

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 643
FIRST QUARTER, 2014

Bulletin



THE MAJESTIC THEATRE
**San Antonio,
Texas**

CITY OF THE MID-WINTER
GENERAL EXECUTIVE
BOARD MEETING

INSIDE: ▶ DAY AT THE RACES ▶ SAN ANTONIO GEB ▶ SOCIAL MEDIA GUIDE

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

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- 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.

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THE OFFICIAL IATSE BULLETIN

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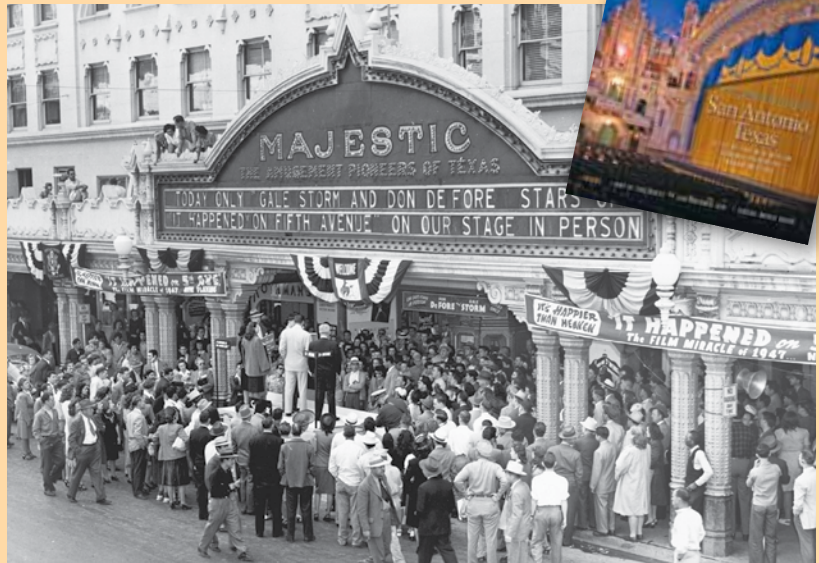
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ON THE COVER



The Majestic Theatre was built in 1929 and is located on 226 East Houston Street in downtown San Antonio, Texas, where the IATSE had their recent General Executive Board meeting. The Majestic Theatre box office has a seating capacity of 2,311. Majestic Theatre San Antonio was listed on the National Register of Historical Places in 1975 and also designated a National Historic Landmark in 1993. Majestic Theatre tickets have been home to the San Antonio Symphony since 1989. Special thanks to Mike Riley, General Manager of the Majestic Theatre and Ray Sewell, Business Agent of Local 76 for this photo. The stagehands of Local 76 have a contract with the Arts Center Enterprises at the historic Majestic Theatre.

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IATSE Training Trust Fund: www.iatsetrainingtrust.org

Moving Forward, Making Positive Change

As we emerge from the challenges thrust upon us during the winter 2014 and face the prospect of warmer weather, it's time to spring forward and confront the conflicts ahead.



 @matthewloeb

These past several years we have out of necessity focused on the need to participate in election processes, to campaign for labor-friendly candidates, and to support legislation that guarantees a better life for working families. The 2014 election cycle will require us again to step up and be heard. While those efforts will always be a central part of our goals, we can't overlook the necessity for community activism to secure our interests.

Going all the way back to the Newsboys Strike of 1899 that forced New York newspapers publishers William Randolph Hearst and Joseph Pulitzer to pay decent wages to their child labor force, community activism has played a central role in moving the cause of organized labor forward. President Barack Obama was a community organizer in Chicago. Martin Luther King, Jr. worked tirelessly in cities and towns across the country to further the cause of civil rights. Canada's Nellie McClung successfully lead the fight, along with a group of four other women to get women recognized as "persons" under the law, thereby winning them the right to vote. And former NDP Leader Jack Layton who was quoted from an open letter that he wrote to Canadians: "My friends, love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful and optimistic. And we'll change the world." Much of the great progress we have made in both the United States and Canada comes from grass roots efforts. The collective voice of the people can have tremendous influence on policy and practice.

There are many roads into activism, and perhaps the best starting point is to begin with places we know best. There are community-oriented groups in most places of worship fashioning goals from their own communities, and participating in local chapters of national organizations. And organizations such

as Habitat For Humanity, the American Red Cross, the Make-A-Wish Foundation and so many others work to better the lives of people in need. Local libraries also sponsor outreach programs, as do local and national charities. These are just a few organizations and institutions that operate locally and appreciate any support they can get from their communities

One of the greatest gifts we have is organizing, and starting or becoming active in grass roots level programs. This is an enormous contribution we can all make. Our objective is simple: to lead by example. One of the greatest challenges we are facing now is a misguided public perception of the labor movement. By each of us working in our own communities to further local goals, we put our best faces forward, get to know our neighbors and our local community leaders, and we ensure that one voice becomes many. The face of labor is the face of friends, neighbors, family, co-workers and all those who work for a living.

Let's all move forward and participate where we can in our communities. Like our great union, the nations in which we live are the sum of their parts and it's often close to home where we can make positive change.





OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Westin Seattle, 1900 Fifth Avenue, Seattle, WA 98101 at 10:00 a.m. on Monday, August 4, 2014, and will remain in session through and including Friday, August 8, 2014. All business to come before the Board must be submitted to the General Office no later than fifteen (15) days prior to the meeting.

Local Union representatives planning to attend the meeting must make hotel reservations with The Westin Seattle by calling (206) 728-1000. Guest room rate for the IATSE is \$209.00, 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 3, 2014

The Stage Caucus will be held at The Westin Seattle on Sunday, August 3, 2014, 9:00 a.m. in the Fifth Avenue Room. Representatives of Stage, Wardrobe and Mixed local unions are welcome.

2014 SUPPLIES

We began the process of sending the 2014 membership cards and local union supplies to Locals in late November. The supplies were sent to those local unions that had submitted their 3rd Quarter Report for 2013 and had purchased the necessary number of per capita stamps for 2013. Throughout December we have continued to send supplies to local unions as they satisfied the above mentioned requirements. If your Local has not received your 2014 supplies, an Officer should contact the General Office to determine what remains outstanding.

PERSONAL CHECKS

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

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

RETIRED STATUS

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

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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

GENERAL SECRETARY-TREASURER'S MESSAGE

A New Look Bulletin

Over the years, a number of significant changes have been made to both the content and look of the Official Bulletin. Whether it has been the increased use of color and graphics or the addition of new departments, all of the changes have been motivated by a desire to provide a more relevant and interesting publication for our members.

Based on the feedback we have received from you, the members of this great Alliance, our efforts have been recognized and appreciated. It was that positive feedback that inspired us to review the overall graphic design and layout of the Bulletin and look at ways in which we could improve it. The result of that review appears on the pages of this issue.

The origin of the Official Bulletin was the 22nd International Convention held in Chicago, Illinois in 1915. During that convention the delegates approved a recommendation by then International President Charles C. Shay to begin publishing a monthly magazine "containing items of interest concerning the labor movement in general and the news of our International organization in particular" which would be sent to each local union and be read at their membership meetings.

From that point until the 38th International Convention (coincidentally also held in Chicago, Illinois), the Official Bulletin went through periods of irregular publication which fluctuated from monthly, weekly, semi-monthly and often extended periods without it being published at all. During the 38th Convention, the delegates recognized the importance of having a regular communication tool and supported International President Richard F. Walsh in his proposal to begin publishing the "General Bulletin" quar-

terly and send a copy to each member instead of just each local union.

Since that time, the "Bulletin" as it is often referred, has continued to be a quarterly publication that allows the International to communicate with our local unions and our individual members. It provides an opportunity for our members to not only obtain information relevant to their own specific craft, but also see for themselves the wide-ranging diversity of our membership and the broad spectrum of work that they perform.

In this "new and improved" Bulletin you will find a number of changes. We have clearly profiled each of our craft departments, used a more consistent design and color scheme and strived for a more magazine style layout and appearance. We have introduced two new sections entitled "Activists Corner" and "Member Spotlight" and we encourage you to submit content for future issues. Finally we have revamped the Local Union Directory by splitting it into a Canadian and United States section and listing Special Department local unions in the appropriate State or Province instead of in a separate section at the end of the Directory.

A special thanks to Director of Communications, Emily Tao and Assistant to the Editor, MaryAnn Kelly for their assistance with our new design. I hope you enjoy it.



JAMES B. WOOD



U.S. Congressman Visits with President Loeb

U.S. Representative Jerrold Nadler (NY Congressional District No. 10) met with President Loeb and others at the IATSE General Office in New York on December 9, 2013 and discussed various issues of importance to the IATSE as well as issues facing all working men and women. The Congressman also discussed various projects he is working on within his District which is comprised of a large constituency of IATSE members.



Pictured (left to right) are: Local One President James J. Claffey, Jr., International Vice President J. Walter Cahill, U.S. Representative Jerrold Nadler, President Loeb, Local USA829 National Business Agent Cecilia Friederichs, International Vice President and Local 52 President John Ford, Assistant to the President Deborah Reid and CD 10 District Director Robert Gottheim. (Not pictured here, but also attending the meeting was Alec French of Thorsen French Advocacy).

