help the Trust improve on its ability to support trainings through the funding reimbursement. The new system will launch in March and the various deadlines for course reimbursement applications will be posted on the IATSE-TTF website, in its newsletter, and in the Bulletin.

Individuals will soon be able to enroll in the online version of the Basic Entertainment Safety course from the Safety First! curriculum. The voiceover instructor-led version will also be available soon. The rest of the courses will be rolled out throughout the year and will be announced on the IATSE-TTF website, newsletter, in the Bulletin, and through other outreach to the Locals. Director Campos thanked Cory Parker from Local 478, and Alan Arthur from Local 39 for their help with the video portion of this project.

The Trust is expanding the ways it reaches out to eligible workers about the online safety A and A2 courses as part of an effort to increase program utilization. The data collected shows that people are more likely to complete these courses once they create online profiles in the system so the IATSE-TTF has set a goal of getting people to create online profiles as soon as they are approved for the program.

To boost outreach and help close the application/enrollment gap, two in-person application and online account creation events were held in early January.

One of the two-day events was in Savannah, Georgia, and the other two-day event was in Charleston, South Carolina. These events were both held with the support, cooperation, and participation of Local 491. The purpose of these events was to encourage workers to apply for the courses and then create their online course account profiles. Over 100 applications were received and 75 people attended the application/account creation events. Additionally, a live in-person course event was held at Local 479. Program Specialist Kayla Hackworth travelled to Atlanta, where workers registered and took the online class at an event held at Local 479. Nineteen people attended that session and completed their A and A2 courses at the event. The IATSE-TTF will be holding in-person events and online group sessions throughout the year to boost the completion rate of these courses. Director Campos thanked Locals 479 and 491 for their work helping the Trust hold these events.

In an effort to offer more accessible programs, the Training Trust Fund is piloting a new program that will offer eligible participants no-fee, online safety courses through the National Safety Council. Locals 19, 200, 772, and 868 participated in the pilot and provided feedback to the IATSE-TTF about the courses and enrollment process. Each of these Locals are signing up members to take selected courses and are giving the IATSE-TTF feedback about the courses and enrollment process. Director Campos expressed special thanks to these Locals for participating in the pilot and helping the IATSE-TTF refine this new program. If the pilot is successful,

the Trust Fund hopes to have the courses available to all Locals in the Spring. Information about the program will be posted on the IATSE-TTF website when it becomes available.

Director Campos reported that in the first two weeks of January, over twenty-six course reimbursement applications were processed, accounting for over \$46,000 in funds encumbered for approved course reimbursement applications.

It was reported that through all the programs the IATSE-TTF offered, supported in some way, or tracked in 2017, 1,638 courses were offered, reaching over 13,700 workers with over 102,310 cumulative hours of training. Since the Trust Fund was created, it has offered, supported, or been involved in some way with more than 2,180 courses, reaching more than 25,200 workers with over 231,000 cumulative training hours.

While the IATSE-TTF is adding a few new programs in 2018, Director Campos reported that the focus for 2018 will be on the updating, streamlining, and expansion of its existing programs and administrative processes. Having grown so much over the past several years, the Trust Fund is now working on polishing its look and improving its services.

Director Campos thanked President Loeb, General Secretary-Treasurer Wood, members of the General Executive Board, and the International Representatives for their continued support of the IATSE-TTF. She expressed special thanks to Vice President Miller for his work in support of the IATSE-TTF, along with Buffy Snyder, at the West Coast office, who has been a great help. The Locals who participate in, support, and promote the programs

were also thanked. Extra special thanks were expressed to the dedicated staff of the IATSE-TTF for their hard work in delivering programs and meeting the needs of Locals, participants, and contributing employers.

Vice President Miller noted that the IATSE-TTF is housed in the West Coast Office and it has been a pleasure to have an up-close view of the Fund's work. He thanked the IATSE-TTF for their important work.

President Loeb thanked the IATSE-TTF team for its report. The fact that the IATSE-TTF has trained more than 25,000 people in less than seven years is evidence of its unbelievable success. Every day the IATSE-TTF does worthy and important work that benefits the members of the Alliance. It is important that the IATSE-TTF will continue to be housed in the new West Coast Office so that the nexus between the International and the IATSE-TTF can be maintained. President Loeb recognized the work of the IATSE-TTF Trustees, and thanked the employers for selecting Trustees who take their roles, and the work of the Fund, seriously. Finally, President Loeb thanked Liz Campos for her continued hard work.

## **IATSE WOMEN'S COMMITTEE**

IATSE Women's Committee Chair Cathy Repola and Committee members, International Vice President Colleen Glynn, International Trustee Patricia A. White, Department Director Sandra England, Representatives Joanne Sanders and Stasia Savage; Cecilia Friederichs, Dusty Kelly, Shirley Berling, Ellen Popiel, and Rachel Stanley updated the Board on their activities since the last GEB meeting in Hollywood, Florida.



They recapped the extremely successful event, Celebrating the Unlimited Potential of IATSE Women, which took place on the Sunday prior to the start of the International Convention. Well in excess of 600 people were in attendance. The Committee observed that throughout the Convention delegates remarked on how inspirational the event was and how proud they were to see women of the IATSE be profiled in such a way. Chair Repola expressed sincere gratitude to the Committee for their tireless work and to the delegates who attended. She also thanked the panelists, guest speakers, and volunteers who contributed to the success of the program.

Because of the event, the Women's Committee booth in the tradeshow section of the Convention was a big hit. By Wednesday morning of the Convention, the Committee had sold out all 500 scarves that had been ordered and the demand continues for additional ones. President Loeb has agreed to permanently add a women's scarf to the IATSE online store. A design contest to create an IATSE Women's Committee scarf is in the offing. In addition to the Convention-edition, inaugural scarves, the Committee sold a couple hundred of our special-edition pins. The remainder of the special-edition pins are available for sale now through the General Office.

The Committee has nearly 700 women on its private Facebook group and there are now 3,400 people signed up for the electronic newsletter.

This past fall, the executive committee of the IATSE WC met in Manhattan to develop a long-term plan to move the Committee forward. They presented

their proposals to President Loeb who expressed his approval and support. The Committee met prior to the Los Angeles Board meeting to review the plan the executive committee came up with and to assign tasks to certain members and subcommittees. In addition to Chair Repola, Cecilia Friederichs, and Dusty Kelly, six more women including Representative Joanne Sanders now sit on the executive committee.

The Committee will continue to hold and expand women's networking opportunities during and surrounding the district conventions. It will also release periodically select segments of the video of the pre-2017 Convention women's event last summer. The Committee has begun to compile and circulate information on starting women's committee in local unions. It will also be contacting Locals to determine which already have women's committees and to identify the leaders of those committees, with the goal of creating a database. Thus, these committees can connect regionally. Members of the International's WC will be assigned to be regional contacts/point persons. This will lay the groundwork for a first-ever IATSE Women's Institute to take place in 2020, details for which are still pending.

The guest speaker in Los Angeles was Gabrielle Carteris, president of SAG-AFTRA and as of Wednesday morning more than 110 women had indicated they would attend. As customary, the IATSE WC designated that a nonprofit organization, Camp Reel Stories, would receive any donations it collected from women who attended the networking dinner. Camp Reel Stories provides a filmmaking

camp for girls and young women empowering women to create their own media, to view current media critically and thoughtfully and to aspire to leadership in their field. A representative of the organization attended the reception. Because the attendance was expanded to include IATSE women across Los Angeles, the cost excess was underwritten in part by the following Locals and their leadership for making contributions: 44, 600, 700, 706, 769, 800, 839, 871 and 892, who were thanked especially for their support. Chair Repola reserved special appreciation to the Events & Networking subcommittee, Dusty Kelly Local 891, Ellen Popiel Local 487, Shirley Berling Local 769 and Rachael Stanley CDG Local 892 for all of their work in putting the event together and working during the event and an extra thanks to Ellen Popiel who does a great job of handling all of the logistics with the restaurant and all of the invitations and RSVPs. Chair Repola ended her remarks with video of clips from last year's Unlimited Potential event.

President Loeb observed that there is no IATSE without the women of the IATSE, specifically noting that the women bring the International strength, honor and distinction. He commended the Committee for a fantastic event at the Convention kickoff. He was pleased that the Los Angeles event was open to rank-and-file members. He sent his regards to President Carteris. He personally thanked Chair Repola for her vision and indefatigable work on the Committee. He concluded by reiterating the Board's full support of the Committee and its programs.

## IATSE YOUNG WORKERS COMMITTEE

Assistant Stagecraft Department Director D. Joseph Hartnett, Assistant Motion Picture and Television Department Director Vanessa Holtgrewe, International Representatives Christopher “Radar” Bateman and Jason Vergnano and Communications Director Matthew Cain reported upon the activities of the Young Workers Committee since the Board’s July 2017 meeting in Hollywood, Florida.

For nearly six years, the IATSE Young Workers Committee has sought to encourage young workers to get involved in the labor movement. In that time, countless young IATSE members have become active in their workplaces, communities, and local unions. The Committee noted that in that time, young workers and local union leaders have recognized the importance of building the foundation for the future of our Alliance. The Young Workers Committee has evolved as well. The Committee and its representatives have recognized the patience and persistence needed to engage inexperienced but willing members.

During the 2017 Quadrennial Convention, the Young Workers Committee hosted a successful networking event for young Delegates. This event allowed young Delegates to connect before Convention proceedings started. Assistant Department Director Hartnett offered young Delegates an introduction to what it means to be a union member and a part of the IATSE. Attendees were introduced to the work of the Convention’s meetings and committees. They were also educated about their purpose at the Convention—

the highest governing body of the Alliance. Many members were glad to reconnect with each other after attending previous Young Workers Conferences. Delegates with common challenges and goals networked in person to discuss solutions and ideas. As an example of increased engagement among young workers, the Committee noted that approximately fifteen people attended the first young Delegates meeting at the 2013 Convention. At the 2017 Convention, more than seventy young Delegates were present. The Committee expressed its thanks to General Secretary-Treasurer Wood and MaryAnn Kelly for their assistance in making arrangements for the Convention’s young Delegate event.

The Committee also noted that Marielle “Apple” Thorne of Local 720 earned the IATSE’s Outstanding Young Leader Award at the 2017 Convention. Sister Thorne has attended several Young Workers Conferences and has led the Local 720 Young Workers Committee while also performing officer duties for the Local.

The Committee reported that planning for a 2018 Young Workers Conference is underway. The Conference will take place in Silver Spring, Maryland, from September 18 through September 20, 2018. The Committee expects to build upon the successes of prior conferences held in 2012, 2014, and 2016. Over the years, these Conferences have exposed hundreds of young members to prominent guest speakers, offered trainings on new skills, and driven growth in activism. As with past Conferences, repeat attendees must demonstrate their past activism to attend the 2018 Con-

ference. Members who wish to attend should be age 35 and under and receive approvals from their local union’s executive board. Local unions may send up to two members each. This event will be first-come, first-served until filled. The Committee recommended that local unions prepare for the opening of the application process by discussing candidate selections and granting early approval to send members. Event notices will be distributed through email, social media, and the Official Bulletin.

The Committee also reported that the IATSE has a new representative on the AFL-CIO Young Workers Advisory Council (YWAC). Jeffery Higgins of Local 868 in Washington, D.C. is now the IATSE representative on the AFL-CIO YWAC. Brother Higgins was recently involved in a successful organizing campaign with Local 868 and will bring his energies to the YWAC on behalf of the Alliance. The Committee expressed its thanks to previous IA YWAC representative Paul Kent from Local 22. The Committee recognized Brother Kent’s dedicated service to the YWAC and his valuable election-related efforts during recent political election cycles.

Assistant Department Director Hartnett, on behalf of the Committee, thanked former Communications Director Emily Tao for her hard work on the IA’s young worker initiatives. She was instrumental, together with Assistant Director Harnett, in launching the Committee and it would not have achieved such success without her dedication.

The Committee concluded by noting that it is encouraged by the activism of the IATSE’s young workers and it will contin-



ue toward its long-term goal of building a bigger movement and brighter future for labor. President Loeb thanked the Committee for its report and remarked upon the importance for the entire Alliance of staying connected to our young members.

### **MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS (MPIPHP)**

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

The combined value of Plan assets as of December 31, 2017, is approximately \$9.5 billion. The Pension Plan held \$3.8 billion in assets, followed by the IAP with \$4.5 billion. The Active and Retiree Health Plans held \$1.1 billion and \$115 million, respectively. As of December 31, the MPI Pension investment returns for 2017 were up by approximately 11.1%.

The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is now 7.5%. Since the last meeting of the Board, the MPI Pension Plan actuaries reduced the assumption rate from 8%. Concurrent with that reduction, the Trustees of the pension plan, in consultation with the bargaining parties, agreed to extend the amortization period out to fifteen years, increase the assumed number of hours into the plan annually, and remove operating expenses from the investment returns. The impact of this change has resulted in a significant increase to the minimum annual funding requirement.

Vice President Miller and the Directors also reviewed the MPIPHP asset allocation and its impact on the benefit funds at all points in a market cycle. The conservative allocation with significant investments that are not correlated to traditional stocks and bonds, which is the MPIPHP's current strategy, provides the most diversity possible in a portfolio.

This will provide downside protection to the Funds, in the tenth year of the current bull market.

There were 96 million combined hours into the MPIPHP in 2017. Vice President Miller noted that is roughly 2 million hours over 2016 and exceeds assumptions. Year-to-date totals through November are consistent with continued growth, particularly in content delivered via the internet. Employer hourly contributions of \$755 million through October are up.

Residual receipts into the MPIPHP is a funding stream that must be watched very closely as viewing habits, distribution methods, and home video markets evolve.

The Active Health Plan has over 48,000 participants and 100,000 covered lives, with an average annualized cost of \$12,468 per eligible participant. The Retiree Plan consists of 14,000 covered lives with an annualized cost of \$8,900 per participant. There are currently 18,000 retirees and beneficiaries receiving pension benefits.

The MPIPHP reported that the

**Directors from the MPIPHP reported on the status of the Plans since the Hollywood, Florida GEB meeting.**





reserve levels were at 19.1 months in the Active Plan and 9.2 months in the Retiree Plan, through December 31, 2017. The projected reserve levels are watched closely in case adjustments are required to preserve funding and benefits.

In addition to the financial highlights of the MPIPHP, Vice President Miller and the Trustees reported on several health plan improvements that have occurred during 2017, some of which have been previously reported to the Board. Some of these changes include an improved out of network emergency benefit, telemedicine through Live Health Online, the addition of the Exer Urgent Care Network and a member assistance program that is available at no cost to MPI participants. Another new service is the Smart 90 prescription drug program which is offered as an alternative to Express Scripts mail-order service. Beginning January 2018, the MPI Retirees were changed to an Express Scripts Medicare Part D Prescription drug program due primarily to incentives and rebates that pharmaceutical companies are required to provide through Medicare that are not otherwise available to the MPIPHP. The directors of the MPI worked closely with Express Scripts to create a plan that mirrors the current non-Medicare prescription drug plan as much as possible.

President Loeb reiterated the importance of the pension and health plans to over a hundred thousand active and retired participants and their families. The healthcare struggle in the U.S. continues to place the burden of providing quality healthcare and viable pensions on the IATSE and the employers. He also indicated that the protection of the benefit

plans will continue to be a priority in the upcoming negotiations for a successor Basic Agreement. Finally, President Loeb thanked the Directors for their hard work.

## **NBC SPORTS NETWORK**

In 2017, the International together with Local 745 in Minnesota filed a National Labor Relations Board (NLRB) petition to represent broadcast employees working on NBC Sports Network (NBCSN) cable television broadcasts of National Hockey League events at the Xcel Energy Center arena in Saint Paul, Minnesota. Immediately after the NLRB filing, NABET-CWA filed a complaint with the AFL-CIO, alleging that the IA's petition violated Article XX of the AFL-CIO constitution. NABET-CWA alleged that it had an existing collective bargaining relationship covering the work. This prompted the NLRB to suspend the IA's representation petition. Over several weeks, an AFL-CIO mediator worked with both unions to settle the dispute but the mediation process did not effectively resolve it. In August, the case was scheduled for an arbitration hearing before an AFL-CIO Article XX Impartial Umpire. The Umpire ruled in the IA's favor, finding that it was not in violation of Article XX. Shortly thereafter, NBCSN and the IATSE negotiated an agreement to conduct an NLRB-supervised election. The IA prevailed in the election and is currently in talks with the employer concerning a first contract.

## **POLITICAL AFFAIRS – CANADA**

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

and International Representative Krista Hurdon reported to the General Executive Board on IATSE political and legislative affairs in Canada.

## ***Positive Legislative Changes in Alberta and Ontario***

As previously reported in 2017, Alberta's New Democratic government passed Bill 17: *The Fair and Family-friendly Workplaces Act*. Bill 17 included major improvements to the working conditions of all workers, including a \$15 per hour minimum wage. The IATSE was heavily involved in campaigning for these changes in Alberta, led by the Alberta Federation of Labour and championed by Vice President Damian Petti and Canadian Labour Congress Delegate and Alberta Federation of Labour Secretary Treasurer Siobhan Vipond.

In November, 2017, the Alberta Provincial Government proposed Bill 30: *An Act to Protect the Health and Well-being of Working Albertans* following the additional lobbying efforts of organized labour and, in particular, the participation of Vice President Petti, CLC Delegate Vipond and IATSE Local 212 member Gie Roberts on the working group struck in connection with the Bill. Bill 30 proposes to improve workplace health and safety and provide fair compensation and support to injured workers and their families. The new bill will come into force in June of 2018. Among many things, Bill 30 will:

- remove the maximum insurable earnings cap so that injured workers will receive benefits in line with their expected annual earnings;
- require employers to continue providing health benefit programs to



injured workers for one year after the date of the injury; and

- improve benefits both for surviving spouses and children when a worker is killed on the job and for young workers who sustain a long-term injury that affects their career opportunities.

In the Province of Ontario, the campaign for change to Ontario's employment laws was led by the Ontario Federation of Labour. Vice President Lewis served on the Leaders' Committee, Canadian Counsel Ernie Schirru served on the Legal and Research Committee, and Representative Hurdon served on the Steering Committee and the Union Communicators Committee. The campaign and the review process, known as the Changing Workplaces Review, was a two year process which culminated in the passing of Bill 148: *Fair Workplaces, Better Jobs Act* in November 2017. Bill 148 contains a number of important amendments to minimum employment standards and labour relations procedure, including:

- ability of trade unions to apply to the Ontario Labour Relations Board to obtain an employer's list of employees prior to actually filing an application for certification;
- expansion of card-check certification to prescribed industries including building services, home care and community services, and temporary agencies;
- improved access to first contract arbitration;
- mandatory three weeks' vacation after five years of service with the same employer;

- minimum pay of three hours for shifts under three hours or when a shift is cancelled with less than 48 hours' notice;
- domestic or sexual violence leave – for which the first five days are paid followed by an unpaid period that can extend up to fifteen weeks; and
- increases to the minimum wage to \$14 per hour in January 2018 and to \$15 per hour in January 2019.

### *New Canadian Cultural Strategy*

As previously reported, the Minister of Canadian Heritage, Mélanie Joly, announced back in April 2016 that the Federal Government would be conducting a sweeping review of Canadian cultural policy, with a focus on digital technology, called, "Strengthening Canadian content creation, discovery and export in a digital world." The scope of the review was massive and it was critical that the IATSE participate.