THE HISTORY OF THE NATIONAL DAY OF MOURNING / WORKERS' MEMORIAL DAY

On April 28th of each year, unions and workers commemorate workers who have been killed, injured, or suffered illness due to workplace related hazards and incidents. Workers' Memorial Day was first observed by the Canadian Union of Public Employees (CUPE) in 1984. April 28th was chosen because it was on that day in 1914 that the Workers Compensation Act received Third Reading. The following year, the Canadian Labour Congress officially declared it an annual day of remembrance. In December 1990, the Workers Mourning Day Act was passed, and April 28, 1991 became the first official National Day of Mourning for persons killed or injured in the workplace.

Since its inception, this commemorative day has spread to more than 80 countries world-wide, but is known in most countries outside Canada as Workers' Memorial Day. On April 28, 2001, the International Labour Organization first observed World Day for Safety and Health and Work.

Workers typically observe the day in a number of ways including lighting candles, wearing ribbons or black armbands, and observing moments of silence. It is important for two reasons. First, it allows us to remember and honor those who lost lives or were injured, but secondly, it ensures we renew our commitment to improving health and safety in the workplace, to ensure these tragedies do not continue to happen needlessly.



How the New EI Provisions Affected One Member and What They Might Mean for You

We were contacted recently by a local union Business Agent to warn us how Canadian IATSE members could be affected by the recent changes to Employment Insurance (EI). One of his own members was having difficulty with an Employment Insurance claim. Changes to EI protocols were implemented last year through Bill C-38, another Conservative omnibus bill. The government has broken EI claimants into three categories: long-tenured workers, occasional workers, and frequent users, which are defined as those who have made three or more EI claims and collected 60 or more weeks of benefits in the past five years. Frequent recipients now have only six weeks to find a job in a “similar occupation” at 80 percent of pay or more and will then have to take any work at 70 percent of previous pay.

In addition, workers may be expected to travel up to one hour, or 100 kilometres from home, to secure employment, even if they do not own a vehicle. Many of our members, who work - and contribute to EI - throughout the busy season and then use their EI benefits during the slower season are being hit, as they fall into the 'frequent users' category. Members may also be required to take non-union work in order to remain eligible for EI benefits.

The Canadian Office spoke with the affected member, who wanted to remain anonymous. We'll call him “Joe.” Joe worked throughout the busy season and

once the work dried up, he applied for EI. After a period of unsuccessfully looking for employment, he was told by Service Canada that he would have to expand his search outside of motion picture production and be willing to work for 80% of his former pay. They suggested he contact former employers. One of these offered him a position doing something he had done years ago. The position was a 10-hour drive away, in another province, but because the company's head office and payroll division was located in Joe's current province, it appeared to have a presence there.

Joe was told that if he did not accept the position, his claim would be suspended pending an EI investigator reviewing his file. The review would take at least 21 days to even begin, during which time he would have no income. After the review, the EI investigator could make his own determination regarding Joe's eligibility for future claims. For example, if he determined an overpayment had been made, Joe would need to remit payment. The investigator could also determine to increase Joe's service hours for eligibility, meaning, while a regular claimant would need 650 worked hours to be eligible, Joe might need 750 or 800 hours for future claims. He was also told that if the EI investigator found anything questionable, a federal investigation into his EI history could be triggered, and would be conducted by the RCMP. Although he has

always played by the rules, no one wants to be the subject of an investigation, in the same way that no one wants to be audited after tax time. Joe didn't want to take any chances. Despite having a pregnant wife at home, he felt he had no choice but to accept the out-of-province position.

What EI didn't bother to find out about his new position is that, like the work he does in the entertainment industry, it's a short-term position - they asked only how much he earned in the claimed weeks and how many hours he worked. EI does not care that this is not permanent work that would take him out of the system. They consider only that he has found work, and therefore, his file is closed. After six weeks, Joe will be in the exact same position - unemployed and looking for work. He'll put in another EI claim, but eventually, he will move from what they consider an “occasional worker” to a “frequent user”, and therefore, his restrictions as to where he is required to look will expand and the salary he must accept will be reduced even further.

The IATSE has been fighting these changes to EI, which unfairly target workers in seasonal industries, for over two years. This government has proven over and over that it does not care about workers. Whenever you're asked to participate in a rally, or protest, or email campaign, please do. What's happening is wrong.

IATSE SHOWS SUPPORT FOR BEHIND THE SCENES

At the IATSE General Executive Board meeting last summer in Boston, International President Matthew D. Loeb asked the Board members to set an example by approving a \$25,000 donation to Behind the Scenes. President Loeb told the Board, "Behind the Scenes supports IATSE members in times of hardship and need. We must stand behind this charity so that it may continue its good work on behalf of people working in our industry."

The vote followed a brief video presentation showing a number of IATSE members speaking about how Behind the Scenes helped them at particularly difficult times in their lives. The Board's unanimous vote set in motion a wave of support for the charity from IATSE Locals and members around the country.

Lori Rubinstein, who represented Behind the Scenes at the General Executive Board meeting and the Quadrennial Convention the following week, says, "The response was immediate and powerful. Throughout the course of the Convention, many people came by to collect information on Behind the Scenes so they could take it to their home Locals to vote on a donation. Many people also told me they had a brother or sister in their Local who was in need of assistance."

Some Locals and regions voted on donations during the Convention, while others acted immediately upon returning home, and contributions began arriving shortly afterward. Those Locals who have already stepped up to follow the International's lead include United Scenic Art-

ists Local 829, Makeup Artists and Hair Stylists Guild Local 706, Motion Picture Costumers Local 705, and Florida Studio Mechanics Local 477. Individual members have also contributed generously, sometimes in honor of or in memory of a loved one.

Behind the Scenes says it is grateful to President Loeb for his support and for leading the way to ensure that Behind the Scenes will be able to help all those who approach the charity for assistance.

Behind the Scenes provides financial assistance to entertainment technology professionals who are seriously ill or injured. For more information, to donate, or to apply for a grant, visit www.estafoundation.org/bts.htm.

Source: Lighting & Sound America November 2013

IATSE PARTICIPATES IN DNC FUNDRAISER



Pictured with President Barack Obama at a fundraiser for the Democratic National Committee at the Waldorf Astoria in New York City on September 24, 2013 are: Paul Moore, Eastern Regional Director, Local 700; David Blake, Eastern Regional Field Representative, Local 600; Samantha Dulaney, In-House Counsel; Chaim Kantor, Eastern Regional Director, Local 600.

CREW SHOTS

This is from "Hello Dolly," starring Sally Struthers, in Birmingham Jefferson Convention Complex (BJCC Concert Hall), with Local 78 Stagehands in Birmingham, Alabama.



This photo was taken at the Yerba Buena Theater in San Francisco, California. Along with President Loeb (center) are crew members from Local 16, left to right: Mike Pino, Glen Budak, Nate Holguin, Christian Wadman, Master Electrician Tom White, International President Matthew Loeb, Neil Harris, Eloise Twining, Local 16 Business Agent Steve Lutge and Stacey Cobalt.

IATSE Young Workers: Getting Involved

Each issue we'll have a Q&A column with an IATSE Young Worker. This issue, we're featuring Doug Ledingham from Stratford, Ontario who is a member of Locals 129, 357 and 461.

HOW ARE YOU INVOLVED WITH THE IATSE?

I am the past President of IATSE Local 461 (Niagara Region, Ontario) and a member of IATSE Local 357 (Stratford, Kitchener, Guelph) and Local 129 (Hamilton). I joined Local 461 in 2005 through a membership drive, and joined Locals 357 and 129 in 2010.

In 2008 the Business Agent of Local 461 suddenly resigned, and I was asked to assume his duties as Interim Business Agent at the age of 28. I served as Business Agent for six months until elections could be held. Subsequent to the installation of a new Business Agent, the President of the Local resigned, and after a month of the position being vacant, no one from the Local had stepped forward. This aside, we had a new bargaining unit in the middle of negotiations for a first contract, and two others entering re-negotiations.

To me it seemed the worst time for our Local to be without leadership, and so despite my relative youth and inexperience I stepped forward. The assistance of the International was critical that first year. From Assistant to the President Sean McGuire supporting us throughout the negotiation

process, to President Loeb sitting in on a 20-hour negotiation session at the end of an 8-day strike, the support from the International was always present.

“If you see a problem, put your energy into helping to fix it instead of throwing things from the peanut gallery.”

Through the end of my tenure as the President of Local 461 we successfully put some of that instruction to use. In 2011 we organized Brock University where I worked as a technician and instructor.

WHAT NEW THING DID YOU GET INVOLVED IN? HOW DID YOU GET INVOLVED?

Recently I became involved in Local 357 as the Chair of the Education and Training Committee. From speaking to other members on the worksite it

became clear that people want to see some structure and energy put toward training.

Loading up the plates of already busy executive officers was not an effective strategy for success. The solution was to go to a membership meeting and put a motion on the floor to strike a committee to develop a training plan for the approval of the Executive Board. It's not an especially exciting solution, but it has yielded good results and has gotten various trainings and certifications for our members.

WHAT'S SOME ADVICE YOU WOULD GIVE OTHER YOUNG WORKERS TO GET INVOLVED?

Empty complaints are wasted energy. If you see a problem, put your energy into helping to fix it instead of throwing things from the peanut gallery.

Educate yourself about the issues. What issues resonate with you? More importantly, what issues affect you? Chances are there are things people complain about on the worksite. Chances also are, there are things happening in your respective legislatures that are going to affect you as well.



There's a fair bit of inequality in the world. Pick an end and work toward the other.

Lastly, and I know it's been said before, but there is strength in numbers. The energy of one person, while admirable, is ineffective in comparison to what we can accomplish in a group. That means learning to work in groups, to get organized as groups, is the key to being effective -- That's why we're members of this Union, right? Get Involved, Get Educated, Get Organized.

ANYTHING ELSE YOU WANT TO SHARE WITH THE IATSE YOUNG WORKERS?

Sometimes it's tough at the end of a long work day to get the energy up to put toward changing the world. It can seem daunting, it can seem exhausting, but it's important.

Without sounding too much like a Union cheerleader, let's assume that your job, profession, career, your livelihood, is an important thing to you. We can extrapolate that your Union,

which has a fairly dramatic effect upon your job, or livelihood, is also very important. That means if you're not involved in your Union, if you're not helping it be better and stronger, you're leaving the conditions of your livelihood to fate, chance and other people. That's always seemed like a risky proposition to me. Save a bit of energy each week to make the lives of your brothers and sisters, and yourself, a little better.

Connect with us! Tell us your thoughts at the Young Worker Facebook group: www.facebook.com/groups/iatseywc or Twitter at: www.twitter.com/iatseywc

NY IATSE YOUNG WORKERS DONATE TO LARGEST FOOD DRIVE

The IATSE Young Workers partnered up with City Harvest for a Food Drive to help feed New Yorkers in need this past holiday season. The drive was held from November 2013 through January 10, 2014. Over 20 Donation boxes were set-up at job sites, IATSE Locals throughout the city and the IATSE General Office. During the Final Tally Event it was announced that 3,101 pounds of food was collected.



This picture taken at the New York City IATSE Young Worker Final Tally Event. It includes not only many of the Young Workers who worked so hard to make the food drive a success, but some of the leaders who have provided support and guidance along the way.

IATSE Hidden Career Path Day Teaches Students the Magic of Live Theatre

NEW YORK, NY – IATSE hosted the Hidden Career Path Day in conjunction with the Roundabout Theatre Education Department on February 11, 2014. Hidden Career Path Day is held to increase student access to careers in technical theatre and to equip students with the knowledge of the skills required and pathways to pursue those careers.

Forty middle and high school students from three public schools in New York City (Brooklyn School for Music and Theatre, and Repertory Company High School) were given the opportunity to spend a full day learning about theatre and backstage careers, including carpentry, props, and stagehands.

The students participated in a range of interactive activity that gave them a hands-on perspective as to what it is like to work backstage within theatre.

The workshop opened up with master teacher, Jennifer Varbalow, leading the students in a relay exercise where they were exposed to the roles and responsibilities of workers in backstage careers as well as how protective benefits can help union members. The students sprinted back and forth in two parts; the first

where without labor agreements, a stagehand with a broken leg could not get access health benefits and where workers were not allowed to use restrooms; and the second, with labor protections in place, where students negotiated lunch breaks for a nine-to-four work day and other benefits.

Following that exercise, the students broke into small groups to use a group plan, set up a scene, and rehearse and execute a 15-second scene change. Afterwards, they engaged in a Q&A discussion with Local One member, Joe Harris of Foxwoods Theatre, where he gave the students a lecture on his career as a prop master and as a fourth-generation IATSE member. The students asked about the weirdest show he ever worked - controlling the man-eating plant on stage in

the comedy horror musical “Little Shop of Horrors” – and asked for advice on how to get into a theatre career. Ever the theatric, Mr. Harris ended the panel by throwing Spiderman “webby-goo” into the audience.

The workshop concluded with short videos from the American Airlines Theatre, IATSE Local One, and Spotlight on Broadway, as well as tours of the house of American Airlines Theatre, the Foxwoods Theatre renovation alongside Joe Harris and Sean Jones of Local One, and a full backstage tour of the Laura Pels Theater with Lauren Camar, also of Local One.

When the workshop ended, the students were excited to take home IATSE swag, and they showed interest in backstage careers and enjoyed learning about how stagehands contribute to live theatre.



NEW YELLOW CARD/WHITE CARD SYSTEM

In December 2013, the Yellow Card system converted to an "electronic" system ending the "paper" card system that began in 1912. This change was in response to the approved Constitutional changes to the Yellow Card system at the 67th Quadrennial Convention in Boston. The touring members and local unions had requested these changes for the past several years.

The Yellow Card and the White Card for Wardrobe are now available in electronic form on the IA website. They can be found on each individual show page at <http://www.iaatse.net/member-resources/yellow-card-shows>. Blank forms for Head Carpenters and Wardrobe Supervisors to fill out are accessible on the website as well. They can be found at <http://www.iaatse.net/member-resources/yellow-card-shows/forms>.

In order to implement these changes, the Stagecraft Department has created a database to track all of the Yellow Card production requests that come through the General Office. The database has built-in reminders that email Head Carpenters three days before the end of a tour's second stop, reminding him/her to set the Yellow Card. The system also sends follow-up email reminders after the second stop has passed to ensure the card has been set.

The Stagecraft Department will inform the International Representative assigned to assist the District where the second stop local resides. The International Representative will visit the tour to assist in setting the card as well as address any concerns the traveling members may have regarding the new system or the contract in general.

Not only the tour's Head Carpenter, but also the Local Business Representative or an International Representative must "sign" the form just as they once did with the "paper" Yellow Card system did. Once returned to the General Office, the forms will then be posted to the website on the "Yellow Card Shows" webpage. This is the only time the Yellow/White card information needs to be sent to General Office unless there are changes to the card. Changes to the Yellow Card numbers will follow the same "dual signature" procedure in order to be submitted to the Stagecraft Department for approval.

Local unions will no longer be receiving a "paper" card in the mail from the tour. The Stagecraft Department will email the yellow card to each Local on the tour's itinerary. In addition, all of the yellow card information can be found on the IA website at <http://www.iaatse.net/member-resources/yellow-card-shows>.

If you check the webpage and the information is blank for a particular show, it is for one of two reasons. Either the show has not yet completed its second stop and Yellow Card has not been sent or we have not received the information in the General Office from the Head Carpenter and/or Wardrobe Supervisor. If the latter is the case, local Business Representatives should contact the Stagecraft Department at (212) 730-1770 or cwiggins@iaatse.net and we will immediately arrange for a representative to be assigned to meet with the show to set the Yellow and/or White Card.

In order to replicate the "paper" card

received by the Local in the US mail, the Stagecraft Department is now in the process of setting up an email system for Local Business Representatives with the link to the IA website with the Yellow Card and White Card information for each show from the itinerary of the show submitted to the General Office by the production company, as well. We ask for your patience as we roll out this part of the change.

If a local union has not submitted an email address for their officers to the General Office, they should contact the General Secretary-Treasurer's office with that information so it can be updated to the system. Locals whose Treasurers use the IA database website for quarterly reports can also input the emails addresses of the officers as well.

Local Business Representatives should continue to check the cards and contracts of those touring members in their jurisdiction. If there are discrepancies with the number of members on tour with the Yellow Card numbers posted on the Yellow Card Shows page on the IA website, the Stagecraft Department in the General Office should be notified immediately. Wardrobe Local officers should also encourage Wardrobe Supervisors who have not filled out a White Card form to do so in order to expedite getting that information onto the website.

Local union officers are our eyes and ears. Please visit the tours as they arrive in your town, and alert us if there are issues which require our attention. Also – welcome your touring brothers and sisters. It is from the local unions that they learn what being an IATSE member truly means.

IATSE HISTORY

The Yellow Card system was started in 1912 within District 1, Pacific NW, and was designed to provide the local unions with information on the shows as well as help guarantee a union crew would be available for the touring show. "Hot cargo clauses" were not illegal at the time so it helped strengthen the Alliance. It became adopted by the entire Alliance due to its success. Brother Harry H. Moyer of Local 28, Portland, OR is considered to be the "Father of the Yellow Card." In addition, the first blanket contract for road workers was created and provided for a bond to be posted with the International in order that funds would be available so workers could travel home if the show suddenly closed. This would be the foundation of the Pink Contract.

National Labor Relations Board Updates

The National Labor Relations Board (NLRB) has recently made decisions regarding the changing world of social media and organizing that effect workers. Here are updates on these decisions so you can better represent your members and workers in the industry.

SOCIAL MEDIA POLICIES

As more workers utilize Social media (i.e. Facebook, Twitter, Google +, etc) as a form of communication and expression, more employers are starting to implement social media policies for their workers. Some of the policies can be quite restrictive for employees and all policies are subject to collective bargaining if you hold a collective bargaining agreement (CBA i.e. contract). The NLRB continues to take an active interest in these policies and employees' activities concerning social media, protecting employee use of social media as a means of engaging in activity protected under the National Labor Relations Act. This is not protecting "First Amendment" speech issues on social media. This is specifically the rights of workers under the Act regarding organizing and other workplace activities.