IATSE's participation started with an online survey, which helped to determine the Ministry's focus and priorities. IATSE then engaged in lobbying high-ranking bureaucrats and officials within the Ministry of Canadian Heritage. To this end, Vice President Lewis and Representatives Neville and Hurdon worked in conjunction with IATSE Canada's lobbyist Isabel Metcalfe to arrange lobbying opportunities. Thereafter, once the Ministry struck a Standing Committee charged with having oversight of the review process, the IATSE Canadian Office worked with IATSE's Locals across Canada to schedule meetings with committee members in their home ridings across the country. These meetings were then followed up with IATSE's filing of formal written submis-

sions. Vice President Lewis and Representative Hurdon then went to Ottawa and joined other industry stakeholders for the Ministry's announcement of Canada's new cultural and digital content strategy. The Ministry's strategy includes many positives as advocated by IATSE, including:

- a commitment to increase investment to support both domestic production;
- a commitment to promote Canadian content abroad;
- the creation of a joint industry-government council to brand Canada globally;
- an agreement with Netflix that will see the company investing a minimum of \$500 million in Canadian productions over the next five years; and
- an increase in the Ministry's contributions to the Canada Media Fund which supports the country's television and digital media industries.

### *Lobbying*

IATSE Canada will once again participate in the annual National Lobby Day, organized by the Canadian Labour Congress, in February 2018. Representatives Peter DaPrato, Jason Vergnano and Krista Hurdon will represent IATSE along with CLC Delegate Vipond. The Canadian Office is encouraging all Locals to send representatives as well. The focus of this year's lobbying day will be on, among other things, the creation of a national pharmacare program.

IATSE Canada will also be participating in the upcoming first ever Canadian Media Producers Association lobbying event in Ottawa in February 2018 which is aimed at educating politicians on the importance of the motion production



industry is to the Canadian economy and culture. The Canadian Office thanked IATSE Local 873 President Wayne Goodchild, Local 873 Business Agent Monty Montgomerie, and IATSE Local 667 Business Agent Christian Lemay.

IATSE Canada continues consult with the federal Ministry of Labour in the ongoing NAFTA negotiations between Canada, Mexico and the United States. IATSE Canada's efforts in this regard seek to maintain the longstanding exemption for cultural industries.

President Loeb commended the Canadian Office and all Canadian Locals for their efforts in helping shape a political landscape that is more worker friendly in Canada through activism and outreach.

## **SAFETY APP**

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., IATSE Safety Committee Chairperson Kent Jorgensen, and International Representative Steve Kaplan reported to the General Executive Board regarding the continuing development and implementation of the IATSE Safety App.

Over the past six months, the development on the Safety App focused on adding function and generating content from each Department. By creating the means to link to outside websites and sources, the app can now provide updated and timely information to members, such as the Provincial Occupational Health and Safety Boards in Canada, as well as OSHA and CSATF safety bulletins. At this time, all IATSE Departments have provided content for the app.

The Hazard Reporting Form has been adjusted to allow for a wider variety of



**International Representative Steve Kaplan, Motion Picture and Television Production Department Director Mike Miller and Safety Chairman Kent Jorgensen introduced the Safety App and its features.**

reports, and now includes Harassment as one of the listed workplace hazards. Also the ability to adjust who receives notice from the Hazard Reporting Form has been added to better target the appropriate personnel who can investigate and act on those reports.

The app has been submitted to the Google Play and Apple App stores for approval. Once the app is approved for distribution, word will be spread through the Departments and the membership will be notified through the Bulletin and email.

President Loeb thanked Vice President Miller, Chairperson Jorgensen, and Representative Kaplan for their report. The IATSE will continue to do everything it can to insure the safety of the members of the Alliance. Every Department will have an individual that is trained to deal with reports as they are submitted through the App and Safety Hotline.

## **SEXUAL HARASSMENT COMMISSION MEETING**

International Vice President Michael F. Miller, Jr. reported to the Board regarding the formation of the Commission on Eliminating Sexual Harassment and Ad-

vancing Equality in the Workplace. On December 15, 2017, he attended an event which formed and launched the Commission.

Following widespread revelations of pervasive sexual harassment and assault in the media and entertainment industries, executives, independent experts and advisors have come together in an effort to tackle the broad culture of abuse and power disparity by forming and funding the Commission. The intention of the Commission is to lead the entertainment industry toward alignment in achieving safer, fairer, more equitable and accountable workplaces – particularly for women and marginalized people.

The Commission has four primary immediate goals: (1) study current policies and practices, strengthening them where necessary, and develop a process so that findings of sexual misconduct and other forms of bias and harassment are consistently handled in a way that balances fairness and transparency; (2) look to find alignment around training and education programs throughout the industry to avoid duplication and to arrive at best



practices for all employees, focusing both on prevention and better understanding of complaint options; (3) utilizing the best tech-enabled complaint and reporting options that address the safety needs of victims and the data needs of employers to be able to address those complaints and determine how best to take action; and, (4) deliver data concerning best practices and reporting within the next three months. Ultimately these goals would be designed to arrive at alignment around best practices for the entertainment industry as a whole. Beyond the immediate goals, the Commission will work to develop recommendations for placing more women in power and leadership, and achieving pay equity and inclusion in the workplace.

The Commission's immediate next steps are as follows: (1) identify delegates from the various stakeholder entities; (2) acquire funding commitments from the industry; and, (3) reconvene on or before March 15, 2018 to present a structure for best practices and alignment around reporting technology that would be vetted and recognized within the industry.

President Loeb thanked Vice President Miller for his report, and reiterated the IATSE's strong commitment to workplace equality and the elimination of sexual harassment in the entertainment industry.

## **WEST COAST OFFICE REPORT**

International Vice President Michael F. Miller, Jr., General Secretary-Treasurer James B. Wood, International Vice President Thom Davis, and Representatives Peter Marley and Ron Garcia reported

to the Board regarding activities of the IATSE West Coast Office since the last meeting.

General Secretary-Treasurer Wood and Vice President Miller updated the Board regarding the purchase of new office space to house the West Coast Office. They reported that the purchase of the new office has been completed and the floor that will house the IA offices will be vacant as of the first week of January. The space that will house the Training Trust Fund will be vacated by early February. Work with the architect continues, plans are being submitted to the City of Burbank, and bids have been requested from multiple contractors. The Board toured the building on Sunday morning and was afforded the opportunity to review renderings and potential design elements. Vice President Miller expressed optimism that the move could be completed by the end of the year. The new space will provide negotiation facilities, event space, and ample parking. The new building will also provide room for growth, for both the IATSE and the Training Trust Fund, well into the future.

The current building on Riverside Drive will be put on the market shortly as the timeline for the move is established. Considerable interest in the building is anticipated and some work is currently being done to present it to sellers.

Vice Presidents Miller and Davis updated the Board on the progress that has been made regarding career pathways and diversity in the industry. The California Legislature is currently considering an initiative that will provide workforce development within the entertainment industry. The IATSE has been working closely

to shape the program so that it addresses the unique issues in the industry. The program will provide training in soft skills, and include the involvement of various community partners, including community colleges, and, potentially, the Motion Picture Academy for mentorship in several crafts. Miller and Davis expressed their optimism that a program to grow the ranks of the IATSE with a qualified and diverse workforce can be developed and implemented while continuing to raise the bar for the existing membership.

Vice Presidents Miller and Davis also discussed various political campaigns and events that have taken place through the last half of 2017, and what is anticipated in 2018. The work of the California IATSE Coalition (CIC) has continued to raise the profile of the IA throughout the state and has increased the IA's presence elsewhere. The CIC, which consists of all California IATSE Locals, has become entrenched in the political process. California is considered a key state in the effort to regain the U.S. House of Representatives. Vice Presidents Miller and Davis also discussed the difficult Senate Primary race that will pit a longtime IATSE ally and friend, State Senate President pro Tem Kevin de León, against incumbent Dianne Feinstein. The 2018 Governor's race will also be vitally important to the entertainment industry with several of the IA's political friends vying for the position. Governor Jerry Brown is termed out and, with California's "top two" primary system, the general election is likely to involve two pro-worker, pro-labor, candidates; both of whom have a history of supporting the IATSE. The primary will be held in June, with the general election in November.



In anticipation of those upcoming elections, the IATSE will be working closely with the AFL-CIO and affiliates to mobilize an intense grassroots coalition of unions and members. IATSE members will be organized to go door-to-door, participate in phone banks, voter registration, and other efforts to promote candidates that share the IA's values. Activism at this level is crucial to all the legislative initiatives that are important to the membership. Representative Ron Garcia will be coordinating the activism component of the upcoming elections for the West Coast Office.

President Loeb expressed his appreciation for the report. He noted that the Locals in California are deeply engaged in the political process in California, and the Alliance benefits from their engagement. President Loeb thanked Vice President Davis for his important political work in California. Workforce development is vital and will help the IATSE recruit new, diverse members into the Alliance. Finally, President Loeb thanked General Secretary-Treasurer Wood and Vice President Miller and for their stewardship of the purchase of the new West Coast Office building. The new building will provide room for the organization to grow and act as the nucleus of activity for the IATSE in Los Angeles.

## **LOCAL NO. 191, CEDAR RAPIDS, IA**

### **Re: Agreement with VenuWorks of Cedar Rapids**

Vice President Craig Carlson reported to the Board on the assistance he provided to Cedar Rapids, Iowa's Local 191 agreement with VenuWorks covering city-owned U.S. Cellular Center, Paramount



Theater and McGrath Amphitheatre.

In 2008, Cedar Rapids, a mid-size city with a population of 131,000, endured a devastating flood which badly damaged the entire city including all of the aforementioned venues. U.S. Cellular Center is a multipurpose arena located in downtown Cedar Rapids with 8,600 seats for concerts and 6,900 for basketball. The "Center" hosts local sporting events and mainstream concerts.

The Paramount Theatre is a 6-story brick building located in downtown Cedar Rapids. It opened as the Capital Theatre in 1928 to present vaudeville acts and show feature films. It was bought by Paramount Pictures in 1929 and aptly renamed "The Paramount Theatre". It is listed on the National Register of Historic Places. The Paramount is home to Orchestra Iowa, the Cedar Rapids Organ Society and a series of Community Concerts. It is famous for its restored Wurlitzer organ.

The McGrath Amphitheatre, built in 2013, is an \$8 million outdoor venue built on a man-made slope which was designed into the city's flood control system. The

back wall of the venue has removable flood panels and serves as a levee for the Cedar Rapids River. It has a 40' x 60' stage, a fabric roof, permanent rigging points and a grid. They host small, free community programs and commercial ticketed events for up to 5,000 people.

Local 191's leaders Jeff Smith, Travis Jacobs, Scott Wiley and Rick Von Leenan and Vice President Carlson proposed to add "The Cedar Rapids Ice Arena" to the VenuWorks Agreement. This 3,850-seat multipurpose arena opened January of 2000, has two sheets of ice, is owned by the city and is home to the RoughRiders of the United States Hockey League, several local youth hockey teams and skating clubs.

The parties met on November 20, 2017 and continued through the fall. They reached agreement for all venues for a 3-year term including annual wage increases, annuity contributions, higher hourly rates for certain classifications, increased jurisdiction, improved quality-of-life provisions and premium pay. This agreement was unanimously ratified. Business Manager Jeff Smith and all of Local 191 expressed gratitude to President Loeb for reinstating their Charter in 2013 and for assigning now retired Vice President Jack Beckman to secure their first VenuWorks agreement at that time. They also thanked President Loeb for helping secure this agreement which makes progress on the three venues they had while adding a fourth venue. Local 191 has continued to organize and recently signed a first agreement for work at University of Dubuque's Heritage Center Theatre and the Local is close to a first-time agreement with another venue in Dubuque.



President Loeb remarked that it is gratifying to know the Local appreciates the benefits of organizing. He extended his congratulations to Local leadership and members for shoring up their jurisdiction. Finally, he commended Vice President Carlson for a job well done.

## **LOCAL NO. 871, HOLLYWOOD, CALIFORNIA**

### **Re: Certified Bargaining Representative**

International Vice President and Motion Picture and Television Production Department Director Michael F. Miller, Jr., Assistant Motion Picture Director Vanessa Holtgrewe, Associate West Coast Counsel Jacob J. White, Local 871 Business Agent Leslie Simon, and Assistant Business Agent Heidi Nakamura, as well as various new members of Local 871, reported to the General Executive Board regarding the organizing of more than 400 new members for Local 871.

Vice President Miller provided a broad overview of the process that led to the Script Coordinators and Writers Room Assistants coming under the IATSE umbrella. Business Agent Simon discussed the actual grassroots campaign

which began over a year ago and the response was overwhelming.

Forming a negotiating committee, the group defined their core goals: raising wages, gaining steady Motion Picture Industry Pension and Health Plan (MPIPHP) benefits, addressing unscheduled weekend work, and, in general, having representation like everyone else in the writers' room.

Vice President Miller provided a detailed account of the negotiations, which were held in Los Angeles this past November. Although the union's proposals were realistic and cored down to address the most important issues for this bargaining unit, the negotiations were difficult. Throughout negotiations, Vice President Miller and Business Agent Simon were clear: these workers were due a raise, and must be supplied with healthcare coverage and a pension. Vice President Miller also noted that, while the negotiations were difficult, the employers took the issues seriously and worked diligently to come to a mutually acceptable agreement.

After negotiations, the IATSE and Local 871 had achieved the majority of the unit's priorities. MPI healthcare and

other benefits, increased wages, and improvements in working conditions were all achieved.

The recently bargained agreement was overwhelmingly ratified by the new unit.

In conclusion, Vice President Miller noted that the IATSE and Local 871 are now stronger by more than 400 new members, and these workers will see important gains, not only through their paychecks, and healthcare and retirement savings, but also through their ability to finally speak with one voice.

President Loeb thanked all of the new members that attended this presentation to the Board and welcomed them to the IATSE. Organizing drives are about courage. This unit, comprised of many young people, had the vision and solidarity necessary to win. Without their strength, solidarity, and courage, this success would not have been possible. As the epitome of the IATSE's focus on "growth = strength", this organizing drive will increase the membership of the Local by approximately 20%.

In a special ceremony after the report, the new members of Local 871 were sworn



**President Loeb gives the Oath to new members of Local 871. From left to right, President Loeb, Elysse Applebaum, Cole Fowler, Jeremy Powell, Debbie Ezer, Jessica Kivnik, and Aaron Wiener. Congratulations and welcome!**



into membership by President Loeb. The new members received a hearty standing ovation from the Board, Representatives and their fellow IATSE members in attendance.

#### **LOCAL NO. 873, TORONTO, ON** **Re: Term Negotiations**

International Vice President and Director of Canadian Affairs John Lewis, IATSE Local 873 President Wayne Goodchild and Business Agent Monty Montgomerie reported to the General Executive Board on Local 873's negotiations for a renewal of its Long Term Agreement with the Alliance of Motion Picture and Television Producers ("AMPTP").

Local 873 bargained a renewal of its Long Term Agreement with the AMPTP member companies in Los Angeles the week of December 4, 2017. At the conclusion of bargaining that week the parties reached a deal. The highlights of the three-year deal that has been overwhelmingly ratified by the Local membership include industry-standard wage increases additional wage increases to productions made under the supplemental agreement starting in season 2; a new budget tier for "high budget" productions made for subscription video on demand (SVOD) services with over 20 million subscribers in North America; increased employer contributions for training; new language to allow for additional health and safety representatives in the workplace when necessary:

- Improvements to meal language application inclusion of a new "assistant on-set dresser" position.
- Improvements in travel language length of workdays and hotel provision after fourteen hours.

President Loeb noted that the terms negotiated by the Local in this current round of bargaining represent substantial increases in compensation and reflect the value and caliber of the work that Local 873 members bring to the motion picture and television production process. He congratulated Local 873 on reaching a deal.

#### **LOCAL NO. 924, STRATFORD, ON**

##### **Re: Stratford Shakespeare Festival**

International Representative James Brett reported to the General Executive Board on the status of IATSE Local 924's negotiations for a renewal of collective agreement covering theatrical wardrobe workers at the Stratford Festival in Ontario.

It was explained that over the course of several meetings in 2017, Local 924, with the assistance of Representative Brett, was able to reach a deal with the Stratford Festival for a three-year renewal agreement that addresses, among other things, the longstanding wage gap between the Local 924 wardrobe workers and the Local 357 wig workers as compared to the Local 357 stagehands working at the Festival. This deal was reached by Local 924 and Local 357 working together at the bargaining table and only after some contentious bargaining sessions that included applications for conciliation being filed with the Ministry of Labour and strike authorization being granted by the International President.

Highlights of the Local 924 renewal agreement include wage increases over three years and serve to close the wage gap by almost \$1.50 per hour over the life

of the agreement. In addition, the renewal agreement includes improvements giving the Local input in show crewing requirements, increases in meal penalties, show clothing and footwear allowances as well as three days' paid leave for victims of domestic abuse.

Representative Brett recognized the efforts of Local 924 bargaining committee members, Local 924 President Ina Brogan and Business Agent Margie Bruer, in reaching this deal. Representative Brett also gave special thanks to Local 357 President Mark Card and Business Agent Larry Miller for Local 357's support of and cooperation with Local 924 throughout the bargaining process.

International President Loeb congratulated Local 924 on securing a renewal agreement. In doing so, he also commended Local 357 for its solidarity and support of Local 924 in securing wage increases that close the wage gap between wardrobe workers and stagehands at Stratford.

#### **LOCAL NO. B-173, TORONTO, ON**

##### **Re: Civic Theatres Toronto**

International Vice President and Director of Canadian Affairs John Lewis and International Representatives Krista Hurdon and James Brett reported to the General Executive Board on IATSE Local B-173's efforts to secure and expand the Local's bargaining rights with the newly amalgamated Civic Theatres Toronto.

It was explained that in July of 2015, after a lengthy consultation process, the Toronto City Council approved the consolidation of the governance and operations of the St. Lawrence Centre for the Arts, the Sony Centre for the Arts and



the Toronto Centre for the Arts into one new organization under the direction of a single City board called Civic Theatres Toronto (CTT). In October of 2016, the newly formed CTT hired its first ever CEO and the amalgamation began in earnest. A number of management staff were let go, others were reassigned, and the job of consolidating operations began.

In June of 2017, CTT filed an application at the Ontario Labour Relations Board to resolve the issue of conflicting bargaining rights for the front of house staff (FOH) working at the three venues. As further background, Local B-173 only had bargaining rights with the FOH working at the Sony Centre, where it represented 140 FOH employees. The Canadian Union of Public Employees (CUPE), on the other hand, held bargaining rights for the 39 FOH staff working at the St Lawrence Centre while the 88 FOH staff at the Toronto Centre for the Arts did not have any union representation at all. Unifor and SEIU held bargaining rights for some of the various other employees at the Sony Centre. As an aside, Local 822 holds bargaining rights for wardrobe workers at all three venues while Local 58 holds bargaining rights for stagehands working at all three venues.