For instance, in a recent decision the NLRB refused to recognize mere "gripping and boasting" by employees on social media posts as protected activity. In this case, an employee posted a profanity-laced tirade during a private discussion on Facebook with current and former employees directed at their supervisor. The supervisor was shown the postings by another participant in the online discus-

sion. This led to the employee being fired. The NLRB concluded that the post was not protected because the employee did not express "shared employee concerns over terms and conditions of employment." The Facebook posting "amounted to nothing more than individual griping and boasting about how [they were] not afraid to say what [they] wished at work."

The NLRB is solely dealing with Section 7 of the National Labor Relations Act (NLRA), which states, "Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection..." Section 8(a) (1) of the NLRA provides that an employer shall not "interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7."

In April 2013, the Board made decisions in two cases where the employees' rights to use social media as a means of engaging in protected activity were recognized:

- The NLRB ruled that a social media policy prohibiting employees from "making disparaging or defamatory

comments" about the company effectively stopped employees from exercising their Section 7 rights. The Board also concluded that a policy prohibiting employees from "engaging in negative electronic discussion" during company time effectively banned union activities during breaks and other non-working hours at the workplace, and the policy violated Section 7.

- A group of employees had lodged complaints with their manager about a supervisor in one of the stores that they worked. That evening, the employees began a discussion on Facebook complaining about the supervisor, and complaining about the company's lack of response to their complaints. The manager saw the Facebook posts and the employees were fired. The NLRB concluded that the employees were engaged in protected concerted activity and that the complaints on Facebook "were complaints among employees about the conduct of their supervisor as it related to their terms and conditions of employment."

If your Local has an employer that wants to or has implemented a social media policy please let us know at the Stagecraft Department. The Stagecraft Department

is aware of several cases where members have been terminated for comments and/or photos posted on several different social media platforms. For instance, be aware that an innocent iPhone photo of the stage posted to Twitter before opening may be a violation of an employer's social media policy and not protected. Social media can be used for organizing workers or discussing workplace issues between other workers. Since the NLRB has not drawn clear lines between protected and unprotected social media activities, members and officers should be diligent in understanding what is protected under the Act.

ORGANIZING

The NLRB has resubmitted a proposal to speed up the process of elections for organizing. The Board proposed some of these same rules in 2011. Led by the Chamber of Commerce, employers strongly objected and fought the changes in the court system. The NLRB's efforts were stayed in 2012 when a D.C. District Court decision ruled that a two-member NLRB had improperly adopted the rules.

Now that the NLRB has a full compliment of five members, the Board in a 3-2 decision is once again moving forward with its plan to shorten the election period.

The rule changes would:

- Allow for electronic filing and transmission of election petitions and other documents (now it can only be done via US Mail).
- Ensure employers, unions and employees receive and exchange on a timely basis information needed for their understanding and participation in representation cases.
- Streamlines pre-election and post-election procedures to facilitate agreements in representation cases and eliminate unnecessary litigation.
- Consolidate all election-related appeals to the Board into a single post-election appeals process.
- Add employee telephone numbers and email addresses to voter lists used in the NLRB elections in order to facilitate communications with voters (currently only addresses are

required to be given of those eligible for the election).

A complete listing of the proposed changes can be found at: <https://www.federalregister.gov/articles/2014/02/06/2014-02128/representation-case-procedures>

A public hearing on the proposed rules is currently scheduled for April 7, 2014 and comments in support of the changes can be made until that date. Besides attending this hearing, any citizen can make comments in support of these changes at:

<http://www.regulations.gov/#!documentDetail;D=NLRB-2011-0002-65959>

All of these changes would speed up the election process in a timely manner, provide up to date modern forms of communication to speed up the process and provide fairer representation to those individuals seeking to organize. The Chamber of Commerce and Business leaders are planning on fighting these changes once again and your support is necessary to help represent the unrepresented in our crafts.

HELPING YOUR COMMUNITY

IATSE PARTICIPATES IN ANNUAL FOOD DRIVE - May 10, 2014

Our brothers and sisters of the National Association of Letter Carriers (NALC) are holding their annual food drive all across the United States. This year, for the first time, the International is joining the NALC and the labor movement's efforts to help bring food to people in the community who are challenged by hunger or who are going through a rough patch in their lives.

This means that brown paper grocery bags have been printed bearing the IATSE logo and these bags will be delivered by Letter Carriers to every household across the country in designated neighborhoods where we have the highest density of IATSE members.

The Letter Carriers will be sending out more than 120 million postcards to raise awareness and provide instructions about the food drive. The food drive will take place on May 10th so if you receive a grocery bag, please fill it as best you can and have it ready for pick up on May 10th.

When your grocery bag has been filled, please take a photo of it and send it in for posting on the IATSE's website and social networks: Twitter: @iatse; Facebook: www.facebook.com/iatse; Flickr: www.flickr.com/groups/iatse; Email: etao@iatse.net.





Evolving World

The one constant in today's motion picture and television business is "change." Movie theaters, network and cable channels now compete with millions of websites for people's attention. More production work is good news for IATSE members; much like when cable television was in its infancy, made-for-the-internet entertainment will bring in limitless opportunities for our growth as a union.

The IATSE has contracts with many companies that produce for "channels" such as Netflix, Amazon, Hulu and Yahoo. For projects such as webisodes, when a non-signatory company calls us for a contract, we treat it just as we would a network or cable television show by evaluating the budget, amount of shoot days, production location and length of the finished product.

"Branded content" and web commercials are also being brought under the IA umbrella; in January, just such a production was organized in Los Angeles. A company that produces primarily YouTube videos had recently moved into producing Internet commercials. They were attempting to shoot one of their first ones non-union. A crew member sent in a call sheet for the 3-day shoot to

their Local and, after a lunchtime set visit from IATSE and West Coast Locals, they all received wages, working conditions, and health and pension benefits retroactive to date of hire.

As television shows continue to experiment with integrating Internet elements into their television shows, and other types of multi-platform storytelling (often referred to as "transmedia") are explored, the business model for web-based entertainment and advertising will continue to grow and change. We need your input to help ensure that the IATSE continues to be part of this evolving world. The goal is to have these projects under IATSE contract and maintain the well-deserved terms and conditions that our members and their families depend on.

There are steps you can take to help make sure Internet production is a unionized field. When working on a non-union made-for-the-internet production, email your call sheet to your Local. This allows the Locals and the IATSE to both evaluate the production for organizing and also expands our knowledge of what sort of product is being made for the web and what companies are producing this content. On a union set, request a set visit so your Local representative can familiarize themselves with the company and the crew producing and working in this world.

Together we can make sure that as Internet production matures, the IATSE is an integral part of the equation.

THE BIG PICTURE

We all know the benefits of working under a union contract: the protections of having representation, standardized working conditions and health and pension benefits.

No one knows better than IA members the physical challenges of working in the motion picture and television business. After years of heavy lifting, aches and pains begin to appear. Who knows what Government programs – if any – will be available to assist you decades down the line. This is why our employer-funded healthcare and pension benefits are so important.

To protect your future quality of life, consider how non-union work will cut into your family's health protection and retirement savings. Even if you've accrued enough hours for continuous health coverage, your pension, which is entirely employer-funded, will be neglected. That money needs time to grow to help support you in retirement.

The answer is to report your jobs. It's as simple as emailing the call sheet to your Business Representative and the IA will evaluate your project for organizing. The source of the call sheet is kept anonymous. Employment on features, scripted and non-scripted television, commercials, webisodes and other product for the internet – can all contribute to your security if a contract is in place. The more union jobs you work, the more secure you and your family will be when it's time to retire. Sending in your call sheet on the first day of work is simple, safe and helps protect your career. Let's not teach companies that they can successfully produce a project non-union without possible repercussions. You owe it to your family, yourself, and your fellow workers. Report your jobs.

LOW BUDGET THEATRICAL AGREEMENT

This past November, the IATSE and representatives from Locals all over the U.S. and Canada entered into negotiations with the producers for a successor agreement to the Low Budget Theatrical Agreement. This international contract is utilized by hundreds of companies throughout North America producing independent features with budgets less than 13.2 million dollars.

Our main focus during these negotiations was on quality of life improvements and the safety of our members. When negotiations concluded in early January, there were a number of important gains in this arena. Weekend turnaround is now included, as is "portal to portal" language for daily turnaround. Specialized hazard pay will now be accrued, and the penalty for invaded hours for rest periods was increased. Meal penalties and per diem were also bolstered and wage increases will track the Major's Agreement for the first 2 years, and in the third year will be 3%.

Our jurisdiction was protected in a number of ways as well. There will now be extensive limitations on subcontracting, including language that specifically states that the work between camera and picture editorial shall be performed under contract. This is the strongest subcontracting language of any of our national Agreements and will help curtail the encroachment of vendors and other non-union entities. This translates into more employment for our members.

Set Teachers and Publicists are also now recognized with listed wages. Also, there are now listed rates in all tiers for POC's, APOC's, Accountants, Assistant Accountants, and Art Department Coordinators.

These gains will affect thousands of IATSE members who will work under this contract in the coming years. Quality of life and worker safety remains in the forefront of our efforts on behalf of the membership.

Protecting our Work

The Tradeshow Industry is very competitive. Over the last few years, we have witnessed several acquisitions as companies consolidate. George Fern recently acquired freight service provider, NextShow, and Shepard Expositions took on U.S. Expo. New companies are created and are on the show floor, or a small company lands a large contract and goes nationwide. An example of this is Texas-based Show Services. This Exhibitor Appointed Contractor, or EAC, became a major player on the Auto Show circuit when they landed the General Motors account in 2011.



In the fall of 2011 and spring 2012, Auto Shows started across the nation. Many Locals found themselves dealing with a new employer, often on short notice. While some Locals were signing the employer to Area Standard Agreements, others resorted to the quick fix of a rate sheet, thinking they could circle back later. The use of a simple rate sheet leaves our work vulnerable to rival workforces, and often omits essential language like referral exclusivity, grievance procedures, and successor agreements. Since 2011, the International has had success signing

some employers to national agreements and Show Services is one example.

Modeled after the EWI Worldwide contract, which now incorporates 22 Locals, Shows Services has signed a 5-year agreement covering eight local unions. Each Local is able to direct economic increases as needed, as well as maintain any local conditions and benefit plans. The body of the agreement contains all the protections of a standard collective bargaining agreement.

National Agreements bolster small and mid-sized Locals. Salt Lake City,

for example, now participates in three such agreements; Freeman AV, EWI Worldwide, and Show Services. These relationships have increased stability in their jurisdiction. They provide workplace standards across the industry as locals gain leverage with global employers. They secure the work for the long term.

Before providing a rate sheet to an employer, we urge all Locals to contact the International for an update of available national agreements or assistance in negotiating an area standard agreement.

BUYING IN

Participation in the International's Training Trust continues to grow within the Tradeshow Department. During the last several months, Locals were able to negotiate contributions to the Trust from a number of Employers.

South Florida Local 500 negotiated a 1% contribution for all hours worked in agreements with Arata Expo as well as AE I&D. Local 85, Davenport, IA garnered a 1% contribution from both Freeman and GES. Local 151, Lincoln, NE achieved a 1% contribution from Freeman as did Iowa City Local 690. Local 39 in New Orleans, LA was able to negotiate a small Training Trust contribution that increases over the year term of the agreement. The renewal of the national agreement with EWI Worldwide, covering twenty-two local unions, includes a 1% contribution on all gross wages.

While many large Locals have long standing training programs, smaller Locals have never been able to establish the funds necessary to run those programs. For the IATSE to maintain a competitive advantage, we need to have the best-trained, most highly skilled technicians throughout the Union. For smaller Locals without the resources, inclusion in the International's Training Trust will do just that.

Don't Play Games



With Your Health & Safety!

THE IATSE CELEBRATES NORTH AMERICAN OCCUPATIONAL SAFETY & HEALTH WEEK

NAOSH 2014

WORKPLACE SAFETY WORKS FOR EVERYONE



MAY 4-10, 2014

Visit <http://www.iatse.net>

Can Your Local Organize a Training Seminar? Can You Hold an OSHA 10 Class? Can Your Local Negotiate Contributions to the IATSE Training Trust into Your Agreements?

Can You Organize an Ergonomics Awareness Event? Can You and Your Local Assess your Training Needs? Can You Hold a Personal Protective Equipment "Fashion Show"?

Can You Download Free ANSI Standards? Can You Designate a Hard Hat Day? Can You Evaluate the Safety of Your Job Sites? Visit the OSHA Website: <https://www.osha.gov>

EDUCATION AND TRAINING

The IATSE Training Trust Fund held its inaugural OSHA 10/Entertainment Safety Calendered Course in Charlotte, NC on February 17, 2014. Seventy-four members from Locals 322, 347, 442, 491, 574, 635 and 927 were in attendance. The course was taught by Joe Aldridge of Local 720 and Alan Rowe of Local 728. Both are members of the ICAP and have been designated by OSHA as Authorized General Industry Trainers.

Delivery of OSHA 10 Training is an important aspect of helping IATSE members increase their hazard awareness and ability to protect their health and safety while working. Utilizing the resources provided by OSHA, this program is an excellent beginning for any member or Local who wishes to begin craft and safety training. All students who complete the two-day course receive Course Completion cards from OSHA.

“This OSHA 10 Training is a really good introduction to what it means to have a safe workplace and what an Employer needs to provide that safe workplace,” said Local 322 member, Ellen Show.

“The members of Local 322 Charlotte, NC were proud to host the OSHA 10 course and very excited to attend the safety program,” said Bo Howard, Business Agent for Local 322. He continued, “The Local thanks President Loeb, the Executive Board of the IATSE and the IATSE Training Trust Fund for making classes such as these available to the membership. They really help Locals provide the best and most well-trained labor in the entertainment business.”

Andrew Oyaas, Secretary-Treasurer of Local 491, said, “The OSHA 10 Calendered Course in Charlotte was a great opportunity for our members to access training like this in the heart of our jurisdiction. Our Executive Board decided to

make the class more accessible to all our members by allowing our training program to pay for lodging for up to 20 members in good standing, who lived outside the Charlotte area.”

The Training Trust Fund is encouraged by the turnout for this class and looks forward to the upcoming OSHA 10 Entertainment Safety courses to be held in Pittsburgh (May 9-May 10) and Austin (May 31-June 1). New courses are being added all the time so check the website for an OSHA 10 course coming to a city near you. Locals wishing to sponsor such a course should contact, Trust Director Liz Campos at 818-980-3499.

For more information on programs, visit the Training Trust Fund website at www.iatsetrainingtrust.org or call the TTF at 818-980-3499.

Editor's Note: At press time, another sold-out session was scheduled for Kansas City (March 24-25).



UPCOMING IATSE TRAINING TRUST FUND COURSES!

OSHA 10/ENTERTAINMENT SAFETY
in Pittsburgh, PA - May 9 & May 10

OSHA 10/ENTERTAINMENT SAFETY
in Austin, TX - May 31 & June 1

Visit the IATSE Training Trust Fund website at www.iatsetrainingtrust.org for additional course information and to apply.

ATTENTION ALL IATSE LOCALS!

If you have bargained the Training Trust Fund into your local agreements, please remember to send a signed copy of that agreement to the Training Trust Fund along with a contact name, number and email for the Employer.

The agreement and contact information should be sent via email, if possible.

There is new Model Language. If you need a copy of the new Model Language, please contact the Training Trust Fund.



From left to right: Special Representative Alan Myers, Nina Gershonowitz, Jill Kubit, Communications Manager at the Worker Institute at Cornell, Stephen Karp, Ryan Burns, Lucas Colbert-Carreiro, Alexis Bravo, Meriem Erizku, Raquel Gonoretzky, Subin Chung, Catherine Lee, Ken Margolies, Senior Associate at the Worker Institute at Cornell and Local 600 Representative John Amman.

ILR CORNELL STUDENTS VISIT IATSE GENERAL OFFICE

The Cornellians attended as part of ILR's Winter Intersession Program (WISP), an ILR program that provides students with work-related experiences during the winter break. The Worker Institute's workplace tours, which focused on television and film this year, gave students an opportunity to learn about the working conditions and labor relations issues in the industry.

Students met with John Amman, who represented International Cinematographers Guild Local 600 and Alan Myers, Special Representative at the IATSE General Office in New York City.

The three-day Winter Intersession Program was organized by the Worker Institute's Ken Margolies. "The Worker Institute and the Industrial Labor Relations School have a long history of working

with unions in the arts and entertainment industry," Margolies said.

"The purpose of the tours, now in its fourth year in New York City, is to provide students with an opportunity to learn more about unions, the workplace and potential careers," Margolies said. Past tours in New York City have included the New York Metropolitan Opera, The American Museum of Natural History and Lincoln Center.

During the week, students visited Silvercup Studios, home to the production of "Girls," "Person of Interest" and a new ABC show, "The Black Box." Students toured "The Black Box" set and watched the taping of episode six. They took a studio tour of "Saturday Night Live" and were a part of the audience at "The Daily Show with Jon Stewart."

ETCP TRAINING SESSION IN HAWAII

Hawaii Local 665 had their first ETCP Electrical Training Class. It was held in the fall of 2013 at Hawaii Media, Inc., a local equipment rental company which is owned and operated by two Local 665 members. The course was held over a 2-day period and offered both introductory and advanced information for those who attended. The ETCP trainer was Brian Lukas, Local 728. He was assisted by Local 665 member Rick Crum, who also has ETCP trainer certification. Over 30 members attended the class and additional breakout sessions are planned for those who want to sit for the ETCP examination. One member of the class has already taken and passed the certification examination.



Announcing the I.A.T.S.E. Officer Institute

I.A.T.S.E. workers are the most highly skilled craftspeople in the entertainment industry. Likewise, local union leaders must have the best possible skills in order to represent these members and confront the challenges and pressures of the modern labor environment.