Through the course of mediation, and with the assistance of Canadian Counsel Ernie Schirru, Local B-173 was able to negotiate a representation vote in the workplace whereby the approximately 300 FOH employees working at all three of the CTT venues would vote on whether they wanted to be represented by IATSE or CUPE or have no union representation at all.

Throughout this process and leading up to the vote on November 17, 2017, Representatives Hurdon and Brett, with the assistance of Canadian Counsel Schirru, Local B-173 President Jeff McMahan and former Business Agent Chastity Brooker, engaged in a tireless campaign setting out the benefits of being represented by IATSE in an effort to win over the affected FOH employees working at all three venues. This included written messaging, buttons, and t-shirts as well as face-to-face meetings. The Local's efforts were also supported by the Local 822 and Local 58 executives and their respective members working in those venues.

Of the 265 eligible voters, 115 cast a ballot in the vote held on November 17, 2017, with Local B-173 securing 90 votes, CUPE securing 17 votes and the non-union option securing 4. Two votes were determined by the Ontario Labour Relations Board to be spoiled and 2 votes were in dispute. On November 29, 2017, the Ontario Labour Relations Board issued a decision confirming Local B-173 to be the bargaining agent for all FOH employees at all three CTT venues.

Local B-173's newly elected Business Agent George King, with the assistance of Representative Brett, have since engaged in discussions with CTT representatives for the merger of collective agreements governing the terms and conditions of employment for all affected employees in the single larger bargaining unit now represented by Local B-173.

Representatives Hurdon and Brett gave special thanks to the efforts of former Local B-173 Business Agent Chastity Brooker, Local B-173 member Elliott Lewis, Local 822 President Diane Luckett-

Reilly, Local 822 Business Agent Michelle DiCesare, Local 58 President Justin Antheunis and Local 58 members Wes Allan and Russel Hawley and International President Loeb for their respective efforts in making this campaign a success.

President Loeb congratulated Local B-173 on securing the bargaining rights for the front of house employees at the three theatre venues in Toronto, noting that it was an example for growth equaling strength.

## **LOCAL NO. 8, PHILADELPHIA, PA**

### **Re: Wilma Theater**

International Vice President and President of Local 8 Michael Barnes, Local 8 Secretary-Treasurer Christopher O'Shea and IATSE Special Representative and Local 8 Organizer Daniel Little reported on Local 8's tentative agreement with the Wilma Theater Company, located in downtown Philadelphia. A three-hundred seat LORT C resident theater company in operation since 1973, the Wilma is the latest in a string of regional theaters Local 8 has successfully organized. Since 2012, Local 8 has organized the Philadelphia Theater Company, Bristol Riverside Theater, Media Theater and presently the Wilma Theater. The 3-year collective bargaining agreement covers stage and wardrobe workers annual wage increases, premium pay quality-of-life improvements, health and retirement contributions, rest and meal periods.

Vice President Barnes reported that the Wilma stagehand employees who did not belong to Local 8 are being offered membership. Local 8 has grown not just in numbers but in strength. The Local has embraced this workforce and as a result



have become stronger than it has ever been in their 125-year history.

On behalf of the entire membership of Local 8, Vice President Barnes thanked President Loeb, for his focus on organizing and his foresight to give Local 8 the tools for success. President Loeb observed that the members of Local 8 have embedded in their culture each of the themes of the last three Conventions: “By Organization and Mutual Endeavor”, “The Pillars of Success”, and presently “Growth Equals Strength.” On behalf of the General Executive Board, President Loeb expressed appreciation to Local 8 for “doing the right thing” and aggressively organizing workers, observing that “this is just smart business.” He remarked that no theatre is too small to organize because all stage workers deserve IATSE representation.

## **LOCAL NO. 2, CHICAGO, IL**

### **Re: Operation Warm**

Vice President and Local 2 Business Manager Craig Carlson gave an uplifting video report to the Board regarding Local 2’s civic activism. Chicago winters are legendary for their unrelenting, unforgiving brutally cold temperatures. Local 2 became involved with Operation Warm as a result of President Loeb’s platform of “Growth Equals Strength”. Both “growth” and “strength” can be direct by-products of being “Socially Active” with kind-hearted initiatives. Operation Warm is a non-profit organization that provides new winter coats to children in need. This organization helps improve self-confidence, peer acceptance, school attendance and overall wellness of program participants.

Operation Warm is not a coat drive. They create their own winter coats and last year 95% of their funding went di-

rectly to children’s coat programs. Today in America, one in five children lives on food stamps. Recently, Operation Warm began a collaboration with public libraries in Chicago’s blighted economic areas in an effort to provide free winter coats to kids and to encourage these children to read, thoughtfully interact with others and expose them to a positive experience at their neighborhood library.

On Saturday, November 4, 2017, Local 2 sponsored 150 children to attend Chicago Lawn Branch Library, located in an economically challenged neighborhood, to play interactive games, join in musical sing-alongs, meet a retired Chicago Bears football player, receive a brand-new winter coat, and chose two new books to keep. Most of the kids were escorted by their mothers. Each child was given a new, personalized coat. The impact on this community was incredible, library attendance the following Saturday was up by 250% and 116 new library cards were issued. Mothers approached the event tentatively with kids in tow, thinking there was a catch only to realize the entire experience was a gift. The children’s reactions were priceless.

Sponsoring this at the onset of the holiday season was a heartwarming experience. Vice President Carlson asked local leaders, especially large local leaders with cold winters to review this program and contribute to it if possible, observing that participation will warm a child in need, warm your heart, and help endear Locals to their respective communities. He noted that initiatives that help underserved neighborhoods, overburdened parents and needy children deliver a clear message that the IATSE actively plays an

important role in the community. This type of social activism helps strengthen ties and grow relevance privately, publicly and politically. President Loeb’s initiating “Social Activism” into an army of more than 138,000 members is another example of his strong and compassionate leadership.

Vice President Carlson sincerely thanked President Loeb for making the International more aware of the impact they must take and are obligated to provide those in need. President Loeb effusively observed that Operation Warm is clearly a worthy cause. He advised that it costs \$4,000 to take care of 150 children. He commended Vice President Carlson and Local 2 for a great example of activism and for “doing the right thing.”

## **RETIREMENT OF ASSISTANT TO THE PRESIDENT SEAN MCGUIRE**

After forty-one years as a member of the IATSE, Assistant to the President Sean McGuire announced his retirement. During his more than twenty-year tenure at the International, ATTP McGuire distinguished himself as a utili-





tarian player—able to assist local unions in Canada and the United States. Indeed, ATTP McGuire has worked not only with local unions in both countries but has represented the International’s interests before governmental agencies and private organizations in Canada and the United States. His reputation as an upright, straight-forward, conscientious worker led to his appointment to ATTP in 2006, one of the highest administrative staff positions in the International. In his retirement remarks, ATTP McGuire expressed his appreciation to President Loeb, Vice Presidents John Lewis and Damian Petti, and Canadian Representatives for their camaraderie and confidence.

President Loeb observed that ATTP McGuire is a “smart, tough, committed worker who brought credibility to the International.” He commended ATTP McGuire for a “distinguished career” and thanked ATTP McGuire for tremendous service to the International. President Loeb remarked that while ATTP McGuire’s absence would most assuredly be felt, ATTP McGuire had certainly earned a long, healthy retirement.

ATTP McGuire was sent off with a stirring standing ovation.

#### **RETIREMENT OF VICE PRESIDENT WILLIAM E. GEARNS, JR.**

On January 9, 2018, Vice President William “Bill” Gearns, Jr. celebrated his Golden Anniversary in the IATSE. For the last thirty of those years, he was employed by the International. Indeed, either of these milestones would be a reason to celebrate; but, apart from Vice President Gearns marking them, these achievements probably went unnoticed. Vice President Gearns simply “does the



**International Vice President William Gearns giving his farewell remarks.**

work”—without fanfare or attention. He embodies stoicism, unpretentiousness, politeness, and industriousness. His quiet demeanor belies a sharp intelligence and—as known by those familiar with him—an extremely dry wit.

Vice President Gearns began his career as an apprentice in Local 30, working in the carpentry shop building scenery for Starlight Musicals. Upon completing his apprenticeship, he worked for ten years as a stagehand. In 1977, he was elected Business Agent of Local 30, a position he held for ten years. In 1988, he was hired as an International Representative, which marked the naissance of the International’s Tradeshow Department. In 2000, then Representative Gearns was promoted Tradeshow Department Director. Prior to 1988, the International’s presence in the tradeshow and display area consisted of a mélange of agreements. Now, there are scores of IATSE collective bargaining agreements in the Tradeshow Department covering Canada and the United States. Moreover, today Representatives in the IATSE’s Tradeshow Department sit on the boards, and are members, of

several international exposition-industry organizations.

In his remarks, Vice President Gearns observed that that he is retiring with mixed feelings, specifically noting his appreciation for the dramatic culture change in the International. Still, he said that the time has come for him to begin the next chapter. He expressed his sincere gratitude to President Loeb for unwavering support and friendship. He also acknowledged his colleagues in the Tradeshow Department, namely fellow Vice President C. Faye Harper and Representatives Joanne Sanders, Mark Kिराकोफे, Donald Gandolini, Dan’l Cook, Carlos Cota and John Gorey; General Counsel Samantha Dulaney; and the hundreds of local unions with which he worked. After his remarks, Vice President Gearns was saluted with a rousing standing ovation.

President Loeb observed that Vice President Gearns’ “dedication, intelligence, and strategic leadership have left an indelible mark on the International.” Speaking directly to Vice President Gearns, President Loeb stated “what you have done as a member of the IATSE has been stellar. You will be greatly missed. We were happy and lucky to have you. You are a stand-up guy.” And, with that, President Loeb wished Retired Vice President Gearns a long, blissful retirement.

#### **ELECTION OF INTERNATIONAL VICE PRESIDENT JOANNE SANDERS**

On Thursday, February 1, 2018, the General Executive Board unanimously elected Representative Joanne M. Sanders to the position of Thirteenth IATSE Vice President, filling a vacancy occasioned by





**New-elected International Vice President Joanne Sanders with International President Loeb, giving the oath of office.**

the retirement of Vice President William Earns.

Vice President Sanders is a member of Locals 893 (1990) and 30 (2009) in Indianapolis. She has been a member of the IATSE for thirty-seven years. In 2000, she was hired as an International Representative. During that same year,

she was elected an at-large councilor on the Indianapolis City-County Council, serving from 2000 to 2011. Vice President Sanders has assisted/represented hundreds of local unions in stage, wardrobe and tradeshow. Since joining the staff of the International, Vice President Sanders has participated in the Coalition of Labor

Union Women (CLUW), serving on that organization's executive board for the last eight years. She also sits on the Executive Committee of the International's Women's Committee. Indeed, throughout her career, Vice President Sanders has represented the interests of workers not only in the International but also in affiliated organizations and in government. Recently, the Indianapolis Public Library Board of Trustees elected her Board President for 2018.

President Loeb remarked that Vice President Sanders has earned the respect and admiration of her peers and is an asset to the International. He stated that her election to the Board is well-deserved.

## **ADJOURNMENT**

Having completed all business properly brought before it, the Board meeting was adjourned at 4:30 p.m. on Thursday, February 1, 2018.



## REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE THE SHERATON GRAND • LOS ANGELES, CA • JANUARY 30, 2018

Since the last meeting of the Defense Fund Committee in Hollywood, FL on July 11, 2017 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. 7, Denver, CO, Denver Center Theater Company Organizing – Legal	\$17,913.22	Local No 891, Burnaby, BC, Nasco Certification – Legal	5,852.37
Local No. 22, Washington, DC, MGM-Maryland – Legal	8,295.27	Local No. B-173, Toronto - Hamilton, ON, Toronto International Film Festival Inc./ Bell Lightbox Office – Legal	10,961.00
Local No. 56, Montreal, QC, Solotech Organizing, Herve Lemieux – Legal	3,302.66	<b>SUB TOTAL: \$164,961.23</b>	
Local No. 58, Toronto, ON, PSAV – Legal	15,820.00	INTERNATIONAL	
Local No. 69, Memphis, TN, JSAV Petition– Legal	391.25	IATSE – Amador & Tenney, AMPTP, The Coalition Group, LLP, National Harbor, LLC, NLRB Hearings PRG Warehouse Staff – Legal	16,039.42
Local No. 153, El Paso, TX, SMG – Legal	15,750.88	IATSE – National Certification Research – Legal	1,161.67
Local No. 154, Ashland, OR, Oregon Shakespeare Festival – Legal	2,888.50	IATSE – Basic Agreement – Legal	13,893.75
Local No. 158, Fresno, CA, SMG – Legal	726.50	IATSE – Golf Channel, Black Walnut, Misc. – Legal	1,037.50
Local No. 168, Victoria, BC, Intrepid Theatre – Legal	2,160.80	<b>SUB TOTAL: \$32,132.34</b>	
Local No. 205, Austin, TX, Zach Organizing – Legal	9,566.62	LOBBYING AND CONSULTING	
Local No. 262, Montreal, QC, Cineplex Entertainment /Colossus Laval/Ste-Foy – Legal	8,546.55	Thorsen French Advocacy	60,000.00
Local No. 295, Regina, SK, Mosaic Stadium – Legal	4,620.75	<b>SUB TOTAL: \$60,000.00</b>	
Local No. 415, Tucson, AZ, ULP – Legal	11,772.29	EDUCATION	
Local No. 471, Ottawa, ON, Lansdowne Right Grievances – Legal	20,548.98	LEAP Reimbursements to Locals/Officers	15,194.73
Local No. 500, South Florida, Kravis Center – Legal	39.00	Misc. Training/InfoComm/Instructors	190,074.05
Local No. 523, Quebec, QC, Center Videotron – Legal	11,011.08	<b>SUB TOTAL: \$205,268.78</b>	
Local No. 680, Halifax, NS, NB Labour Matters – Legal	3,568.88	<b>GRAND TOTAL: \$462,362.35</b>	
Local No. 731, Rapid City, SD, Plaza Civic Center – Legal	5,156.90	Respectfully submitted	
Local No. 745, Minneapolis, MN, NBC Sports Network – Legal	4,612.05	s/Matthew D. Loeb	
Local No. 828, Hamilton, ON, Canadian Opera Company	1,028.84	s/Colleen A. Glynn	
Local No 863, Montreal, QC, Center Pierre Peladeau – Legal	426.84	s/James J. Claffey, Jr.	
		s/John M. Lewis	
		s/Daniel Di Tolla	



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# 2017 Convention Education and Training Survey Results

**A**t the 68th Quadrennial Convention, held this past summer, the IATSE Education and training Department, together with our partner organization, the IATSE Entertainment and Exhibition Industries Trust Fund surveyed the delegates regarding our education and training programs, their utilization and efficacy.

This survey focused on both craft and safety training, provided by the TTF and our educational programs in the areas of leadership development and running effective unions (such as the IATSE Officer Institute and the Labor Education Assistance Program (LEAP)) which are operated by the International. The survey was designed to assess local union interests, needs, and usage of the various training programs to take stock of where we are now, what has worked well, and what we should do together, going forward.

Union leadership programs, such as LEAP and the IATSE Officer Institute are operated by the IATSE International itself. Craft Skills and Safety training is supplied through the IATSE Training Trust Fund (TTF). All programs of both our union and the Training Trust Fund were built in large part on the requests from local unions and an analysis of the needs of our employers. Strategic planning based on data is fundamental to creating effective plans and priorities (as every IATSE Officer Institute graduate has learned!) and these survey results are the data, along with class evaluations and comments from our member/students and their Locals which will guide future training programs and priorities.

229 local unions of all sizes, from all

crafts and locations participated in the survey (80% of all local unions in attendance at the Convention). The major findings of the survey are as follows:

- All education and training Initiatives have broad support from IATSE Locals and their members.
- Size of Local didn't impact utilization/lack of utilization of programs.
- Locals want programs to be as accessible as possible to leaders and workers.
- 25 – 30% of surveyed Locals had not yet utilized any TTF or Education Department Programs.
- Delegates surveyed were uncertain about how the programs offered by the TTF work.

More specific analysis of the data in each area sheds additional light on what courses are used, what future courses are desired, and how the union and the Training Trust Fund can better assist Locals in accessing education and training.

### UNION SKILLS AND LEADERSHIP - EDUCATION DEPARTMENT RESULTS

When it comes to classes that train union leadership skills (for example, how to be a good leader and how to run an effective Local), the most-utilized programs are Lynda.com and the IATSE Officer

Institute. Lynda.com is convenient, inexpensive and online, offering something for everyone. In addition to leadership classes, many craft-training courses for computer and digitally-based crafts are also offered on Lynda.com. Officer Institute graduates appear to be the best advertisement for the course, which is another of our most-popular offerings, and keep spreading the word regarding the way attendance there grows and strengthens their Locals. Many Locals also add to their education through participation at District Convention education sessions (which are offered every year, at every District Convention), LEAP reimbursement, attending education sessions at the General Executive Board meetings, sending officers to the Advanced Officer Institute Secretary-Treasurer and Organizing classes and hosting the IATSE Road Show in their towns for their members and broader communities.

Of course, the survey showed high demand for new classes, which include classes in concrete skills like Negotiations and Grievance handling, Organizing, and Shop Steward training, but also the interest is high around personal Leadership skills. We know from class evaluations that "Leadership" is a big category and means many different things to different people. Nevertheless, there is high de-



mand for training in Personal Leadership Style, Communications, and sound operating systems for the local union. Add to these interest in trainings on Anti-harassment/Anti-bullying, Public Speaking, Fiduciary responsibilities and Diversity/inclusion training, as well as requests for more online tools which could reinforce learning: Notification of nearby classes, Videos, Reading Lists/Resources, Leadership Tips and Reminders. In support of local union activism, survey participants requested Action Alerts to help get the word out among their memberships when key actions are needed in politics, legislation, solidarity or allied support.

The IATSE Education and Training Department is at work on a strategic plan to address the requests made in the survey, especially those for additional digital resources. New courses planned for 2018 include Training for Union Trustees and Shop Steward Training. Dates and details will be announced online, and in the IATSE Bulletin. Information and Resources regarding current programs available through the IATSE Education and Training Department are available on the IATSE website at: [www.iatse.net/member-resources/member-education](http://www.iatse.net/member-resources/member-education)

## TECHNICAL CRAFT AND SAFETY CLASSES - IATSE TRAINING TRUST FUND RESULTS

The Training Trust Fund's most-utilized course is the Train the Trainer class which takes craftspeople from your Local who are subject-matter experts and trains them in how to be good teachers, communicating their knowledge effectively to others. The data on the needs of local unions and their workers reinforced that what the TTF currently offers is what people want more of: OSHA courses, Safety Training, Basic Skills and Craft Training,

Industry Recognized Certifications, Craft Development, AV Training and Training on New equipment, and the ability to access the TTF for recommendations on available courses, instructors, and reimbursement for classes the Locals organize on their own.

The top ways that survey participants thought that the Training Trust Fund could support their Locals are all already available. These requested resources include:

- Provide Curriculum that the Locals can use to teach their own members or in their jurisdictions.
- Provide financial Support for Classes at the Local.
- Help Locals set up classes.
- Provide a database of instructors.
- Link Locals together to jointly offer and sponsor training.

After hearing from the Locals through the survey that it was not clear what the TTF offered or how to access its resources (which are available to EVERY SINGLE IATSE Local—all 366 of them!), the TTF, in response to the survey, has redesigned its website and simplified the way programs are described. Information about all the programs of the IATSE Training Trust Fund may be found on the TTF website at <https://www.iatsetrainingtrust.org/>. The TTF is also piloting new online safety courses and working to discover new outreach methods and more accessible ways to get information and applications to Locals and members. It has produced a new outreach/informational video (available on its website home page) that can be used in local union meetings, negotiations with employers, or in any

other setting to illustrate the work of the TTF and the training opportunities and resources available.

Both the IATSE Education and Training Department and Training Trust Fund will continue to address the major reasons (which were the same, regardless of Local size, geography or craft) that Local leaders gave for not using our training resources—cost, time, location, and lack of information regarding available classes and programs. Many courses are completely free or low cost, and in certain circumstances both the TTF and the IATSE offer financial subsidies for small Locals to defray the cost of attending distant trainings.

Leadership development and Craft Skills and Safety are two of the IATSE's Four Pillars of success. They are also primary ways that each of us, in every Local, can grow and strengthen our members, our Locals, and the IATSE as a whole. The survey revealed that our IATSE culture of continuous education is also growing and getting stronger—everyone should keep learning. In response to the workers and the Locals, the IATSE Education and Training Department and the IATSE Entertainment and Exhibition Industries Training Trust Fund are here to help.



# Hidden Career Path Day

**O**n December 8, 2017, Education at Roundabout hosted the IA's third Hidden Career Path Day of the school year focusing on Sound. The day was produced in partnership with Local One and the International. Twenty-nine students from four NYC boroughs (seven from Brooklyn School for Music and Theatre, five from Curtis High School, six from Repertory Company High School, and eleven from Bronx Theatre High School) had the opportunity to learn about working in the sound department in a variety of ways from Local One members who generously donated their time: How to place a body mic – Liz Coleman, "The Band's Visit"; Introduc-

tion to Qlab – Rafe Carlotto, "Phantom of the Opera"; and Finding sound cues in a script – Jordan Plankin, "Wicked."

During each rotation, members responded to student-generated questions

about training, networking, and sustaining a career in the entertainment industry. After lunch, the students went on a tour of Jazz at Lincoln Center with Local One member David Gibson.



**Rafe Carlotto, Local One member, A2 on "Phantom", instructing a small group on playback software.**

## Grow Your Computer Skills

**#GROWTHEQUALSSTRENGTH**

The IATSE continues to offer premium annual discounted Lynda.com subscriptions to members in good standing through their local unions.

See all of the details at:

<http://www.iatse.net/member-education/lynda>

**Lynda.com**<sup>®</sup>  
FROM LINKEDIN



## OFFICER INSTITUTE 1.0 – NASHVILLE, TN FEBRUARY 12-16, 2018

Jackie Aaronson, B192	Gregory Goad, 493	Theresa Morrow, 492	Mike Sandlin, 46
Andrew Bennett, 16	William Hanner, 417	Brian Mulry, 30	Benjamin Shields, 67
Aaron Bowen, 67	Gordon Hayman, 143	Allan Omo, 665	Bryan Shilling, 151
Anne Bowes, 858	Gerald Helmuth, 720	Kristina Pappas, 99	Mark Show, 322
Daniel Buckley, 151	Charles Howard, 322	Robert Paternoster, 74	Wayne Simpson, 481
Kevin Cheatham, 479	Charley Kao, 665	Alan Pickelsimer, 635	Larry Smith, 839
Linda Dahl, 204	Ellen King, 800	Tony Price, 635	Robert St. Pierre, 839
Danielle Duboff, B192	Clarice Lazary, 858	Kevin Richie, 205	Darrell Stark, 917
Leslie Fitzsimmons, 414	Michael Maley, 16	P. Rodia, 492	Marvel Wakefield, 871
Daniel Fly, 46	Mark May, 4	Joseph Rudd, 6	Lena Young, 784
Carol Frazier, 798	Robert McManus, 900	Albert Salamone, 4	



Pictured here are the attendees from the 4-day Educational Staff Training Session at the Tommy Douglas Conference Center in Silver Spring, Maryland, February 20-23, 2018.



## IATSE ENTERTAINMENT & EXHIBITION INDUSTRIES TRAINING TRUST FUND

The TTF has a new and improved look.  
Our programs are the same, we just renamed them  
to make them more user friendly.



### NO FEE COURSES

*COURSES WE OFFER FREE OF CHARGE*

#### Group Courses

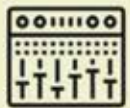
OSHA 10/GES, AV Essentials

#### Individual Courses

Online Safety for Motion Picture  
Television Workers  
Safety First! Online (coming soon!)

#### AVIXA Partnership

AVIXA Membership, AV Courses Online,  
and other membership benefits



### RESOURCES

*MATERIALS, INFORMATION, AND MORE FOR  
YOUR TRAINING PROGRAMS*

#### Curriculum Library

OSHA 10/GES, Safety First!

#### Training Tracker

We can track your Local's safety and  
craft skills courses for you

#### Course Templates

Flyers, Applications, Sign-in Sheets,  
Evaluations, Lesson Plans

### FUNDING

*INDIVIDUAL & LOCAL REIMBURSEMENTS*

#### Certification Reimbursement

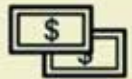
AED, CTS, SPRAT, ETCP

#### Course Reimbursement

Funding for local union safety or craft  
skills group trainings

#### Develop a Local OSHA Trainer

Reimbursement for sending your Local  
trainer to an OSHA Training Institute



### TRAINERS

*DEVELOP OR GROW YOUR LOCAL  
TRAINING PROGRAM*

#### Trainer Development

Train the Trainer: Teaching Techniques  
Train the Trainer Master Class

#### Borrow Our OSHA Trainer

Our trainer will teach an onsite class  
and get you started with safety training

#### Trainer Database

We connect your Local with trainers

#### Locally Offered AV Essentials

We train your Local AV trainers and  
provide books & some basic gear



Our website also has a new look, visit us at  
**[www.iatsetrainingtrust.org](http://www.iatsetrainingtrust.org)**





# **TTF COURSE REIMBURSEMENT APPLICATION DEADLINES**

The TTF is moving towards a system of reviewing and approving applications for course reimbursement on a quarterly basis. This is to help us improve on our ability to support trainings through the funding reimbursement. This new system launches in May.

<b>For Courses Being Offered</b>	<b>Application Deadline</b>	<b>Notification of Application Status</b>
May 1 – August 31	Monday, April 2	Monday, April 30
September 1 – December 31	Monday, August 6	Friday, August 31

## **TTF SAFETY FIRST!**

The Safety First! courses are now available online for individuals to take at their own convenience. They are also available in a voice-over instructor led version for Locals to use to teach as group courses. For more information visit the website at:  
[www.iatsetrainingtrust.org/safetyfirst](http://www.iatsetrainingtrust.org/safetyfirst)

## **TTF VIDEO**

The TTF has a new video explaining our programs and how to access them. If your Local is interested in getting a copy of the video, fill out the form on the contact page of our website. You can also view the video on the home page of our website.

[www.iatsetrainingtrust.org](http://www.iatsetrainingtrust.org)

# EDUCATION AND TRAINING

## I.A.T.S.E. OFFICER INSTITUTE APPLICATION 2018

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course. PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO GRADUATE AND TO RECEIVE CERTIFICATION.

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	
		MIDDLE INITIAL	
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:		JACKET SIZE Women's S M L XL Men's M L XL	
STREET ADDRESS		HOME PHONE ____ - ____ - ____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE ____ - ____ - ____
CELL PHONE ____ - ____ - ____	EMAIL ADDRESS (please print)		
2. IATSE OFFICER INSTITUTE			
<input type="checkbox"/> ATLANTA, GA APRIL 30 – MAY 4 (For U.S. Locals Only)		<input type="checkbox"/> TORONTO, ON SEPTEMBER 24 - 28 (For U.S. and Canadian Locals)	
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](mailto:officerinstitute@iatse.net)



# 2018 I.A.T.S.E. Advanced Officer Institute 2.0

ORGANIZING 2.0 | DETROIT, MI | JUNE 26 - 28, 2018  
SECRETARY-TREASURER 2.0 | ATLANTA, GA | APRIL 30 - MAY 2, 2018  
SECRETARY-TREASURER 2.0 | TORONTO, ON | SEPT 24 - 26, 2018

## ALL CLASSES FOR U.S. AND CANADIAN LOCALS

**PRE-REQUISITE ORGANIZING 2.0** – YOU MUST BE A GRADUATE OF A PRIOR IATSE OFFICER INSTITUTE, HELD IN PHILADELPHIA, CHICAGO, LOS ANGELES, CALGARY, NEW YORK CITY, ATLANTA, LAS VEGAS, TORONTO, CAMBRIDGE, AUSTIN, VANCOUVER, LINTHICUM HEIGHTS, DENVER, ORLANDO, OR NASHVILLE.

**PRE-REQUISITE SECRETARY-TREASURERS 2.0** – YOU MUST CURRENTLY HOLD OFFICE IN YOUR LOCAL UNION AS SECRETARY OR TREASURER OR (REGARDLESS OF OFFICE) BE A GRADUATE OF A PRIOR IATSE OFFICER INSTITUTE, HELD IN PHILADELPHIA, CHICAGO, LOS ANGELES, CALGARY, NEW YORK CITY, ATLANTA, LAS VEGAS, TORONTO, CAMBRIDGE, AUSTIN, VANCOUVER, LINTHICUM HEIGHTS, DENVER, ORLANDO, OR NASHVILLE.

APPLICATIONS MUST BE SUBMITTED TO THE I.A.T.S.E. EDUCATION DEPARTMENT AT LEAST 4 WEEKS PRIOR TO THE BEGINNING OF COURSE.  
PARTICIPANTS ARE REQUIRED TO ATTEND ALL CLASSES TO RECEIVE CERTIFICATION.

## PLEASE PRINT LEGIBLY

<b>1. APPLICANT</b>				
LAST NAME		FIRST NAME		MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:				
STREET ADDRESS			HOME PHONE _____-_____-_____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE _____-_____-_____	
CELL PHONE _____-_____-_____	EMAIL ADDRESS (please print)			
<b>2. SESSION (CHOOSE ONE. IF YOU WISH TO ATTEND IN BOTH CITIES, SUBMIT SEPARATE APPLICATIONS FOR EACH.)</b>				
MUST BE A LOCAL UNION SECRETARY-TREASURER AND/OR IATSE O.I. GRADUATE (ALL CLASSES FOR U.S. AND CANADIAN LOCALS)				
<input type="checkbox"/> SECRETARY-TREASURER 2.0 ATLANTA, GA   APRIL 30 - MAY 2, 2018				
<input type="checkbox"/> SECRETARY-TREASURER 2.0 TORONTO, ON   SEPT 24 - 26, 2018				
<input type="checkbox"/> ORGANIZING 2.0   DETROIT, MI   JUNE 26 - 28, 2018 (MUST BE AN IATSE O.I. GRADUATE)				
<b>3. LOCAL UNION INFORMATION</b>				
LOCAL NUMBER	LOCAL UNION ADDRESS		POSITION AT LOCAL	
<b>4. APPLICANT SIGNATURE</b>				
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	
<b>5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD</b>				
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute 2.0.				
SIGNED			DATE	
TITLE				
<b>FOR I.A.T.S.E. EDUCATION DEPARTMENT USE</b>				
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS	

**Return Completed Application via Email or Mail to:**

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

# EDUCATION AND TRAINING

## Grow Your Labor Education

#GROWTHEQUALSSTRENGTH

L Labor  
E Education  
A Assistance  
P Program

The IATSE's Labor Education Assistance Program provides reimbursement money to officers of local unions who enroll in qualifying Labor Studies Programs.

The program covers all Officers, Officials, Trustees, and Executive Board Members of all local unions, who are eligible to be reimbursed for one (1) labor studies course each calendar year, including online courses.

Now every representative has access to a broad range of educational opportunities to help them better represent the workers in their jurisdiction. Local officers are encouraged to use this great tool to expand their labor knowledge and better represent their workers.

For information on how to apply for funding, visit <http://www.iatse.net/member-education/leap>.

## APPLICATION FOR OFFICER INSTITUTE 1.0 2018 SUBSIDY FOR LOCALS WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) \_\_\_\_\_

Applying To: Atlanta, GA Toronto, ON

### LOCAL UNION INFORMATION

Local Union \_\_\_\_\_

Mailing Address of Local Union \_\_\_\_\_

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

Contact's phone and email: \_\_\_\_\_

Local Contact Signature \_\_\_\_\_

### CERTIFICATION

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

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

Applicant's Signature \_\_\_\_\_

### FOR OFFICE USE ONLY:

Rec'd by \_\_\_\_\_ Approved Y N

Notified \_\_\_\_\_

Notes: \_\_\_\_\_

THIS FORM MUST BE ACCOMPANIED BY THE APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN THE 2018 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN ATLANTA, GA (APRIL 30 – MAY 4), OR TORONTO, ON. (SEPT. 24 - 28). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).





## YOUNG WORKERS

# Save the Date!

**T**he 2018 Young Workers Conference will take place in Silver Spring, Maryland, from September 18-20.

Members who wish to attend should be 35 and under, with approval from their local union executive board. Local unions are limited to sending two members each. Anyone who has attended a previous Young Workers Conference must have been active – in local union activism, community activism, labor movement activism, or political activism – to be eligible to attend this Conference. The International will

cover all costs for lodging and programming, but local unions or attendees are responsible for travel costs. Please email [ywc@iatse.net](mailto:ywc@iatse.net) if you have questions about eligibility.

Applications are not yet available, but will be distributed by email, the Bulletin, and social media in the coming weeks. Make sure you're following the Young Workers Committee account on Twitter (@IATSEYWC) for the most up-to-date information.

Once applications open, get them in quickly! This event will be first-come,

first-served until it is filled to capacity. Anyone interested in attending should contact their local union to begin the approval process now, so that they can be prepared once applications are available. It will fill up quickly!

This three-day conference will provide young workers with trainings to allow you to build your skills in organizing and activism. Plus, participants will have the chance to meet and network with likeminded workers from across North America to share experiences and compare best practices.

## A NEW YOUNG WORKERS ADVISORY COUNCIL REPRESENTATIVE

Congratulations to Jeffery Higgins of Local 868 Treasurers and Ticketsellers in Washington, DC, who has been named the new IATSE representative on the AFL-CIO's Young Workers Advisory Council. Jeffrey had been involved with an organizing campaign – and a successful first contract negotiation last year – at the Strathmore Theater in Bethesda, MD. We're glad to have his leadership on the Advisory Council.

Many thanks to Paul Kent from Local 22, who served the previous term on the YWAC. In addition to being an effective advocate on the Council, Paul spent the last several election cycles as relief staff, representing the IATSE in Get-Out-The-Vote efforts in elections in the Northern Virginia, DC and Maryland area. His dedication to activism was a good illustration of how Growth = Strength. Thanks, Paul!

# AV Essentials Training: Creating a Skilled Labor Force in a Competitive Market

The Tradeshow Department has been actively pursuing National agreements with employers engaged in providing Audio Visual services to Convention Centers, Hotels, and other large venues hosting conventions, tradeshow and corporate meetings. The skills required to perform work in this area and the related technologies are ever changing. This creates a demand for workers skilled in state of the art equipment with a willingness to continuously upgrade their skills.

To address this demand, the IATSE Education Department collaborated with the Training Trust Fund, AVIXA (formerly InfoComm) and staff of the Tradeshow Department to create and deliver AV Essentials Training. Although the program has been around since 2014, the current curriculum hardly resembles its early predecessor. The program is constantly tweaked as digital AV equipment is introduced, IT and networking is expanded, and tried and true projection and cable is rendered obsolete.

Each year, at least ten classes are scheduled around the country. Locals requesting the training are required to follow the protocol designed to insure

the training in their jurisdiction is successful. Tradeshow staff assist Locals in fulfilling all the upfront requirements including filling the class, identifying local trainers, securing a venue and equipment, and determining what supplemental training may be required prior to AV Essentials.

Since late summer of 2017, training was provided to the following Locals: 8, Philadelphia; 13, Minneapolis; 15, Seattle; 27, Cleveland; 28, Portland; 274, Lansing; 321, Tampa; and 336, Phoenix.

In addition to the positive results of the training, there are collateral benefits for our Locals. They expand and upgrade the skills of their internal force of train-

ers, allowing them to continue to train their members. In those areas where travel between jurisdictions is manageable, Locals are opening the training to members of sister Locals. This helps to build solidarity between Locals while expanding the available workforce. The more skilled technicians we can provide our employers in a given region, the greater the leverage we have.

Many thanks to International Representative Ben Adams and his team of excellent instructors: Toby Payne; Local 336, Gary DeJidas Local 631; and AVIXA's Andre LeJue. They are helping us build a world class workforce one Local at a time.





# HELPING THOSE IN NEED

In the wake of the devastation from Hurricanes Harvey, Irma and Marie, the Walsh/Di Tolla/Spivak Foundation established a special fund to provide assistance to the IATSE members and their families who suffered serious financial hardship.

Many IATSE members have suffered tremendous losses and were forced to evacuate their homes. It is our hope that financial assistance from the Foundation will enable these members and their families to get back on their feet in the aftermath of these tragedies.

The IATSE has agreed to donate \$20,000 to the Fund. We ask local unions, members and friends of the IATSE community to contribute what they can. Checks should be made payable to the "Walsh/Di Tolla/Spivak Foundation" with a notation indicating "Hurricane Relief Fund" and be mailed to the Walsh/Di Tolla/Spivak Foundation, c/o IATSE, 207 West 25th Street, 4th floor, New York, NY 10001.

## DONATION TO THE HURRICANE RELIEF FUND:

*This list reflects contributions received since the 4th Quarter Issue of 2017.*

Charles Adelman	IATSE Local No. 154	IATSE Local No. 871
Don Cefail	IATSE Local No. 212	IATSE Local No. 873
Sandra England	IATSE Local No. 476	IATSE Local No. 891
James Freeman	IATSE Local No. 478	IATSE Local No. 900
Marcia Froehlich	IATSE Local No. 479	IATSE Local No. 917
Adrian Healy	IATSE Local No. 481	Chris Innis
Jeffrey Higgins	IATSE Local No. 484	John Gregory and Suzanne Kasper
IATSE Local No. 1	IATSE Local No. 489	June Kushner
IATSE Local No. 10	IATSE Local No. 500	Brian Lawlor
IATSE Local No. 15	IATSE Local No. 600	Richard Martin
IATSE Local No. 16	IATSE Local No. 631	Hannah McNamara
IATSE Local No. 22	IATSE Local No. 634	Delia Mulholland
IATSE Local No. 39	IATSE Local No. 706	Robert Stein
IATSE Local No. 44	IATSE Local No. 764	James W. Swift
IATSE Local No. 59	IATSE Local No. 800	Anne Vantine
IATSE Local No. 82	IATSE Local No. 856	Harry S. Woolway III
IATSE Local No. 100	IATSE Local No. 857	
IATSE Local No. 115	IATSE Local No. 868	

## CREW SHOTS

Pictured here is the Local 395 crew members with former Vice President Joe Biden. Photo taken on February 5, 2018 at the Michigan Theatre in Ann Arbor, MI, during the Vice President's book tour.