In order to fortify local union leaders to tackle this challenging road before us, the I.A.T.S.E. General Executive Board, in conjunction with the I.A.T.S.E. Education and Training Department, has created a new program - the I.A.T.S.E. Officer Institute. Local union leaders at all levels of experience can enroll in this 5-day program - a comprehensive boot camp where I.A.T.S.E. local union officers and Business Agents dive into the nuts and bolts of running a Local, being ready to bargain, and building power for members.

An overview of the I.A.T.S.E. Officer Institute was presented at the General Executive Board meeting in January. Local union leaders in attendance were asked for feedback and ideas to make the Officer Institute even more relevant. We heard you, and have included even more material on managing day to day challenges, dealing with conflict and information on resources that are available to local unions.

The I.A.T.S.E. Officer Institute is a 5-day, intensive certification program that will be delivered in multiple cities over the coming year. The week includes courses on:

- Strategic Planning
- Labor Law
- Collective Bargaining
- Running Meetings
- Union Finances
- Communications
- Organizing
- Activism
- Craft Training Trust
- IA Resources

Instructors are experts in their fields and classes will provide hands-on, practical tools to be brought back to the Local. Officers will earn a certificate and must attend all classes to graduate.

The International will pay for the program and instructors, and local unions are responsible for transportation, hotel and per diem.

The program aims to establish a unified base of knowledge and strengthen the whole I.A.T.S.E. While Leadership Development is the primary focus of this 5-day program, all of the Four Pillars that were featured at the 2013 Convention in Boston, including Leadership, Communications, Activism, and Craft Safety and Skills Training will be emphasized. Having local union leaders better

prepared for their positions, will reinforce “The Four Pillars” in the service of our core focus – always growing and strengthening the I.A.T.S.E. and its local unions for the benefit of our members in the entertainment industry.

The program will travel to various locations around North America, in an effort to reach as many local leaders as possible. The first four locations and dates are:

Philadelphia, PA

May 5 – 9, 2014

Chicago, IL

October 6 – 10, 2014

Los Angeles, CA

October 20 – 24, 2014

Calgary, AB

November 17 – 21, 2014

The above will be followed by classes in: Toronto, ON; New Orleans, LA and Atlanta, GA. (dates TBA)

The application for the I.A.T.S.E. Officer Institute is included in this issue of The Bulletin and can also be found on the I.A.T.S.E. website, where updated information will be posted as it becomes available.

Please contact officerinstitute@iatse.net with any questions.

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

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.

1. APPLICANT			
LAST NAME		FIRST NAME	
		MIDDLE INITIAL	
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"/> Philadelphia, PA May 5 – 9, 2014	<input type="checkbox"/> Chicago, IL October 6 – 10, 2014	<input type="checkbox"/> Los Angeles, CA October 20 – 24, 2014	<input type="checkbox"/> Calgary, AB November 17 – 21, 2014
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION ADDRESS	POSITION AT LOCAL	
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, Fax or Mail to:

I.A.T.S.E. Officer Institute 207 West 25th Street, Fourth Floor New York, NY 10001

Phone: 212-730-1770 Fax: 212-730-7809 Email: officerinstitute@iatse.net

A PRIMER ON EFFECTIVE ETCP AND INFOCOMM STUDY GROUPS

The 12 Steps below provide tips for better test taking and dealing with test anxiety. These are suggestions that you may have seen before, which are proven to help you succeed in getting a passing grade. Look them over and try to incorporate the points that make sense to you when preparing for the exam.

Above all remain confident. Your years of experience and studying that have qualified you to take the test have certainly already provided you with a strong underpinning of knowledge.

STEP 1

Find a few like-minded people with an interest in taking the same certification exam as you. Make sure that your study partners are people who are willing to commit to working as a group to help each other prepare for the test. Many members feel that a 10 person study group, which meets once a week, face-to-face, works best. The priority of the study topics can be determined by the group at its first meeting, based on the strengths and weaknesses of the participants.

Please utilize the bibliography for book resources on the ESTA Foundation website: <http://www.estafoundation.org/seminars/resources/rigbiblio.htm>

There is also an ETCP Facebook study group that you may find helpful: <https://www.facebook.com/etcp.esta.org>

Please utilize the InfoComm Certification Prep links on the InfoComm website: <http://www.infocomm.org/cps/rde/xchg/infocomm/hs.xsl/21952.htm>

STEP 2

Regardless of whether your study

group is just for a brush up, or if you are studying for mid level training (this may take several months of preparation) to be qualified to test, draw up a study schedule that creates blocks of time and material, and set a date at the most appropriate time for you to take the certification exam.

More information on the ETCP test and how to fill out and send in the application can be found at: <http://etcp.plasa.org/>.

More information on the InfoComm test and how to fill out and send in the application can be found at: <http://www.infocomm.org>

STEP 3

Break down the Body of Knowledge on your own into three separate categories: things you know, things you think you know, and things you don't know. This checklist will enable you to break your studying into organized, manageable chunks, which should allow for a comprehensive review plan with minimal anxiety.

Create study checklists

Identify all of the material that you will be tested on—list notes, formulas, ideas, and text assignments for which you are accountable.

Broad categories for ETCP Arena Rigging are: Planning and Engineering, Installation, and Materials and Equipment. More information on the ETCP Arena Rigging Content Outline can be found at: <http://etcp.plasa.org/candidateinfo/riggingexams/ArenaContentOutline.html>

Broad categories for ETCP Theatre Rigging are: Planning and Layout, Imple-

mentation and Management, and Rigging Systems. More information on the ETCP Theatre Rigging Content Outline can be found at: <http://etcp.plasa.org/candidateinfo/riggingexams/TheatreContentOutline.html>

Broad categories for ETCP Entertainment Electrician are: Electrical Skills, Regulations, Codes, and Life Safety, and Entertainment Electrical Systems Planning. More information on the ETCP Entertainment Electrician Content Outline can be found at: <http://etcp.plasa.org/candidateinfo/electrical exams/ElectricalContentOutline.htm>

Types of InfoComm Certifications and links to its broad categories can be found at: <http://www.infocomm.org/cps/rde/xchg/infocomm/hs.xsl/certification.htm>

STEP 4

Compare your breakdown from Step 3 with your study group. Each category in the outline needs to be addressed, so those who are more knowledgeable in one area can help those who are less knowledgeable in that area. Hopefully, the members in the group will have different strengths and weaknesses.

STEP 5

Study. Participating in the study group is not a substitution for working on your own. Individually study the items in “things you know” and “things you think you know.” As a group, the individuals who researched the topics in “things you don't know” can teach that topic to the other people in the group.

a. Record your notes and significant por-

tions of text on your phone so you can review material while walking or relaxing in a nonacademic environment.

- b. Create flashcards for definitions, formulas, or lists that you need to have memorized--put topics on one side of the card, answers on the other. Flashcards will enable you to test your ability to not only recognize important information, but also your ability to retrieve information from scratch

STEP 6

Amass questions on topics you may not quite fully understand. Contact experts and set up meetings so that they can answer your questions. These could be ETCP certified brothers and sisters in your own local union, or in neighboring locals. You may also contact the IATSE Training Trust Fund with any questions, or a request for an expert, at info@iatse-trainingtrust.org

STEP 7

Quiz each other in the group. Keep studying and do not give up.

STEP 8

Prepared to be tested. There are useful test taking tips on the ETCP website: <http://etcp.plasa.org/candidateinfo/riggingexams/TestTakingTips.html>

STEP 9

Take the sanctioned sample tests.

Rigging Examination: <http://etcp.plasa.org/candidateinfo/riggingexams.html>

Electrical Examination: <http://etcp.plasa.org/candidateinfo/electricalexam.html>

InfoComm: <http://www.infocomm.org/cps/rde/xchg/infocomm/hs.xsl/22138.htm?type=Self-Assessment%20or%20Practice%20Exam>

STEP 10

Find the answers to any questions from the sample tests that you didn't know. You may repeat the sample tests if you wish. Set up another meeting with your local union experts to discuss any questions or remaining areas that you are still unsure of. This could be a phone call to the person you previously met who helped you study.

STEP 11

Don't cram. Try to remember and understand the material a little at a time.

STEP 12

Take the exam.

- Get a good night's sleep the night before the exam.
- Allow yourself plenty of time on the day of the test, to do things you need to do before the test and still get there a little early.
- Don't go to the exam with an empty stomach
- Fresh fruits and vegetables are often recommended to reduce stress.
- Take a small snack, so that hunger will not distract you.
- Bring at least two pens/pencils with good erasers, a calculator with enough batteries and any other resources that your proctor allows you to bring.
- Bring a watch to the test so that you can better pace yourself.
- Choose a comfortable spot in the room for taking the test with good lighting and minimal distractions.
- Strive for a relaxed state of concentration
- Avoid speaking with any fellow students who have not prepared, who express negativity, who will distract your preparation.
- Approach the exam with confidence:
- View the exam as an opportunity to

show how much you've studied and to receive a reward for the studying you've done.