From left to right: Keith Kinnear, Dave Thieffels, Local 395 members; Gregg Horvath, Derek Dubyak, Vice President Biden, Cal Hazelbaker, Ellen Katz, Jared Van Eck, Scott McWhinney and Bill Abbott.



International President Matthew Loeb and International Vice President/President of Local 8 Michael Barnes celebrated New Year's with fireworks and the Local 8 crew for the Mummers Festival at the Philadelphia Convention Center.

Local 19 crew from "Lion King" at the Hippodrome Theater in Baltimore, Maryland.



Pictured here is a crew shot from the show "Finding Neverland" that was at Michigan State University's Wharton Center for the Performing Arts Great Hall, December 12-17, 2017. Included are road and local crew from all Departments.



# Standing Up for Golf Channel Workers Online and on the Picket Line

**W**hen technicians working for the Golf Channel walked off the job at three tournaments on January 14 they knew they would have the support of their fellow Golf Channel technicians, the IATSE Broadcast Department Representatives, Department Director Sandra England, and the rest of the IATSE membership.

What they didn't know was the amount of support they would get for their efforts from fellow broadcast technicians, professional golfers and caddies, the other broadcast unions, and at home viewers of Golf Channel broadcasts, all of whom noticed the obvious drop in quality the absence of these broadcast professionals produced, and who showed their support in person and especially through social media.

Through Twitter, Facebook and Instagram, Golf Channel technicians shared their story with the world, and the world took note. Using the hashtag

#golfchannelstrike on Twitter and Instagram, and the Facebook page Stand Up for Golf Channel Workers, striking workers posted photos of themselves walking the picket line in Hawaii and California, while in the Bahamas, where because U.S. labor laws did not apply, a picket line was not possible, workers gathered together at breakfast every morning to support each other and share their experience with others. Local 665 members joined the strikers on the picket line in Hawaii and were frequent contributors online, and IATSE members and Representatives from the West Coast Office and the Hollywood Locals did the same in Palm Springs.

It wasn't only fellow IATSE members who commented on the strike. Pro golfer Billy Horschel tweeted his concern for the effects of the strike on all involved, adding, "The camera and audio tech ppl are great ppl and I have some great relationships with them. They put in long hours and I know

every Tour player appreciates them!" While in Palm Springs one of the caddies posed for Facebook photos holding a picket sign while walking the line with the Golf Channel technicians.

Home viewers voiced their support for Golf Channel workers and their disappointment in the quality of the coverage without them. Comments like: "#GolfChannel needs to pay these camera men whatever they want, cause this coverage of the #SonyOpen is tough to watch, it stinks!! #PGATour," and "Hey @GolfChannel please get the contracts done with the camera guys. This coverage is absolutely brutal! #GolfChannel #PGATour #SonyOpen," were typical of viewers' reactions.

Eventually, the resolve of the Golf Channel workers, and the support of fellow sports broadcast technicians, golfers and caddies, and home viewers paid off. On January 24 Golf Channel technicians voted to accept a revised contract offer that provided them with enhanced health benefit contributions, restored lost OT pay, and brought pay fairness to their ranks. Aided by the power of social media, Golf Channel workers successfully stood up for each other.



# NLRB Changes Under The Trump Administration And How They Affect The IATSE

**T**he old adage is that “elections have consequences.” After a year of the Trump administrations NLRB rulings those consequences will directly affect the IATSE and its members. It is beyond the appointment of Supreme Court Justice Neil Gorsuch and the upcoming Janus vs. AFSCME ruling which may hinder public sector unions. Lost in the news and not widely reported are changes that the Trump administration’s NLRB has implemented that directly affect us as represented workers in the live entertainment industry, the IATSE, unions, and working people as a whole.

Since taking office in January, the Trump administration has implemented many changes for working people under the new leadership at the National Labor Relations Board. The Board is run by five members. After the Senate confirmed President Trump’s second pick to the NLRB, an attorney whose law firm specialized in union avoidance tactics with clients such as Fed Ex, Target, Uber, and Amazon, it effectively shifted the balance of power from Democrats to Republicans by a 3-2 Republican majority. The Board was also temporarily chaired by Phillip

Miscimarra, a corporate labor law attorney, who before the end of his term in December 2017 made decisions and took actions that will affect all workers and unions. Trump will also appoint his replacement.

So, as quickly as possible, the GOP majority overturned the decisions that the NLRB made to strengthen workers’ rights under Obama. The NLRB’s five major decisions, all of which were issued in one week, which happened to be Miscimarra’s last week of his term. Each of them was a 3-2 decision. What is most noticeable is that these changes

at the NLRB were not done through the usual protocol of the past. The Board issued all of these decisions without public notice and without allowing interested parties to the cases the ability to file briefs. By doing this the NLRB reversed decisions that were supportive of workers and unions and will directly impede organizing unrepresented workers in the future.

They started by overturning a decision requiring settlements to provide a “full remedy” to aggrieved workers. Next, the board reversed a decision reinforcing workers’ rights to organize





free from unlawful employer interference. Then the board reversed a decision protecting unionized workers' rights to bargain over changes in employment terms in employee handbooks. The next two decisions were even larger and have direct implications for the IATSE and organizing in the stagecraft department.

The first major case is PCC Structurals. In this case the NLRB overturned their decision in Specialty HealthCare. Specialty Healthcare allowed unions to file recognition for sub-division units also known as "micro units." This is a major case for the IATSE. The Specialty Health Care decision is based on the DC Circuit Court Decision *Blue Man Vegas vs IATSE Local 720*. The Blue Man case was about organizing the general stagecraft workers (carpentry, electrics, props, etc) but not including the musical instrument technicians who were hired differently by the company. Local 720 won their case and it was upheld by eight courts of appeals. With Specialty Health Care in place Local 15, Seattle WA was able to file for a representation election for Rhino Pacific NW for just the riggers and not the stagehands. It also allowed stage technicians at the Oregon Shakespeare Festival to file and not include the workers in the construction shops. With this change by the Trump NLRB other local unions will not be able to use similar tactics to try and organize workers as these Locals did.

The next major case was the Hybrand decision. This case effectively overturned the Browning Ferris decision. The Board's 3-to-2 vote, along party lines, restored the pre-2015 standard, which deemed a corporation a joint employer only if it exercised direct and immediate control over workers at a franchise, and in a way that was not limited. This case now makes organizing harder for unions, especially employers who hire outside companies

to provide the stagehand or wardrobe labor. For instance, the pre-2015 decision was used against the IATSE by Crew One in the Crew One organizing election in Atlanta. Under the Obama NLRB the employees could file representation cards against not only a crewing service such as Crew One or Rhino, but also the venue management companies such as Live Nation, SMG, or AEG also. That provided the workers and the IATSE better leverage at the bargaining table because you no longer had to directly deal with the "middle man" and could also negotiate directly with main employer.

In February, two months after being overturned, the Browning Ferris Case got restored for the time being after an ethics complaint was made against Trump NLRB appointee William Emanuel. Emanuel who worked at the law firm that represented one parties in the Browning Ferris case did not recuse himself from voting as he should have. Because of this, the Hybrand decision was vacated by the NLRB, giving a reprieve for joint employer status for unions for the time being. Considering the quickness used by the Trump Board to find a case to try and overturn Browning Ferris this reprieve is likely short lived.

In addition to these decisions the NLRB made it known that more change is coming. Trump will be able to appoint another member to the Board in 2018. This will further solidify their majority. Peter Robb, who took over as the NLRB's general counsel, was also a longtime union avoidance lawyer. In December, Robb sent a memo to NLRB officials around the country that essentially put a freeze on all the worker rights expanded through decisions from the Obama NLRB.

The NLRB has also recently solicited public comments on a proposal to abol-

ish the Obama-era rule allowing workers to unionize through a speedy election. Announced right before Christmas the comment section was closed after two months in mid-February.

The current rule minimizes the amount of time employers can spend dissuading workers from unionizing; by rescinding it, the Board will let employers drag out elections and threaten attempts to organize. When implemented by the Obama NLRB, an employer has eight days from the time a petition is filed to hold a pre-election hearing to challenge the proposed union. Because of this change elections went from an average of 38 to 40 days after a petition was filed to 23 to 25 days. The rules also allow the ability to electronically file and serve petitions and representation cards. Employers are also required to provide email addresses and phone numbers for unit contact, different from the past when it was solely name and address.

Even though we are waiting for this decision by the NLRB, it is very likely it will not go in the favor of workers fighting for the right to unionize. This deconstruction of the body of labor laws that aim to help workers in the US by the NLRB is compounded by additional decisions by the Department of Labor such the deregulation of health and safety laws, undermining overtime pay and letting employers pocket workers' tips.

The National Labor Relations Act, which governs the NLRB, states that its purpose is to protect "the exercise by workers of full freedom of association" and "self-organization." Trump's appointees, with their verdicts and upcoming rulings, are not only placing that purpose in jeopardy but putting the conditions and rights for entertainment workers, the IATSE, and the American worker in jeopardy as well.

# Safety Resources In The Digital Age

**A**s members continue to call the IATSE Safety Hotline (844-IA-AWARE / 844-422-9273) in both the U.S. and Canada, and across all departments, we've been working behind the scenes to build a Safety App for those situations that aren't urgent or when a phone call is impractical.



It was announced at the General Executive Board meeting in Los Angeles that the IATSE Safety App is now available through Google Play and the Apple App stores. The new app is a resource for every department, and is tailored to your region (if applicable), type of work, and Local. There are safety articles and bulletins, employer and local union contact numbers, and a hazard reporting form.

For articles and web resources, by creating the means to link to outside websites and sources, the App will consistently provide updated and timely in-

formation to members, such as the Provincial Occupational Health and Safety Boards in Canada, as well as OSHA and CSATF Safety Bulletins.

The Hazard Reporting Form covers a wide variety of incidents, including Harassment as one of the listed workplace hazards. The IATSE Safety Officer and a department representative will receive notice when a hazard is reported. Members can remain anonymous, although this will limit our ability to follow up for more information. Protecting our members' identities is

always of utmost importance, so we ask you to let us know who you are so we can be as effective as possible.

The App also allows for a phone call to be made to the IATSE Safety Hotline. Since its inception, we've addressed a wide array of situations with the support of the affected Locals. If a call is placed to the Safety Hotline, a representative will answer or return your call promptly. We would always suggest starting with your Local Business Agent but the IATSE Safety Hotline is available 24-7 to assist with your concerns.



President Loeb stands on stage at the Dolby Theatre with the crew for the 90th Academy Awards.



## SOLIDARITY

We have grown as a union significantly in the past decade, and the IATSE emblem graces the end credits of movies, streaming content and television productions that millions watch every day around the globe. From the deepest south to the Nova Scotia waterfront, from the soundstages in Vancouver, Los Angeles, Atlanta and New York, and everywhere in between, we have a shared goal of fair pay and benefits in exchange for our skills and hard work.

Unions are the sum of their members, and by that count, the IATSE is a loud and clear voice in the labor movement and within our communities. Beyond the healthcare and pension benefits, working conditions and wages, there's the quiet power of being part of a united, growing movement. Solidarity doesn't need to be negotiated for; it is part of who we are as union members.

Negotiations, however, need solidarity. In 2018, many of our major agreements are being renegotiated. The Basic and Area Standards Agreement are the two largest contracts and cover the majority of motion picture and television production across the United States. In New York the bargaining cycle begins soon

and the film and television contracts across Canada are being negotiated this year as well. Our unification helps the leadership and bargaining committees negotiate the best contracts possible. For months, the Local Business Agents, officers, bargaining committees and members met to discuss the contract priorities of the membership. What is working? What could be better? These questions have been asked at the craft service table, in the union hall, and in homes across North America. From these conversations, ideas have been gathered, collated and sorted. At the same time, we studied the healthcare projections and the direction of the Industry to craft proposals to keep our health and pension plans financially secure and thriving for generations to come. The common goals and financial projections are boiled down and solidified into our proposals at the bargaining table. Your participation in your Local, your expertise at work, and your support for your Brothers and Sisters allow the leadership of the International to strengthen our contracts and improve our lives. Growth truly does equal strength.

## THINKING OUTSIDE THE BOX

Recently, more than 400 new members joined the IATSE through an organizing drive in Los Angeles. The IATSE West Coast Office and Local 871 helped Script Coordinators and Writers' Room Assistants realize their long-held goal of union representation. Town hall meetings were held, workers came together to form a unit, and a contract was negotiated and ratified.

Compared to what we're used to hearing about in motion picture production, this was a different path for organizing. Usually, crews working on non-union commercials, low budget features or new media productions will put down their gear and walk off the set to strike if a company refuses to bargain with the IATSE. These strikes generally last anywhere from an hour to a few days to obtain an agreement and often don't require a strike at all; a phone call from an International Representative will prompt negotiations in many situations. However, as Local 871's success shows, this is not the only way to organize!

Outside of film production, there are unrepresented workers

connected to the entertainment industry. In your town, are there costume or construction shops? Rental houses? Or maybe some local TV commercial companies have set up shop to do regional spots or advertisements for local companies? These are all organizing opportunities. Unrepresented crew members and shop workers could use the same union protections and benefits as their IATSE brothers and sisters. Additionally, organizing in the venues and facilities provide employment to members that may not otherwise have had such an opportunity for union representation. In fact, in many cities, there are very successful entertainment industry businesses that cover their workers under IATSE agreements.

If you know of a non-union business such as this, let your Business Agent know. They can speak with the International about the best way to approach such an organizing drive. Broaden your horizons when considering what "union made" means because we're stronger together!

# Reporting A Hazard At Work



**H**ow does an employer know about a hazard at a workplace in order to fix it and protect us? If you have taken one of the OSHA 10 Hour safety awareness classes, you will remember that one of the responsibilities of the employer is to inspect the workplaces for hazards. So, how does an employer know about a hazard at a workplace?

The best answer is we, the employees, let our bosses know there is a problem. We are the qualified people. We have been hired because we know what we are doing. Much of the training our employers want us to have is identifying hazards. And, the easiest way to let the employer know is to tell them. Tell your department head, tell the key, tell the forewoman, tell somebody who can do something about the problem.

I know there is the worry that you will be labeled a trouble maker, lose your job, or not get hired again. And, while retaliation certainly happens and is difficult to make right, experience has shown that it is not the norm. Employers typically don't want to see anyone hurt. Whether it's because they don't want to be fined by OSHA, they don't want the liability, or they just don't want to hurt someone, telling your employer about a hazard is the easiest way to get it corrected.

A young, freshly sworn-in member takes a call to rig a show with a couple dozen other people. While waiting for the call to start a bunch of the crew are complaining that the sawdust left on the smooth concrete floor was really slippery. They kept complaining that they'd worked this show before, and it was always like this, and no one ever

did anything about it, and someone was going to get hurt. The new member quietly stepped away, went to the person in charge and mentioned that the sawdust was making the floor slippery. The person in charge said, "You're right, go get a broom and sweep it up." Problem solved.

I know that was easy. I know it doesn't always work that way. I can be naïve and look at things through rose colored glasses. But, the most common, best way to get a hazard taken care of is illustrated in the above story.

Because employers and other people in charge are not always willing to fix things and not very many employers have put a health and safety program in place, here are some of the ways you can report a hazard at work.

- In a dream world, run by safety professionals, a worker follows their employer's procedure for reporting a hazard. Tell your department head, they report up the line to the person who can take prompt, corrective action, and the hazard is fixed. And, a report should be made to the Local.
- Real world: Tell people in the company to try and get it fixed. Some companies have hotlines or other way to make a report. Most of the time it will get fixed. Sometimes

more leverage has to be applied.

- Call your Local. If the company won't fix it, is taking long time, or just to put a little more pressure to get it fixed tell the steward or BA. They can help push the process.
- Call the IATSE Safety Hotline. If you feel nothing is being done, or you fear retribution call the Hotline. An operator will ask some questions. You can talk to an IATSE safety member. You can leave a number and have someone get back to you. IATSE Safety Hotline: 844-IA AWARE, 844-422-9273.
- Use the IATSE Safety App. The Safety App has a feature that allows you to report a hazard. A message will be sent to someone that can help you with your issue. It is a free app.

The important point is that for a hazard to get corrected, the employer has to be made aware of it. As our employers are becoming more corporate, they rely on us to find and report hazards. Avoiding accidents is good for business. It saves them money and makes their insurance companies happier. I personally don't care why employers choose to be safer. If it means IATSE members go home at the end of the day the same way they showed up, that is a good thing.



**A Reminder: April 28 is International Workers' Memorial Day.**

President Loeb has again asked that IATSE members observe April 28, Workers' Memorial Day in the US and Canada's National Day of Mourning. In observance of these days the IATSE International Moment of Silence will be on Saturday, April 28, at 1:00 p.m., EDT (10:00 a.m., PDT). All IATSE members are asked stop for one minute and silently remember all the workers who have been killed on the job. Mourn for the dead, fight like hell for the living. <https://www.osha.gov/workersmemorialday/>

# Grow Your Leadership Skills

**#GROWTHEQUALSSTRENGTH**

[officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)

<http://www.iatse.net/member-education/iatse-officer-institute>



## Officer Institute 1.0 (Basic Training)

U.S. Locals Only	Atlanta, Georgia	April 30 – May 4
U.S. & Canadian Locals	Toronto, Ontario	September 24 – 28

\*Hotel subsidies are available for the basic training (1.0) to Locals with less than \$250,000 in gross receipts.

## Advanced Officer Institute (2.0)

Organizing 2.0	Detroit, Michigan	June 26 – 28
Secretary-Treasurer 2.0	Atlanta, Georgia	April 30 – May 2
Secretary-Treasurer 2.0	Toronto, Ontario	September 24 – 26

### **Register Early.... Class Size is Limited!**

Applications can be found in this issue of The Bulletin and online at

<http://www.iatse.net/member-education/iatse-officer-institute>

For more information, email [officerinstitute@iatse.net](mailto:officerinstitute@iatse.net)

# Local 488 Celebrates 25th Year!

Studio Mechanics of the Pacific Northwest, Local 488 celebrated 25 years at a grand celebration party in Portland, Oregon. One of the Local's three major production zones, along with Seattle and Spokane, Washington.

The festivities took place last April at The Tiffany Center's Crystal Ballroom. International President Matthew Loeb attended along with many additional union dignitaries and representatives from fellow IATSE Locals. Many charter members were in attendance.

Guests enjoyed 25 years worth of

production photographs contributed by members in a rotating presentation, a live band and DJ, and a fun raffle benefitting the IATSE-PAC.

Those gathered celebrated their work on productions dating back to "Sleepless in Seattle," and the TV series "Northern Exposure," as well as more recent projects such as television shows "Grimm," "Librarians," and "Portlandia" as well as cable show, "Z Nation."

The Local's jurisdiction encompasses Oregon, Washington, Northern Idaho and Western Montana.



President Loeb at the podium.

## ATLANTA LOCAL WELCOMES MEMBERS

IATSE Local 927 swore in new members from a LiveNation organizing drive on January 4, 2018. Neil Gluckman, Business Agent (giving the oath), Peter Cocchiere, President and Hank Collins, Vice President were also present.





## NEW YEAR'S IN PHILADELPHIA

International President Matthew Loeb and International Vice President/President of Local 8 Michael Barnes celebrated New Year's with fireworks and the Local 8 crew.



## INDIANAPOLIS LOCAL HONORS LONG-TIME MEMBER

On October 16, 2017 at the Local 30 Meeting hall prior to a monthly membership meeting, Retired International Vice President William Gears, Jr. (right) presented a 70-year certificate of membership to Brother Joseph Quinn (center) and also a 50-year certificate to former President of Local 30 Quentin Quinn.

## NEW JERSEY LOCAL HOSTS RIGGING SEMINAR

New Jersey Local 21 hosted a rigging seminar at the Prudential Arena in Newark. Thanks to Ben Kilmer and Matt Ward who administered the class with equipment supplied from Bobby Weiss, United Staging. Local 21 members, as well as Locals One and 632, were in attendance.



## Milestone for Illinois Member

Local 193, Blooming, Illinois, celebrated its first member to reach Gold Card status. Brother William Purcell received his Gold Card from Local 193 President Craig Chladny. Congratulations!



## ST. LOUIS MEMBERS HELP LOCAL CHARITY

On December 1, 2017 at Tropicana Bowling Lanes in St. Louis, Local 6 members participated in the "Bowl for Kids' Sake" Fund raiser for Big Brothers Big Sisters of Eastern Missouri. This was the second year that Local 6 sent a team to participate. Big Brothers Big Sisters depends on donations to conduct background checks on volunteers to ensure child safety; and provide ongoing support for children, families and volunteers to build and sustain long-lasting relationships.



Pictured from left to right are the 6 team members: Front row: Kevin Stone and Logan Spies; Back row: T.J. Berg, Matt Tow, Jake Klingman, and Jason Zeis.



At Local 336 General membership meeting on March 5, 2018, three of its Brothers received recognition for being members of the IATSE for 50 years. President Tony Pirri (left) has been a member since May 7, 1968, Brother Steve Cornell (center) has been a member since January 8, 1967, and Brother Toby Payne (right) has been a member since January 7, 1968.



## UNION PRIDE DAY FOR ANIMATION CREW



Local 839 crew at Cartoon Network headquarters in Burbank, CA on Monday, February 5, 2018. Local 839's monthly "Union Pride Day" where members wear the Local's t-shirt on the first day of the month.

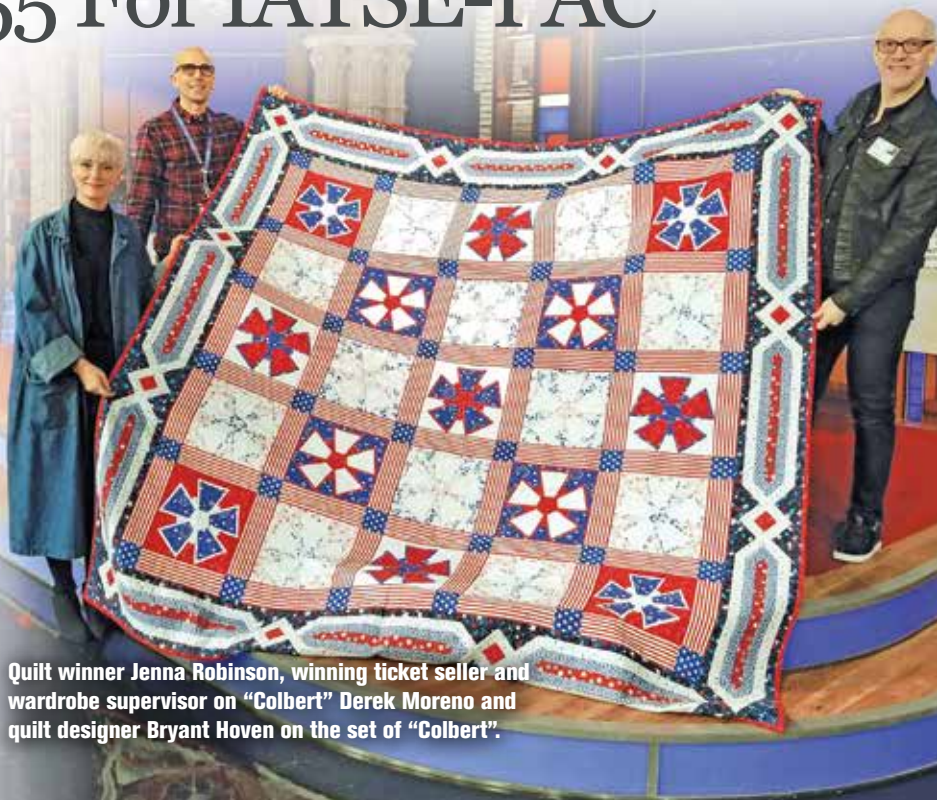
PHOTO CREDIT: BROOKE KEESLING, DIRECTOR OF COMMUNICATIONS AND CULTURE, LOCAL 839

## Local 764 Quilt Raffle Raises \$13,155 For IATSE-PAC

The 16th Annual Local 764 Quilt Raffle came to a close at the end of the membership meeting on Sunday, October 29, 2017. President Pat White drew the winning ticket, which belonged to Local 798 member Jenna Robinson, hairstylist of "The Late Show with Stephen Colbert."

The raffle raised \$13,155.00 for the IATSE-PAC. The PAC supports candidates on a national level who are friendly to Union and Entertainment-Industry causes, and fight on our behalf.

In the sixteen years of Quilt Raffles, Local 764 has contributed a total of \$137,725.



Quilt winner Jenna Robinson, winning ticket seller and wardrobe supervisor on "Colbert" Derek Moreno and quilt designer Bryant Hoven on the set of "Colbert".

## Chicago Local Sponsors Charity Drive

In mid-November, Local 2 sponsored 150 children from kindergarten to 8th grade, via "Operation Warm" to each get a brand-new winter coat and two new books at the Chicago Public Library.

"Operation Warm" is a charity designed to benefit less fortunate children living in blighted neighborhoods. Local 2 helped provide the kids, and their moms, a positive experience at their neighbor-

hood public library. Interactive games were provided by the Museum of Science and Industry, a musical sing a long was provided by a neighborhood artist, an alphabet twister game was hosted by the Sun-Times and the finale was the coat and book give-away.

"This was undoubtedly the most heartwarming experience of my life," stated International Vice President/Business

Agent of Local 2 Craig Carlson. "To see a need of these children be addressed and so thankfully received by both children and their mothers."

All of the above was funded by a \$3,500 donation from Local 2.



Above are the books donated by Local 2



Vice President Carlson chats with Julio, one of the many children that received brand-new coats.

## CHICAGO LOCAL HONORS LONG-TIME MEMBERS



At the 2017 Local 476 Holiday Party, Brothers Morton Hyatt and Dick Oakes was presented with 50-year Scrolls. From left to right: Local 476 Business Manager Mark Hogan, 50-Year Member Morton Hyatt, 50-Year Member Dick Oakes and Local 476 President Bradley Matthys.





## LOCALS 669 & 891 CONTINUE SUPPORT FOR OPPENHEIMER DINNER FOR THE HOMELESS

In previous years, members of the Vancouver Film, Television & New Media Industry had hosted a Christmas Dinner at Oppenheimer Park for the homeless and hurting. Realizing that after Christmas, the number of charitable dinners dropped drastically, the dinner was changed to a family BBQ and moved from the week

before Christmas to the end of January. This year's Oppenheimer Dinner was held on January 27 and saw over 3,000 meals of hamburgers, hot dogs, potato salad, and coleslaw shared with members of the Oppenheimer Park Community. Live entertainment was also provided, including face painters for the children. Gifts of

warm winter accessories and personal hygiene kits were distributed, and Street Thug Barbers offered haircuts free of charge to those who wanted them. Kudos to the Vancouver film community and local businesses for their support, which has meant this event has been able to continue for the last twenty-nine years.

## ONTARIO LOCAL HOSTS RIGGING SEMINAR

On February 14, IATSE Local 461 held a rigging course at the Shaw Festival Theatre in Niagara-on-the-Lake. The course was taught by IATSE Local 58 educators and in addition to Local 461 members, also had attendees from Locals 58, 129, and 634. Though the Local has done smaller, in-house tutorials in past, this was the first course that was held with this depth of training. Courses such as this are possible due to the support of Local 461's largest employer, the Shaw Festival, and a negotiated agreement with the employer that provides funding contributions.



## NEW JERSEY MEMBER APPOINTED TO GOVERNOR'S TEAM

Local 632 IATSE COPE Chairman, Brother Michael J. McCarthy, was appointed to New Jersey Governor-elect Phil Murphy's transition team. Michael has been assigned to the Human and Children's Services Committee, where he will advocate for children and adults with developmental disabilities. Congratulations Brother McCarthy!

**New Jersey Secretary of the Senate-Emeritus, Jack McCarthy; Governor-elect Phil Murphy; and Local 632 COPE Chairman, Michael J. McCarthy.**

## IN MEMORIAM

### LOCALS 477 AND 500 REMEMBER JAMES PATRICK COLL

James Patrick "Pat" Coll, age 72, passed away on the morning of Tuesday, October 31, 2017. Pat was born on February 25, 1945 in Pittsburgh, PA to Alice and Vincent "Earl" Coll. As the fourth of five children, Pat made it a point from the beginning to stand out from the crowd. He was blessed with a unique and incredibly endearing wit and charm that would be on constant display throughout his life.

In 1953, the family moved from Pittsburgh to Miami, FL where Pat's father, Earl, a former IATSE member, worked on the television production of *The Jackie Gleason Show* in Miami Beach. Earl was a pioneer in South Florida stage and screen production, a legacy Pat would eventually carry on.

Pat started his college career in 1964, when he enrolled at Miami Dade Junior College. While there, he became the Sports Editor for the school's "Falcon Times." Pat then pursued his education at The University of Mississippi ("Ole Miss") where he graduated with a Bachelor of Art's degree in 1968.

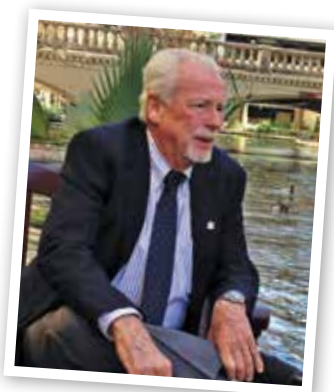
Upon graduation, Pat taught journalism and public relations at Pearl River Community College in Mississippi. In 1972, he worked for the Leflore County School District as a Consulting Editorial Director where he produced numerous publications advocating for the District. In 1975, Pat relocated back to Miami, FL where he

became a Contributing Editor for the "South Florida Today" magazine.

Soon after his return to South Florida, Pat made a career change that would define the rest of his professional life and make an indelible impact on stage and film production in South Florida for the next 40 years. In 1976, Pat joined the IATSE. He learned all aspects of the business and advanced his career quickly by taking on more creative, complex and challenging roles. He worked on thousands of stage shows, commercials and movies, including such well-known classics as *Caddyshack*, *Paranthood*, *Porky's*, *The Goodbye Girl* and *Hardly Working*.

In 2003, after 27 years of working in the industry, Pat was appointed to the position of Assistant Business Agent for Local 500. In 2006, his peers elected him President of Local 500 where he served one term and then again in 2012 where he served until the time of his death. Throughout the years Patrick also served as an Executive Board member and in various official capacities with Local 477.

Pat is survived by his brother Thomas Coll, longtime former member of Local 477 and 500.



### REMEMBERING RETIRED INTERNATIONAL REPRESENTATIVE JOSEPH S. PETRUCCIO, SR.

Joseph S. (Joe) Petruccio, Sr. passed away on December 11, 2017 at 83 years of age. A husband of 62 years, father of three and grandfather of nine. Joe was instrumental in the formation of NABET Local 15 in NYC in the 1970's. He served that film union as an officer, trustee, and guiding light for well over a decade.

In 1990, when IATSE merged with NABET Local 15, Joe joined Local 52. In 1992, he served Local 52 as a Business Agent, and then served as its Vice President from 1993-1996. Joe finished up his union career working for the International from March 1997 until April 2003 as an International Representative, working out of the General Office in New York. As part of his duties, Joe traveled around the country organizing groups of motion picture workers into fledgling Locals wherever they were.

Besides all the union business, Joe enjoyed working in his craft as a set builder. He was known for patiently teaching the young about both work and life. Joe always looked out for the little guy. Perhaps that's the trait that made him the consummate union man he was.



## LOCAL 423 REMEMBERS ROSS BARTON KRANTZ

Ross Barton Krantz, 83, died Monday, October 30, 2017. He entered this world on November 17, 1933 in Oceanside, NY, born to Hubert Kolle Krantz and Sylvia Ross Howard, and was preceded in death by his sister Dennise Severin Mendell and wife of 44 years, Gail Ann Butler.

After graduating from Kent School in Kent, CT, Ross served in the Air Force from 1953 - 1957. He then attended the University of Missouri in Columbia, MO, graduating with a bachelor's degree in Journalism, and met his wife at the Missouri Theatre there. They were married in Warrenton, MO, in 1963.

It was in Columbia where Ross was first introduced to the magic of film projection and sound. Ross had a passion and curiosity for all things mechanical and found inspiration in trunks full of parts, pieces, and gadgets. He took those skills with him through his work with RCA in Chicago, IL, and later in Sandia Park, NM, where he started his own company,

Cinema Engineering Services. He was a proud member of Local 423. He serviced movie theaters and show venues across the west from Texas to South Dakota.

Ross was an integral part of the Telluride Film Festival from 1977 to 2016 where he helped create the Abel Gance Cinema and projection equipment to show Napoleon as it was meant to be seen. He also worked for the Mountain Film Festival from 1983 to 2016. Ross considered Telluride, CO, his favorite town where he worked a total of 73 film festivals. He also enjoyed working for other festivals in the U.S.

Ross enjoyed sharing the stories of his life with others and was an incredible storyteller. He was born during the Great Depression, was in Times Square on VE Day, and witnessed the Chicago Riots. Ross was a loving and supportive husband, father, mentor, and friend to many. He will be dearly missed.



## 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.

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Mary Ferry  
John Gregory Kasper  
Steve Spivak

*In Memory Of*  
Fund Contribution  
Fund Contribution  
Fund Contribution  
Fund Contribution  
James Patrick Coll  
Fund Contribution  
Fund Contribution  
Fund Contribution  
James Patrick Coll  
Kathleen Lynch and Joseph Petruccio

# IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Salvatore Aiello December 14, 2017	1	Allen A. Miller October 19, 2017	33	Richard A. Montgomery November 23, 2017	52	Antwan Veasey August 18, 2017	122
John T. Colgan October 10, 2017	1	Daniel W. Ross December 26, 2017	33	Joseph Petruccio, Sr. December 11, 2017	52	Michael J. Vincent September 1, 2017	122
Peter J. Deverna December 20, 2017	1	Philip D. Dickman December 17, 2017	38	Gary W. Yacuk December 6, 2017	52	Thomas A. Limb October 19, 2017	126
Robert M. Diabo December 23, 2017	1	Robert McKenzie December 9, 2017	38	Anthony J. Stillittano October 10, 2017	54	Willie M. Greggs November 9, 2017	127
Holly J. Horner December 23, 2017	1	David R. Moore October 18, 2017	38	Henry B. Skerrett December 6, 2017	56	Robert H. Miller November 10, 2017	134
Ronald J. Lebrecht November 24, 2017	1	Jerry L. Allen August 20, 2017	44	Harold Ingham October 25, 2017	58	James Lung December 30, 2017	166
Frank A. Monti November 3, 2017	1	Ray Bradbury, Jr. September 9, 2017	44	Charles R. Helms November 30, 2017	59	Arthur Hutchinson December 1, 2017	169
Fred Rosen November 5, 2017	1	Eugene H. Campbell September 24, 2017	44	Brian Thompson November 15, 2017	59	James D. Sanderson November 27, 2017	204
John A. Shearing December 3, 2017	1	William B. Doane December 26, 2014	44	Steve Hadley (Country) October 16, 2017	66	William Walkey October 31, 2017	212
James A. Stenstrom November 23, 2017	2	Archie L. Gillett October 9, 2017	44	Richard Patria October 14, 2017	74	Edward J. Mifsud November 13, 2017	266
Samuel H. Thomas November 3, 2017	3	Jim Hanson October 18, 2017	44	Sharon Boggis December 12, 2017	80	Jeffrey J. Knorr July 3, 2017	278
Rost A. Swenson August 15, 2016	8	Philo Holaday December 5, 2017	44	Charles Larocca November 2, 2017	80	Dorothy Arney June 7, 2017	306
Stanley T. Fudala November 5, 2017	11	Alfred Lee Johnson October 3, 2017	44	Clarence Ransome December 2, 2017	87	Angelo Capasso, Jr. October 23, 2017	306
James Mullen, Sr. December 5, 2017	11	Stephen R. Lampke October 17, 2017	44	James G. Billings February 16, 2017	96	Ruth Evans October 22, 2017	306
Christopher W. Riley December 12, 2017	11	Erik Todd Norville August 28, 2017	44	Mark Prunier October 2, 2017	96	Gloria Hill November 2, 2017	306
Robert Volosevich December 2, 2017	11	James A. Ragosta September 24, 2017	44	Ted Faerber, Jr. October 8, 2017	99	Laura D. Middleton November 29, 2017	306
Timothy L. Thies April 1, 2017	13	Frank Reveles December 10, 2017	44	Mary Lassalle-Alconero October 21, 2017	99	K. Lype O'Dell November 2, 2017	306
George A. Moore December 18, 2017	16	Michael Seefus November 4, 2017	44	Kim W. Powell May 10, 2017	99	Richard R. Petersen November 20, 2017	306
Thomas P. Lyons October 5, 2017	18	Michael Wilson Woods October 12, 2017	44	Fernando Castaneda May 21, 2017	107	Joseph Robinson August 9, 2017	306
Gordon Grafton Cole October 18, 2017	22	John Guertin November 23, 2017	46	Kenneth Hausmann April 14, 2017	107	Erroll Whittington September 1, 2017	306
George P. Dounis September 25, 2017	22	Michael L. Grawl November 15, 2017	51	Arnon L. Osborn October 1, 2016	107	Kevin T. Schwanke October 11, 2017	311
Kenneth E Yingling November 5, 2009	26	Brian W. Bailey November 17, 2017	52	John R. Beatty November 28, 2017	118	Daniel Schmitz June 30, 2017	317
Robert B. Crow September 19, 2017	27	Albert R. Griswold October 2, 2017	52	Daniel Frank November 6, 2017	118	George D. Wagner December 28, 2017	329
Harlan Tyner May 21, 2017	30	Ronald J. Lebrecht November 24, 2017	52	David Easterling July 29, 2017	122	Joe Parra December 13, 2017	336
Stanley Y. Kuwano December 6, 2017	33	James R. Mazzola December 29, 2017	52	William G. McClure August 11, 2017	122	Alex Kordics December 15, 2017	357