- When you first receive your test, do a quick survey of the entire test so that you know how to efficiently budget your time.
- Do the easiest problems first.
- Don't stay on a problem that you are stuck on, especially when time is a factor.
- Keep a positive attitude throughout the whole test and try to stay relaxed.
- If you start to feel nervous take a few deep breaths to relax.
- If you don't know an answer, skip it.
- Go on with the rest of the test and come back to it later. Other parts of the test may have some information that will help you out with that question.
- Pace yourself, don't rush. Read the entire question and the whole question carefully. Pay attention to the details, and don't make assumptions about what the question might be.
- Don't worry if others finish before you. Focus on the test in front of you.
- If you have time left when you are finished, look over your test. Make sure that you have answered all the questions. Only change an answer if you misread or misinterpreted the question because the first answer that you put is usually the correct one. Watch out for careless mistakes and proofread your essay and/or short answer questions.

- Double check to make sure that you put your first and last name on the test.

With hard work, preparation, and study, you will hopefully succeed. And if you do not, persevere by returning to Step One, concentrating on the areas where you did not do well.

GOOD LUCK!

TRAINING, CHANGING AND EXPANDING

Training and Education is one of the Four Pillars that President Loeb has identified as ensuring the long-term health and growth of our Alliance. The Broadcast Department recognizes the need our members have for training and education in many areas of their working lives. In this article are three examples of the ways the Department has found to add value to IATSE membership through training and education.

STEWARDS TRAINING - THE FIRST LINE OF DEFENSE

One of the common misconceptions people have of the labor movement is that the "Union" is some entity separate from the workers, when we know that the Union is in fact the workers themselves, joining together to use their power to create better economic and working conditions. These conditions are enshrined in the contract, and while often members look to leadership to protect and enforce the contract, the Broadcast Department has learned that the best first line of defense is well trained worker-stewards.

The Broadcast Department's Steward Training Program relies on giving stewards an in-depth knowledge of the contracts that they and their fellow employees work under. At the training session the steward candidates and the trainer go through the contract almost line by line, with the training stressing not just the

words of the contract, but the meaning behind those words. It is the mutual understanding agreed to at the bargaining table that ultimately determines what a contract means, and Broadcast Department stewards leave the training with an understanding of that. And because stewards are only the first line of defense of the contract, they also leave the training knowing that if a situation cannot be resolved on the job site, it is better to work now and grieve later unless the condition in dispute involves worker safety.

This thorough knowledge of the contract and procedures, along with an understanding of Weingarten Rights and how the registration list system works, empowers Broadcast Department members to identify problems early, solve them at the work site if possible, and alert leadership to problems that cannot be solved immediately.

NEW TECHNOLOGY - STAYING RELEVANT IN A CHANGING WORK ENVIRONMENT

Instant replay is the bread and butter of sports television. The first instant replay machines were spinning discs that recorded thirty seconds of video and then went back to the beginning and recorded over what had just happened. Gradually replay technology moved to videotape, then cassettes, and then hard disk based recording. With each advance in technology came new skill sets and responsibilities for the operators. When Fox Sports West announced they were having a new production truck built for their Los Angeles based telecasts, they also announced that it would carry the latest in replay technology - one machine capable of being split into many virtual replay machines, using solid state recording technology.

This new, untested technology posed a yet another challenge for the IATSE operators of Locals 695 and 700 who would have to integrate it into the existing production expectations of the producers and directors they work with on a daily basis. And like all new technology it also posed a threat. While it wouldn't eliminate jobs directly, operators risked falling behind if they were not familiar with the new technology, or having their

Trainer Bob Albrecht explains the workings of video camera to members of Local 229.

reputations and earning power damaged if they couldn't make the new technology do the same things the old technology already did. Working with Fox Sports, whose producers and directors would shape the shows this new technology would use, and with Mobile TV Group, who built the truck for Fox, the Broadcast Department and the L.A. craft locals took steps to ensure that all Los Angeles area Videotape Operators (we've actually begun calling them capture/playback operators now) and technical directors who wanted to could receive training on the new device. The new truck was brought to Dodger Stadium and technicians were given the opportunity to set up and run the new machines. Camera feeds were brought in from the old truck that was shooting the game and operators could see how the technology responded to the closest thing to broadcast conditions that could be arranged.

In the end, the new technology didn't work out quite as planned. But because of their training, the IATSE operators were able to merge the new technology with the old to produce their usual high quality work.



Members of Local 229 and the trainers after the training session.

EXPANDING SKILLS TO EXPAND JURISDICTION - COLORADO CAMERA TRAINING CLASS

When the stagehands of Local 229 in Loveland, Colorado realized they could capture more work at the Budweiser Events Center by training their members in the use of the facility's video equipment, they reached out to the Training Trust to see what resources were available. The Trust partnered with the Broadcast Department to put together a one day session to enhance the camera skills of the Local 229 stagehands.

The Broadcast Department searched its membership and found Bob Albrecht, an award winning camera operator who is also a producer and director. Working with Bob, the Department developed a program which gave the stagehands a thorough knowledge of how to set up and operate a camera, but provided them

with the kind of insights into sports camera technique you would expect from someone who has run camera on events such the World Series, and has directed camera operators on Chicago Bulls and Cubs broadcasts. Each stagehand got to operate cameras in both handheld and stationary configurations, while receiving feedback from Bob.

By the end of the day these stagehands were prepared to prove to their employer that they were the ones who could best operate the video system under any circumstances.

The Broadcast Department believes that training and education are essential to maintaining the skills necessary to thrive in today's workforce and grow as a union. As these examples show, we continue to look for ways to provide our members the training they need.

SUPPORT IATSE EFFORTS WITH PAC 12



Support IATSE Broadcast Technicians from Washington to Arizona in their battle for Area Standard wages and benefits. Like our Facebook page at www.facebook.com/Pac12PlayFair.

Safety Awareness Starts with You

The Safety Zone began in 1998 to promote a safer workplace for IATSE Sisters and Brothers. Building on the efforts of former chairmen Joseph Petruccio and Tim Wade, and countless other members throughout the Alliance, the IATSE has become a significant presence in occupational health and safety in the entertainment and exhibition industry.

With as far as safety conditions in the workplace have come, people still get hurt. Accidents still happen. Workers are still exposed to hazards on sets, stages, and show floors. And, most of these accidents could have been avoided, if not eliminated.

Safety awareness needs to be elevated. If we as a workforce can change the priority about safety we will be able to push aside the arguments about who is responsible, who is liable, who is at fault, and keep people from becoming sick, injured, or dying on the job. If safety is part of all aspects of a project from the start, the risk of accidents is significantly reduced. This means all of us need to promote safety awareness.

The IATSE has entered into an Alliance with the United States Institute for Theatre Technology (USITT) and OSHA. The aim of an OSHA Alliance is to promote safety. Coming this spring, there are two promotional opportunities to raise the awareness of safety both at work and in your Local.

First, April 28th is Workers' Memorial Day. The Canadian Union of Public Employees (CUPE) started this day of remembrance in 1984 to commemorate the anniversary of a comprehensive Workers Compensation Act. The

"Remember the dead – Fight for the living" slogan sets the tone to remember the thousands who are killed, hurt, and disabled at work, and to continue to fight for better conditions for all of us. Many wear a knotted purple ribbon as a symbol.

Second, May 4-10 is North American Occupational Safety and Health (NAOSH) Week. The object of NAOSH Week is to raise awareness of health and safety issues at work and home. It is something that can be used as a catalyst for promoting safety on the job and in your Local. There are many events that can take place to promote safety. For example, Local 80 will be having a workplace hazard awareness class that week (All IATSE brothers and sisters are welcome). The Industry-Wide Labor-Management Safety Committee will be promoting tool box talks on sets. The OSHA Alliance is encouraging participation by asking Locals and members to partake in raising safety awareness.

What you can do:

IATSE Entertainment and Exhibition Industries Trust Fund ("Trust") Calendered Course: The Trust will be offering an OSHA 10 Entertainment Safety Course. This and other events will be posted on the Trust's website: www.iatsetrainingtrust.org.

Training: Plan a training session for your members.

Articles and Posters: Put an article in your newsletter or magazine about safety. Hang a poster at the hall or at your workplaces. You can download materials from OSHA.

Red Cross Training: The Red Cross offers courses that may interest your members. Take or arrange a course with your Red Cross office.

Worker's Memorial Day: On April 28 hoist your flag to half staff at your hall. Have members wear a knotted purple ribbon at work. Bring your crew together and have a moment of silence for those who have died on the job.

Start a Safety & Training Committee: Many Locals do not have a safety and training committee. Contact your sister Locals to share information on how their committees work.

PPE Fashion Show: If you are going to have a meeting or other event, invite the safety vendors to come and show their personnel protective equipment.

More Ideas: For more ideas, go to the Trust's website or the American Society of Safety Engineers (ASSE) www.asse.org/newsroom/naosh/.

Let's promote safety and work to make our jobs safer for a better future.

MAINTAINING OUR PLACE IN THE INDUSTRY

**By Alan Rowe,
Chairman, ICAP Committee**

It is extremely important for the entertainment industry professional to develop an attitude of constant learning. A healthy attitude towards learning encompasses all aspects of our lives. We are more than what we do and our career is only one piece of who we are.

The reason for learning new skills at the workplace is obvious. We want to be the best at what we do so that we can negotiate contracts that give us the means to live our lives in whatever way we choose.