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Thomas H. McCormick November 4, 2017	369	Albert Bettcher December 21, 2017	600	Alan E. Heather October 1, 2017	728	Natasha Denis October 23, 2017	891
Stephen Karaszi December 1, 2017	411	John W. Fleckenstein October 18, 2017	600	Hugo Labra October 1, 2017	728	Pierre Hubert October 25, 2017	891
Robert P. McKinley, Jr. August 1, 2017	415	Ning Li November 1, 2017	600	Richard Stanford December 13, 2017	728	Dennis P. Kelli October 1, 2017	891
James M. McKenna December 16, 2017	417	Edward R. Martin December 7, 2017	600	James R. Tynes November 30, 2017	728	Anthea Oomen-Herrmann October 10, 2017	891
Ross Krantz October 30, 2017	423	William R. Nielsen November 14, 2017	600	Logan Fils October 31, 2017	729	Ken C. Rabehl November 10, 2017	891
Rustan R. Nicholetts June 13, 2017	467	Richard J. Salvatore May 22, 2015	600	Dennis Murillo December 17, 2017	729	Michael Armstrong November 24, 2017	917
John Donahue October 4, 2017	476	Philip Schultz December 8, 2017	600	Elke Gordon November 25, 2017	768	James Killian Rivingston October 18, 2017	917
Matt J. Norskog November 6, 2017	476	Richard Shore December 8, 2016	600	Sandra Crisp January 18, 2018	780	Richard A. Benavides July 22, 2017	918
Robert R. Volpe October 23, 2017	476	Harry A. Stradling, Jr. October 17, 2017	600	Joseph M. Argento December 16, 2017	788	Stephen J. Albert December 29, 2017	18032
James P. Coll November 1, 2017	477	Danny Tsang November 7, 2017	600	Josephine Ciannella October 12, 2007	798	Edwin S. Blacker October 6, 2017	18032
Charles P. Guanci November 26, 2017	477	Robert A. Wise January 31, 2006	600	Leslie Fuller November 1, 2017	798	Daryl T. Dodson December 26, 2017	18032
Pierre H. Roseman May 9, 2017	477	Kelly C. Jones November 22, 2017	614	Willis Hanchett March 1, 2014	798	Joel Wyman December 22, 2017	18032
Leonard Lebell November 15, 2017	478	Ervin H. Anderson October 1, 2017	640	Donoene Mckay March 1, 2014	798	Ernest Squalls October 19, 2017	B2
Brian P. Carroll February 3, 2017	479	Keith R. Magan December 30, 2017	640	Berton Roth April 29, 2016	798	Paul Brown November 14, 2017	USA829
Lance A. Pignato December 26, 2017	479	Kenneth Sato October 21, 2017	665	Edith Tilles October 9, 2014	798	Therese Deprez December 20, 2017	USA829
Gregory R. Still October 10, 2017	479	Pierre Rouger December 27, 2017	669	Peter W. Wooley November 15, 2017	800	Jack Edwards November 16, 2017	USA829
James R. Tynes November 29, 2017	480	Henry L. Zhao December 20, 2017	669	Juan C. Ajuis December 1, 2017	829	Karl Hueglin October 31, 2017	USA829
Dean Allison November 7, 2017	484	Steve Artmont February 28, 2017	706	Michael J. Spehn October 26, 2017	835	Bruce McMullan November 20, 2017	USA829
Robert M. Beaumont October 9, 2017	488	Donna Henderson September 10, 2017	706	Ernestine Washington October 1, 2017	868	Jane Reisman December 19, 2017	USA829
John T. Edwards October 16, 2017	491	Charles W. Mullen November 24, 2017	706	Douglas H. Barkley October 19, 2017	873		
Michael Martishius September 1, 2017	491	Sherilyn Stetz May 2, 2017	706	Geoffrey Birkenshaw December 18, 2017	873		
James P. Coll October 31, 2017	500	Toni-Ann Walker May 9, 2017	706	George Mastrogiannis October 30, 2017	873		
Paul Duchesne July 28, 2017	514	Jeffrey Clark December 1, 2017	720	Norma Jean Sanders November 28, 2017	873		
Richard Reginer September 13, 2017	592	Eric Sax November 17, 2017	720	Maureen M. Estes December 20, 2017	884		
Jeffrey Barr June 23, 2017	600	Kay R. Arvanitis October 29, 2017	728	Scott Coderre December 13, 2017	891		

# NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who makes a written request for Financial Core Status is deemed to have resigned from membership and by doing so will have no rights of membership (as distinguished from employment rights). Among other things, such person will not have the right to attend membership meetings, to run for office, to vote in union elections, to participate in formulation of bargaining proposals and ratification votes. However, so long as the person continues to pay his or her financial obligations to the union, he or she has the right to continue employment and to be represented by the union under the collective bargaining agreement the same as a union member. A person who takes Financial Core Status and later wishes to re-join the union will have to apply for membership and will be treated as a new member for all purposes, including initiation fees, unless there is a waiver or a special fee for readmission.

4) There is an exception to the requirement that a person with Financial Core Status pay the same dues as members. By reason of the U.S. Supreme Court case, *Beck vs. CWA*, a person with Financial Core Status is only obligated to pay that share of union dues that is chargeable for the cost of union administration, collective bargaining, contract representation and to matters that are germane to representation. Expenses involving political, social and ideological matters are not chargeable.

5) The union will break down its expenses into those items which are chargeable and not chargeable to Financial Core Status employees by a special audit by a certified public accountant.

6) The IATSE will provide to each IATSE member at least once a year through the IATSE Bulletin the IATSE financial core policy which will constitute notice to members working under collective bargaining agreements with a union security clause of the right to take Financial Core Status and be in compliance with the applicable union security clause. An employee not a member who is required to comply with a union security clause shall be informed at the time of application for membership that he or she may take Financial Core Status in place of union membership and be in compliance with the applicable union security clause. Upon request, the

union will provide to a member or person applying for Financial Core Status the most recent audit by the independent accounting firm as to the chargeable and non-chargeable expenditures of the union and how the percentage of dues to be paid was determined.

7) A person who requests Financial Core Status may choose to pay the full amount of the regular dues and in that case he or she will be charged the full amount. Any member who takes Financial Core Status or an employee who is required to fulfill financial obligations under the union security clause who desires to only pay the amount of dues that are chargeable to a Financial Core Status employee must notify the union in writing that he or she does not desire to pay the full amount of union dues. Such written request must be signed by such Financial Core Status person. The reduction of dues will take effect in the next dues period after such notice is received by the union.

8) A Financial Core Status person may within thirty (30) days after taking Financial Core Status or after receiving the audit statement, file a written objection to any of the items of the expenditures breakdown or to the percentage of the dues that the union has determined must be paid. Such objections must be in writing and signed by the person filing the objection. If the union does not agree with the objection either as to the expenditures or as to the percentage amount of dues to be paid, then the union will notify the Financial Core Status person, objecting in writing that such person has ten days to request arbitration; and if he or she fails to do so within that time by a written notice, then such person waives the right to arbitration.

9) If more than one Financial Core Status person requests arbitration, the union will consolidate all such objections into one arbitration proceeding. The union will provide an impartial arbitration proceeding through the American Arbitration Association and will pay the administrative costs and the arbitrator's fees.

10) The union will open an interest bearing, separate and identifiable escrow account, if there are any objecting Financial Core Status persons. Any portion of dues that is received by the union on behalf of a Financial Core Status person that is in dispute will be placed in such escrow account.

11) The President of the IATSE or his designee shall administer the policy in a manner that is consistent with the objectives of the policy and the applicable federal law to provide a fair and equitable procedure regarding Financial Core Status persons. The President or his designee shall have the authority to determine the amount of the reduction of dues for each fiscal year. For a local union, the chief administrative officer shall have such responsibilities.

12) This policy shall be deemed to be automatically amended to conform with applicable federal laws.



# LOCAL SECRETARIES AND BUSINESS AGENTS

## Reference Letters:

**AAE** Amusement Area Employees

**ADG** Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftpersons)

**AE** Arena Employees

**AFE** Arena Facility Employees

**AG&AOE&GA** Animation Guild and Affiliated Optical Electronic and Graphic Arts

**AMTS** Admissions, Mutual Ticket Sellers

**APC** Affiliated Property Craftpersons

**ATPAM** Association of Theatrical Press Agents and Managers

**BPTS** Ball Park Ticket Sellers

**CDG** Costume Designers Guild

**CHE** Casino Hotel Employees

**EE** Exhibition Employees

**EE/BPBD** Exhibition Employees/Bill Posters, Billers and Distributors

**ICG** International Cinematographers Guild (inclusive of Publicists)

**M** Mixed

**MAHS** Make-Up Artists & Hair Stylists

**MAHSG** Make-Up Artists & Hair Stylists Guild

**MPC** Motion Picture Costumers

**MPEG** Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)

**MPP,AVE&CT** Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians

**MPP,O&VT** Motion Picture Projectionists, Operators and Video Technicians

**MPP,O,VT&AC** Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts

**MPP,VT&CT** Motion Picture Projectionists, Video and Computer Technicians

**MPSELT** Motion Picture Studio Electrical Lighting Technicians

**MPSG** Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)

**MPSP&SW** Motion Picture Set Painters & Sign Writers

**MPSPT** Motion Picture Studio Production Technicians

**MPST** Motion Picture Studio Teachers and Welfare Workers

**MPVT/LT/AC&GE** Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees

**MT** Mail Telephone Order Clerks

**O** Operators

**PC,CP&HO** Production Coordinators, Craftservice Providers and Honeywagon Operators

**PST,TE,VAT&SP** Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists

**S** Stage Employees

**S&FMT** Sound & Figure Maintenance Technicians

**SA&P** Scenic Artists and Propmakers

**SM** Studio Mechanics

**SM&BT** Studio Mechanics & Broadcast Technicians

**SS/C,C,A&APSG** Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild

**SS,PC,CC&PA** Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants

**T** Theatre Employees

**T&T** Treasurers & Ticket Sellers

**TBR&SE** Television Broadcasting Remote & Studio Employees

**TBSE** Television Broadcasting Studio Employees

**TSA** Ticket Sales Agents

**TW,MA&HS** Theatrical Wardrobe, Make-Up Artists & Hair Stylists

**TWU** Theatrical Wardrobe Union

**USA** United Scenic Artists (inclusive of Theatrical Sound Designers)

## CANADA

### ALBERTA

**S 210 EDMONTON, AB**-Judy Robinson, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.

**S 212 CALGARY, AB**-Chris MacRae, secretary@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Reps.: (Mot. Pic.) Tom Benz, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

### BRITISH COLUMBIA

**S 118 VANCOUVER, BC**-Kate Rittenhouse, 206-2940 Main Street, Vancouver, BC, V5T 3G3. (604-685-9553) Bus. Agt.: Josef Chung.

**S 168 VANCOUVER ISLAND, BC**-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Rep.: Ron Nazer.

**ICG 669 WESTERN CANADA**-Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Peter Hayman, hayman@iag669.com.

**MPSPT 891 BRITISH COLUMBIA/YUKON TERR.**-Gwendolyn Margetson, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Rep.: Phil Klapwyk, philk@iatse.com.

### MANITOBA

**M 063 WINNIPEG, MB**-Stuart Aikman, 2nd Floor - 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Stuart Aikman.

**MPSPT 856 PROVINCE OF MANITOBA**-Nicolas Phillips, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

### NEW BRUNSWICK

**M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB**-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

### NEWFOUNDLAND AND LABRADOR

**ICG 671 PROVINCE OF NEWFOUNDLAND AND LABRADOR**-David Rumley, P.O. Box 13075, Topsail Stn. Main, Conception Bay South, NL A1W 2K1 (416-368-0072). Bus. Rep.: David Rumley.

**M 709 PROVINCE OF NEWFOUNDLAND AND LABRADOR**-Debbie Vatcher, secretary@iatse709.com; P.O. Box 29134, St. John's, NL A1A 5B5. (709-754-1746) (Fax: 709-754-1774).

### NOVA SCOTIA

**M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB**-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

**M 848 SYDNEY/GLACE BAY, NS**-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.

**MPSPT 849 MARITIME PROVINCES**-Raymond MacDonald, 15 McQuade Lake Crescent, 2nd flr., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Shelley Bibby.

**T B848 GLACE BAY, NS**-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

### ONTARIO

**S 058 TORONTO, ON**-Bryan Godwin, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.

**M 105 LONDON/ST. THOMAS/SARNIA, ON**-Stephanie Gonyou, secretary@iatselocal105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.

**S 129 HAMILTON/BRANTFORD, ON**-Doug Nightingale, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-536-9192) Bus. Agt.: Gary Nolan.

**M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON**-James Turner, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030) Bus. Agt.: Larry Miller, businessagent@iatse357.ca.

**PC, CP&HO 411 PROVINCE OF ONTARIO**-Chandra-Li Paul, 2087 Dundas Street, East, Unit 104, Mississauga, ON L4X 2V7. (905-232-6411) (Fax: 905-232-6412) Bus. Agt.: Chandra-Li Paul, businessagent@iatse411.ca.

**M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON**-Robert Vernon, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-931-1990) Bus. Agt.: Stacey Bonar.

**S 467 THUNDER BAY, ON**-Keith Marsh, keith@tbaytel.net; 380 Van Norman St., Thunder Bay, ON, P7A 4C3 (807-627-1460). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

**M 471 OTTAWA/KINGSTON/BELLEVILLE, ON**-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-852-7321) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

**M 580 WINDSOR/CHATHAM, ON**-Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3X2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

**M 634 SUDBURY/NORTH BAY, ON**-Keith Clausen, local\_634@hotmail.com; 24 St. Louis Street, P.O. Box 68, Naughton, ON, POM 2M0. (705-665-1163) Bus. Agt.: Jamie Adamson, iatse634ba@bell.net.

**ICG 667 EASTERN CANADA**-David Orton, 229 Wallace Avenue, Toronto, ON, M6H 1V5. (416-368-0072) (Fax: 416-368-6932) Bus. Agt.: David Rumley.

**TW,MA&HS 822 TORONTO, ON**-Raymond K. Cosgrove, secretary@iatse822.com; 511 Adelaide Street West, Toronto, ON, M5V 1T4 (416-622-9007) (Fax: 416-622-0900). Bus. Agt.: Michelle DiCesare, businessagent@iatse822.com.

**SA&P 828 PROVINCE OF ONTARIO**-Stephanie Milic, sec.iatse828@gmail.com, P.O. Box 80059, 510 Concession Street, Hamilton, ON, L9A1C0. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Sondra Richter, baiatse828@gmail.com.

**MPSPT 873 TORONTO, ON**-Monty Montgomerie, 82 Camforth Road, Toronto, ON, M4A 2K7. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Monty Montgomerie, businessagent@iatse873.com.

**TWU 924 STRATFORD, ON**-Laurie Krempien-Hall, P.O. Box 21151, Stratford, ON, N5A 7V4. (519-949-4040) Bus. Agt.: Margie Bruer.

**T B173 TORONTO/HAMILTON, ON**-Paul Williams, 241 Danforth Avenue, Toronto, M4K 1N2. (647-680-8528) Bus. Agt.: George King.

## PRINCE EDWARD ISLAND

**M 906 CHARLOTTETOWN, PE**-John-Michael Flynn; P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Barry Vessey, bvessey@bellaliant.net.

**T B906 CHARLOTTETOWN, PE**-Ashley Peck, P.O. Box 1032, Charlottetown, PE, C1A 7M4. (902-628-1864) (Fax: 902-566-4648).

## QUEBEC

**S 056 MONTREAL, QC**-Arielle Mercier, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Michael Arnold.

**O 262 MONTREAL, QC**-Meaghan Hill, Priscilla.meaghan.hill@gmail.com; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-937-8252) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

**MPSPT 514 PROVINCE OF QUEBEC**-Francoise Gravelle, 4530 rue Molson, Montreal, QC H1Y 0A3. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Christian Bergeron, Christian.bergeron@iatse514.org.

**M 523 QUEBEC, QC**-Sylvie Bernard, 2700, Jean Perin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage/Riggers) Dave Sanchagrin; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard; (Riggers) Sebastien Beaulieu.

**ICG 667 EASTERN CANADA (QUEBEC OFFICE)**-7230 rue Alexandra Street, Suite 111, Montreal, QC H2R2Z2 (514-937-3667). Bus. Mgr.: Christian Lemay.

**TW, MA&HS 863 MONTREAL, QC**-Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC. H2J 3T5 (514-641-2903). Bus. Agt.: Silvana Fernandez, iatselocal863ha-billeur@hotmail.com.

## SASKATCHEWAN

**M 295 REGINA/MOOSE JAW, SK**-Joanna Vollhoffer, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440).

**M 300 SASKATOON, SK**-Dan Mooney, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-370-5744) Bus. Agt.: Kim Warden.

# UNITED STATES

## ALABAMA

**S 078 BIRMINGHAM**-Laura Kilgore; iatse78secretary@gmail.com; P.O. Box 10251, Birmingham, 35203. (205-251-1312) Bus. Agt.: Mark Shumate.

**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**-Patrick Purcell, III; P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Kelly McManus.

## 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**-Deon A. Hill, 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. Rep.: Don'Shea D. Brown, iatse748busrep@gmail.com

## ARKANSAS

**M 204 LITTLE ROCK**-Nikki M. Kelly, nmkelly50@yahoo.com; P.O. Box 69, El Paso, 72045 (501-960-4660) (Fax: 501-833-6153) Bus. Agt.: Jim Cozad, jcozad@iatse204.com.

## 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) Ronald Valenting, (Legit) Robert Pagnotta.

**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; 1914 Terracina Drive, Suite 120, Sacramento 95834. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

**MPSG 080 HOLLYWOOD**-Thomas Valenting, 2520 W. Olive Avenue, Suite 200, Burbank, 91505-4529. (818-526-0700) (Fax: 818-526-0719) Bus. Agt.: Thom Davis.

**S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND**-Larry Hunter; 303 Hegerberger Road, Suite 204, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Omar Sabeih.

**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/ PALM SPRINGS/PALM DESERT/ HEMET/BANNING/ELSINORE/29 PALMS**-Rachel Eaves, madamsecretary@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-3840) Bus. Rep.: Richard Disbrow, Richard@iatse122.org.

**M 134 SAN JOSE/SANTA CLARA**-Elizabeth Overstreet, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather, businessagent@iatse134.org.

**S 158 FRESNO/MODESTO/STOCKTON**-Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) Bus. Agt.: Pebbles Rapp.

**O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY**-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

**O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES**-Stephan Shelley, P.O. Box 29284, Oakland, 94604-9284. (510-470-2424) Bus. Agt.: Stephan Shelley.

**M 215 BAKERSFIELD/VISALIA**-Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-862-0215) Bus. Agt.: Matt Bemon.

**M 363 LAKE TAHOE and RENO, NV. (See Nevada)**

**M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)**-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) Bus. Agt.: Frederick Flores.

**M 504 ORANGE COUNTY/PARTS OF CORONA**-David Earick, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Sam Bowers.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also Georgia, Illinois and New York) Eddie Avila; National Executive Director, Rebecca Rhine; Western Region Director, David Behm, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Nhu Phan (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

**M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE**-Arman Boyles, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Rep.: Patrick Fitzsimmons, businessrep@iatse611.org.

**S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP**-Windy J.Maxon, windylocal614@gmail.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 981-769-9160) Bus. Agt.: Robert Szoke, (909) 677-3102; Local614ba@gmail.com.

**PST,TE,VAT&SP 695 HOLLYWOOD**-Laurence Abrams, edu@local695.com; 5439 Cahuenga Blvd., N. Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Scott Bernard, scottb@local695.com.

**MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)**-Diane Adler; Nat'l Exec. Dir.: Catherine Repola; Western Exec. Dir.: Scott George. 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Eastern Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

**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.

**MPSELT 728 HOLLYWOOD**-Patric Abaravich, 1001 W. Magnolia Blvd., Burbank, 91506. (818-954-0728) (Fax: 818-954-0732) Bus. Agt.: Patric Abaravich.



**MPSP&SW 729 HOLLYWOOD**-Robert Denne, 1811 W. Burbank Blvd., Burbank, 91506. (818-842-7729) (Fax: 818-846-3729) Bus. Agt.: Robert Denne.

**TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS**-Danyele Thomas; 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Ann Kelleher.

**TWU 784 SAN FRANCISCO/OAKLAND/BERKELEY/SAN MATEO/CUPERTINO/SAN JOSE/CONCORD**-Naomi Patrick; 1182 Market Street, Suite 312, San Francisco, 94102. (415-861-8379). Bus. Agt.: Bobbi Boe.

**TBSE 795 SAN DIEGO**-Melinda Gray, treas@iatse795.com; 3755 Avocado Blvd., PMB 437, La Mesa, 91941. (619-602-5831) (Fax: 858-715-0640). Bus. Agt.: Darin Haggard, ba@iatse795.com.

**ADG 800 LOS ANGELES (See also Illinois, New York and North Carolina)**-Thomas P. Wilkins, 11969 Ventura Boulevard, 2nd Floor, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Bus. Agt.: Charles Parker.

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**AG&AO&GA 839 HOLLYWOOD**-Paula Spence, 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Jason MacLeod.

**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/C, C, A&APSG 871 HOLLYWOOD**-Sandra Fleck, 4011 West Magnolia Blvd., Burbank, 91505-2833. (818-509-7871) (Fax: 818-506-1555) Bus. Rep.: Leslie Simon.

**TWU 874 SACRAMENTO AND VICINITY**-Shelley Mauricio, P.O. Box 188787, Sacramento, 95818 (916-832-3396) (Fax: 916-371-2530) Bus. Agt.: Sheryl Emmons, iatse874@yahoo.com

**MPST 884 HOLLYWOOD**-Monique Hernandez-Fisher, P.O. Box 6957, Burbank, 91015. (818-559-9797) Bus. Agt.: Doug Boney.

**CDG 892 HOLLYWOOD**-Ivy Thaide, 3919 West Magnolia Blvd., Burbank, 91505. (818 848-2800) (Fax: 818 848-2802) Executive Director: Rachael Stanley.

**TWU 905 SAN DIEGO**-Judith A. Watson, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Michael Regna, mregna4022@yahoo.com.

**S&FMT 923 ANAHEIM**-Matt Froelich, P.O. Box 9031, Anaheim, 92812-9031. (714-774-7574) Bus. Agt.: John Lawson.

**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, 95819. (916-927-5141) Bus. Agt.: Francina Stevenson, roncinia@frontiernet.net.

**AAE B192 HOLLYWOOD**-Christina Viramontes, nicolemiller@b192iatse.org; 5250 Lankershim Blvd., Suite 600, N. Hollywood, 91601. (818-509-9192) (Fax: 818-509-9873). Bus. Agt.: Kevin King.

**CALIFORNIA SPECIAL BRANCH**-Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

## COLORADO

**S 007 DENVER**-David Arellano; president@iatse7denver.org;

1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: Bryant Preston, 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).

**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**-John Clark, IV, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: Jason Philbin.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

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**S 284 WILMINGTON**-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (302-652-4626) (Fax: 302-475-4903) Bus. Agt.: Kathie Pierson.

## 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) Bus. Agt.: David O'Ferrall

**TWU 772 WASHINGTON**-Vickie Rankin, Secretary@iatse772.org; 2782 Cedar Drive, Riva, MD 21140 (443-994-0212). Bus. Agt.: Martha Timlin.

**TBSE 819 WASHINGTON**-Anthony DiRubbio, IA819secretary@gmail.com; P.O. Box 5645, Friendship Station, Washington, 20016. (202-966-4110) Bus. Agt.: Robert A. Richardson.

**T&T 868 WASHINGTON**-Anne Vantine, secretary@iatse868.com; P.O. Box 58129, Washington, 20037. (202-422-1782) Bus. Agt.: Anita Wilkinson, businessagent@iatse868.com.

**TSA B868 WASHINGTON**-Vevica Tobias, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8520) Bus. Agt.: Lori Schwartz.

## FLORIDA

**M 060 PENSACOLA/PANAMA CITY/DESTIN**-Andrea Deckbar, andrea.achieve@gmail.com; P.O. Box 1084, Pensacola, 32591 (850-390-6819) (Fax: 850-484-3729). Bus. Agt.: Ronald Beard, ronbeardlocal60@gmail.com.

**M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE**-Bruce Hudgens, bhudgens@iatse-115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

**M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG**-Christina Aikman, secretary@iatse321.org; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda, 321ba@iatse321.org.

**M 412 BRADENTON/SARASOTA**-Jeffrey Ellis, P.O. Box 1307, Tallevast, 34270. (941-914-1553) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

**SM 477 STATE OF FLORIDA**-Nancy Flesher, sec-treas@ia477.org; 3780 SW 30th Avenue, Fort Lauderdale, 33312 (305 594 8585) (Fax: 954-440-3362) Bus. Agt.: James Roberts, II.

**M 500 SOUTH FLORIDA**-Terrence McKenzie, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Terrence McKenzie.

**M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH**-Kimberly Holdridge, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Rep.: Sean Wilson.

**S 647 NAPLES/FT. MYERS/MARCO ISLAND**-Larry McDonald, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Peter Browning.

**MPVT/LT/AC&GE 780 (See also Illinois)**-Jaroslaw Lipski, jerry@iatse780.com; 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mgr.: Jerry Lipski.

**EE 835 ORLANDO/DAYTONA BEACH**-Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Mark Hardter.

**AE AE938 JACKSONVILLE**-Andy Canady, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Mac Brown.

## GEORGIA

**M 320 SAVANNAH**-Matthew Haddock, iatse320treasurer@gmail.com; P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, iatse320@gmail.com.

**SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)**-Frank Hatcher, Jr., fhatcher@iatse479.org; 4220 International Parkway, Suite 100, Atlanta 30354. (404-361-5676) (Fax: 404-361-5677) Bus. Agt.: Michael Akins, makins@iatse479.org.

**SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA**-Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Kelly Boudreaux, kelly@iatse491.com.

**S 629 AUGUSTA**-Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk, bbalk@mindspring.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Illinois and New York) Eddie Avila; National Executive Director, Rebecca Rhine; Central Region Director, Nhu Phan, 1355 Peachtree Street NE, Suite 1060, Atlanta

30309 (404-888-0600) (Fax: 404-888-6593). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60608. (312-243-3841) (Fax: 312-243-4275).

**M 824 ATHENS**-Peter Fancher, peterfancher@att.net; 160 Madison Street, Athens, 30601. (706-201-6123) Bus. Agt.: William Jackson, xwillbuildx@yahoo.com.

**EE 834 ATLANTA**-Danny Barrow, 4220 International Pkwy, Suite 200, Atlanta, 30354. (404-875-8848) (Fax: 404-361-4255) Bus. Agt.: Danny Barrow

**TWU 859 ATLANTA**-Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-757-6242) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

**S 927 ATLANTA**-Mary Grove, 449 1/2 Moreland Avenue, Suite 215, Atlanta, 30307. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

## HAWAII

**M 665 STATE OF HAWAII**-Kay Carter, carter@iatse665.org; 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Irish Barber.

## IDAHO

**M 093 SPOKANE, WA/WALLACE KELLOGG, ID**-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jaye" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereau@aol.com, (509-999-5073).

**S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/SOUTHERN IDAHO**-Chuck Blackner, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: James Phelps.

## ILLINOIS

**S 002 CHICAGO**-Thomas L. Herrmann, 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL**-Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

**MPP,AVE&CT 110 CHICAGO**-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Steve Altman.

**S 124 JOLIET**-Tim Kelly, twk1415@yahoo.com, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, l\_lorin@hotmail.com.

**S 138 SPRINGFIELD/JACKSONVILLE**-James Rapps, P.O. Box 6367, Springfield, 62708. (217-414-4244) Bus. Agt.: Noel Dalbey, ndalbeylocal138@comcast.net; 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

**M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA**-Sarah Short, P.O. Box 6355, Peoria 61601. Bus. Agts.: Donnie Bentley (Peoria), Kevin Paxton (Bloomington).

**M 217 ROCKFORD**-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-670-9264) (Fax: 815-484-1085). Bus. Agt.: Richard Abrams.

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO**-Thomas Aken, iatse421@digitail.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

**SM 476 CHICAGO**-Mark A. Hogan, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Mark A. Hogan.

**M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR**-Andrew Hall, andyh61801@yahoo.com; P.O. Box 3272, Urbana, 61803-3272. (217-841-2498) Bus. Agt.: Chad Schwenk, cschwenk27@gmail.com.

**ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD**-(See also California, Georgia and New York) Eddie Avila; National Executive Director, Rebecca Rhine; Central Region Director, Nhu Phan, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60608. (312-243-3841) (Fax: 312-243-4275). Atlanta Office: 1355 Peachtree Street NE, Suite 1060, Atlanta, GA 30309. (404-888-0600) (Fax: 404-888-6593).

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**TWU 769 CHICAGO**-Kathryn Rubel, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-732-6326) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twulocal769@gmail.com.

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**ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina)**-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

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**T 846 CHICAGO, IL/MILWAUKEE, WI**-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

## INDIANA

**S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE /LOGANSPOUT/ PERU/CONNORSVILLE/ANDERSON/MUNCIE/PORTLAND**-Brian Mulry, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: Brian Mulry.

**S 049 TERRE HAUTE**-David G. Del Colletti, dcolletti@ma.rr.com; 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) Bus. Agt.: Dave Targett, davetargett@icloud.com.

**S 102 EVANSVILLE**-Mark Fehr, 13 Dreier Blvd., Evansville, 47712. (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Steve VanMeter.

**M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDSVILLE**-Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8037) Bus. Agt.: Ruben Mendez, rmendez.iatse125@gmail.com.

**S 146 FORT WAYNE**-Steve Tarr, steventarr761@gmail.com, P.O. Box 13354, Fort Wayne, 46868. (260-494-9765) Bus. Agt.: Michael Barile, mbarile152@comcast.net (260-402-3257).

**M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI**-Melissa Bialko, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

**O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPOUT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE**-Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0714) Bus. Agt.: Stephen Blair.

**TBSE 317 INDIANAPOLIS**-Int'l Representative-in-

charge Francis O'Hern, 2911 W. Eastwood Ave., Chicago, IL 60625.

**M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK**-Mark R. Sarris, 511 North Fess, Apt. 7, Bloomington, IN 47408. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

**TWU 893 INDIANAPOLIS/BLOOMINGTON**-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-696-2595) 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

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**S 067 DES MOINES/AMES/WAUKEE/MASON CITY**-Linda Tweedy, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: William R. Muniz, Billymuniz81@aol.com.

**S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL**-Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

**S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE**-Janelle Smith, brucecroy@imnmail.com; P.O. Box 1191, Cedar Rapids, 52406. (319-360-1308). Bus. Agt.: Jeff Smith, smittygrip@gmail.com.

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## 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**-Charles W. Campbell, st190@iatse.kscoxmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, ba190@iatse.kscoxmail.com.

## KENTUCKY

**S 017 LOUISVILLE/FRANKFORT/DANVILLE**-Melinda McKenzie, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Matthew Dicken, iatse17@bellsouth.net.

**M 346 LEXINGTON**-David Richardson, david@twinhives.com; P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton, dburton@rupparena.com.

**M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH**-Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Greg Miranda.

**TWU 897 LOUISVILLE**-Lisa Green, info@budgetprint-center.net; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Melissa Gagliardi, iatse897@gmail.com.



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**S 298 SHREVEPORT**-Steven Pyatt, 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Debra Graham.

**SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI**-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

**M 540 BATON ROUGE**-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Lewis Rhodes.

**M 668 MONROE**-Dan Saterfield, d.saterfield@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; (985-320-1164).

## MAINE

**S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR**-Rod Williams, P.O. Box 993, Portland, 04104 (207-657-7100) Bus. Agt.: Douglas Born.

**TBSE 926 AUBURN**-Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-514-1338).

## MARYLAND

**S 019 BALTIMORE**-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (443-832-4950) Bus. Agt.: Bruce Holtman, Jr., businessagent19@gmail.com.

**S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA**-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseux.

**MPP, O&VT 181 BALTIMORE**-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-788-2856) Bus. Agt.: Karl O. Gilbert.

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) Bus. Agt.: David O'Ferrall.

**M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV**-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150) Bus. Agt.: Michael E. Clem.

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**TWU 913 BALTIMORE**-Carole Grimsley, stitcher.2@comcast.net; 7327 Springfield Avenue, Sykesville, 21784 (410-795-1254). Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-340-0049).

## MASSACHUSETTS

**S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD**-Colleen Glynn,

152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

**S 053 SPRINGFIELD/PITTSFIELD**-Valentino Larse, vlarse@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

**M 096 WORCESTER**-Stephen Hafford, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068. (508-882-3339).

**M 195 LOWELL, MA/NEW HAMPSHIRE**-David Demers, P.O. Box 6642, Manchester NH 03108. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

**M 232 NORTHAMPTON/AMHERST**-Cathleen Okeefe, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Paul Yager.

**SM 481 NEW ENGLAND AREA**-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

**T&T 753 BOSTON**-Diane M. Blaskovich, ingenue107@aol.com; 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

**TWU 775 BOSTON/PLYMOUTH/CAPE COD**-Debbie Holbrook, DebbieWardrobe@gmail.com; 15 Bruce Street Tewksbury, 01876. (508-864-1913) Bus. Agt.: Debbie Holbrook.

**T B4 BOSTON**-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (857-204-5287) (Fax: 617-868-8194) Bus. Agt.: Carol Arlauskas.

**APE B935 WORCESTER**-Trustees Darius Pourfarzaneh and Keith Topor, 24 Carroll Hill Road, Charlton, 01507. (508-943-3626)

## MICHIGAN

**M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH**-Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Robert Wilcox.

**S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON**-John Wendling, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Rep.: E. Joseph Miller.

**M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN**-Melissa Bialko, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

**MPP, VT&CT 199 DETROIT**-Paul Bratfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: George R. McCoy.

**S 201 FLINT/OWOSSO**-Steffan Minore, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-577-1541). Bus. Agt.: Michael Weisberg.

**M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA**-John McDaniel, mcdani13@msu.edu; 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) Bus. Agt.: Matthew Woolman, balocal274@gmail.com.

**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**-Guy Courts, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

**T&T 757 DETROIT**-Mirena Aliko, raliiko@nederlandderdetroit.com; 1253 Blaimoor Court, Grosses Pointe Woods, 48236. (313-350-8408) Bus. Agt.: Fred Schefsky, skifred@aol.com.

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**T B179 DETROIT**-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479). Bus. Agt.: John Nesbitt.

## MID-ATLANTIC AREA

**SM&BT 487 MID-ATLANTIC AREA**-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) Bus. Agt.: David O'Ferrall.

## MINNESOTA

**S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL**-Jamie Ostertag, Jamie\_ostertag@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Matt Rice, matt\_rice@iatse13.org.

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**M 416 ROCHESTER/AUSTIN/MANKATO/WINONA**-Wyatt Berekvam, P.O. Box 9095, Rochester, 55903-9095. Bus. Agt.: Paul Sund, ba416iatse@gmail.com, (507-226-8926).

**SM 490 STATE OF MINNESOTA**-Bryan Bredahl, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) Bus. Agt.: Brian Simpson.

**M 510 MOOREHEAD, MN/FARGO, ND**-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

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## 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.

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**M 589 JACKSON/VICKSBURG/NATCHEZ**-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

**M 616 MERIDIAN**-Benny Egglar, abeggler@comcast.net 8137 Rosewood Lane, Meridian, 39305. (601-286-5092). Bus. Agt.: Jerry Tucker, jerryglynntucker@aol.com.

**M 674 BILOXI/GULFPORT**-Paul J. McNally, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

**MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/ STATE OF TENNESSEE**-John Curtin, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-

0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

## MISSOURI

**S 006 ST. LOUIS**-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: Joseph M. Rudd.

**S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS**-Dan Pfitzner, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

**MPP,AVE&CT 143 ST. LOUIS**-Miron Vulakh, 1611 S. Broadway, St. Louis, 63104. (314-621-1430) (Fax: 314-621-4930) Bus. Agt.: Gordon J. Hayman.

**M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO**-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**-Tammy Underwood; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Mark Hartigan, markh@golterman.com.

## MONTANA

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**M 151 LINCOLN**-Jon Andersen; P.O. Box 30201, Lincoln, 68503-0201. Bus. Agt.: Daniel Buckley.

**TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA**-Alice George Holmes, 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685). Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

## NEVADA

**M 363 RENO/LAKE TAHOE**-Barbara Kneebone, P.O. Box 9840, Reno, 89507. (775-786-2286). Bus. Agt.: Terence Solon.

**M 720 LAS VEGAS**-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Enrico Grippo.

## NEW ENGLAND AREA

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## NEW HAMPSHIRE

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**S 919 HANOVER/LEBANON, NH/BURLINGTON, VT**-Craig Mowery, sec.local919@gmail.com; P.O. Box 951, Burlington, 05402-0951 (802-355-4541). Bus. Agt.: Robin Grant, ba.local919@gmail.com.

## NEW JERSEY

**S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA**-Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

**S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH**-John Seubert, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

**SM 052 STATES OF NEW JERSEY/ NEW YORK/CONNECTICUT/NORTHERN DE. /GREATER PA**-Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

**S 059 JERSEY CITY**-Richard Hancox, P.O. Box 3122, Secaucus, 07096. (561-596-9610) (Fax: 201-863-8551) Bus. Agt.: Richard Hancox

**M 077 ATLANTIC CITY/VINELAND**-John Jones, jones.iatse77@gmail.com; P.O. Box 228, Linwood, 08221. (609-335-2348) (Fax: 609-350-6335). Bus. Agt.: Thomas Bambrick, Jr. secbamiatse77@gmail.com.

**SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/CONNECTICUT**-Leslie Zak, leslie.zak@gmail.com; 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue, colleen@local161.org

**M 536 RED BANK/FREEHOLD**-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox.

**M 632 NORTHEAST NEW JERSEY**-Gerald Bakal, gbakal@msn.com; 300-1 Suite 6, Route 17 South, Lodi, 07644. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani, stagehands632@yahoo.com.

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## NEW MEXICO

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**TWU 869 ALBUQUERQUE**-Brian Bolman, P.O. Box 4953, SW, Albuquerque, 87196. (505-261-2546) Bus. Agt.: Jessie Brown.

## NEW YORK

**S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-NASSAU-SUFFOLK COUNTIES OF LONG ISLAND**-Robert Score, rscore@iatse-local1.org; 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Paul F. Dean, Jr. and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

**S 004 BROOKLYN and QUEENS**-Terence K. Ryan, tkryan@iatselocal4.org, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Kenneth Purdy.

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**M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGSGROVE/INDIANA**-James Gatehouse, jamesgatehouse@gmail.com; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Marina Nau.

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