We want to be up-to-date with safety skills and regulations. There are many opportunities to sharpen our skills and increase our safety awareness through classes presented by your Local, the IATSE Training Trust, and organizations

like the American Red Cross. There are also opportunities for world-class training at events like PLASA Focus, InfoComm, USITT, CITT and LDI.

People often think that training is limited to how to do something new at work. The truth is learning goes way beyond new equipment and this is where you can find topics that benefit both work and home. You can get training from the American Red Cross on how to administer first aid, perform CPR or use an AED. This training can save the life of someone in your family or a fellow crew member. You can learn a software program to track your hours and manage your money. This will give you the opportunity to plan things like college funds or family vacations while making sure your accounts are correct. You can take a yoga/body mechanics class so you can avoid injuries at work.

There are other skills that you can learn that don't fit into the category of work skills. One thing that is common to every part of our industry is that the work and hours can be intense. Physical fitness is extremely important to keep up our stamina and mental alertness. We often have days/weeks/months where we spend more time with our crew than with our family so social skills can be just important as work skills. Leadership classes and public speaking can help you communicate better at work as well as in the community.

We are the fortunate ones who get to work in an industry that we love and it can be a lot of fun. As much fun as it can be, we are professionals and have the responsibility to ourselves, our families, and our fellow members to constantly be learning to maintain our place as the absolute best in the industry.

LOCAL UNIONS PARTICIPATE IN IATSE TRAINING TRUST

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

4	42	99	251	500
5	46	105	285	665
6	53	115	306	675
8	55	127	321	690
10	58	151	347	720
12	60	168	357	751
15	62	190	363	764
16	63	195	399	798
17	66	200	412	822
25	67	205	415	838
27	69	210	423	887
28	76	212	461	924
30	85	229	470	A829
39	87	232	488	

ATTENTION ALL IATSE LOCALS!

If you have negotiated contributions to the Training Trust Fund into your Local contract, you must remember to send a signed copy of that contract to the Training Trust Fund along with contact name, address telephone number and email for both the union and the Employer.

You may send this either via email, fax or regular mail to the address provided.

If you need a copy of the Model Language to insert into your Agreements, please contact the Training Trust Fund.

Thank you so much for all of your support. Together we are training and strengthening the workers of IATSE!

Contact us at:

IATSE Training Trust Fund

10045 Riverside Drive

Toluca Lake, CA 91602

818-980-3499 phone

818-980-3496 fax

info@iatsetrainingtrust.org

New Mexico Local Helps Reclaim the Promise

New Mexico Local 480 partnered with the American Federation of Teachers (AFT) and the New Mexico Federation of Labor in December 2013 to drive a tour bus across New Mexico in order to raise awareness for AFT's "Reclaim the Promise" of public education day. During this 5-day event, volunteers talked with parents, educators, and community partners on the importance of reclaiming the promise of education.



VERMONT LOCAL CELEBRATES MILESTONE

Stage Local 919 celebrated 30 years of solidarity at their holiday party. The Local was chartered in 1983.

Pictured left to right (Back): Gary Lemieux (charter member), TJ Calhoun, Alan Campbell, Tony Bader (charter member), Harry Chaikin, Marty Gil, Grady Shea; **(middle):** Tim Johnston, Don Winans, Leo Ashby, Madalaine Baer; **(front):** Colin Fletcher, Alex Ferguson, John Wagner and Pete Curtis.



NIAGARA FALLS LOCAL REELECTS OFFICERS

In November 2013, Local 121 held its elections and the executive board was reelected with no opposition. Local 52 Vice President John Fundus administered the oath of office.

Pictured here at Locals 121 and 52's Holiday Party the Conference Center in Niagara Falls on December 7, 2013 are the Local 121 officers: From left to right, Trustee Patrick Moyer Trustee, Chairman of Trustees Mike Scardino, Sr., Recording Secretary Dave Fox, Business Agent John Scardino, Jr., Vice President John Wrobel, President Robert Gardner, Local 52 Vice President John Fundus, Trustee Ralph Guetta, Sergeant-at-Arms Wendy Whittall, and Treasurer Marisa Gara.



Behind the Scenes: Mercedes Benz New York Fashion Week

IATSE Local One's stagehands keep the catwalks on schedule at New York Fashion Week's Spring 2014 Collection.

NEW YORK, NY, Sept. 5, 2013 – Daniel Gilloon (Local One) and photographer Sarah Shahtz (Local 600) are waiting outside the New York Fashion Week press trailer in a slow-moving line. Gilloon had arranged weeks ago to get credentials to photograph the Fashion Week's Local One stagehands at New York City's Lincoln Center for the Performing Arts, but it still took another 30 minutes to get press badges.

Shahtz, who has photographed Fashion Weeks in New York, London, and Brazil, said this event's security reminded her of shooting at the United Nations.

"It's like organized chaos," Shahtz said about Fashion Week. "Just remember that everyone is here to do their job. They're either focused on themselves, or focused on making sure everything goes right."

She was right. Past the hype over models, celebrities, famous fashion designers and labels, focus was entirely on getting the Fashion Week job done. And behind it all, dressed in black, are the Local One stagehands, just as focused as the fashionistas.

Backstage after the Desigual show has just ended, the black room is filled with empty seats. While the crew is tearing down the runway, Tom Williams, Bernhard Link Theatrical's Senior Production Manager, tells us about working with a union crew.

"When we moved to Lincoln Center and Fashion Week started employing Local One crews, the guys got 20 years older, 40 pounds heavier, and 100 percent more effective," jokes Williams. "But really, these guys are professionals and focused. They get the job done."

In showrooms throughout Lincoln Center to the oontz-oontz bass of muted runway music, stagehands were stapling down runway carpet, taking down backdrops, and setting up video screens. Stagehands were here two weeks ago setting up the entire facility and tenting for Fashion Week. Now, with a maze of stairs, black carpet, and backstage rooms all connected to Lincoln Center, it's easy to forget that this is all temporary.

As Gilloon moves to different back-

stage areas, none of the stagehands stop working to chat with us. They have less than four hours to tear down a finished show's set and prepare the next runway to look exactly as the fashion designer wants.

In the changeover window, stagehands may convert the runway from straight to U-shaped, change the backdrop color or build specific parts of sets to meet the fashion house's requirement.

"These guys are all on a tight schedule to take down the last designer's runway, and set up the next show," said Gilloon. "There are three to five shows a day. I was here until 5:00 a.m. last night."

To change a runway over is a well-orchestrated task where experience and a keen eye for design are crucial. Williams describes the skill to meet a fashion designer's specific idea for structure, color, and ambiance is "like another level of stage production."

Local One's contract takes into account many of the crewmembers needs, including recently added employer contributions to the Local's Training, Education and Technology Fund (TET).

Regardless of Fashion Week's location, some things will remain the same. There will be crowds of flashily-dressed fans posing outside the tents. There will be working professionals that treat Fashion Week like another show to get done on time. And there will be stagehands behind the scenes who know that the most fashionable color is still black.



Locals 891 & 669 Host "Digital Days"

It was the second year for the Digital Days conference, held on February 1st and 2nd. The event was co-sponsored by Locals 891 & 669, and DGC-BC. This year the theme was "The Future Is Now", with sessions focussed on the blurring of traditional film-making roles due to technology and software advancements, and how to use technology to facilitate cross-department coordination.

Post production, VFX and camera were well represented, with many IATSE members acting as speakers or sitting on discussion panels. A motivational keynote was presented by award-winning Production Designer and Local 800 member Claude Paré. Conference attendees had two days filled with future-facing sessions geared to helping industry professionals in navigating the ever expanding digital landscape and assisting them in upgrading their skills and knowledge on the latest digital tools, practices and technologies available to our industry today.



Tyler McDougall (669), Bill Hawley (669) and Mike Eubank (669) at the Digital Days conference, with X8 Octocopter heli-cam.

PHOTO CREDIT: RUSTY DELUCE (669)

LOCALS PAY TRIBUTE TO MICHAEL PROSCIA

On December 4, 2013 at Local 59's Holiday Party, New Jersey Locals paid special tribute to General Secretary-Treasurer Emeritus Michael Proscia.



Pictured from left to right is as follows: Local One President James Claffey, Jr., James Claffey, Sr., Local 52 Business Agent Ray Fortune; Local 917 President Barry Flemming, Local 917 Business Agent Darrell Stark; Local One Business Agent Eddie McMahon, General Secretary-Treasurer Emeritus Michael Proscia, Local 59 Business Agent Richard Hancox, International President Matthew Loeb, Local 59 President Greg Hancox (kneeling), General Secretary-Treasurer James Wood, Local 21 President Mike Stas, Local 21 Business Agent Stan Gutowski, International Vice President Tony DePaulo, Local 632 President Kevin O'Brien, Local 536 Business Agent Skip Cox and Thomas Hill, Local 52.

IATSE MILESTONES!

On June 24th, Local 58 held its bi-annual Silver Card Luncheon at Bluffer's Restaurant on the shores of Lake Ontario, at which members receive a Silver Card for 25 years' service. A number of 25-, 30-, 35- and 40-year pins were awarded, as well as two 50-year Gold Cards. The first was presented to Brother Mitch Wywiorski, who entertained the crowd with stories of the good old days.

The second went to Brother George Mclean, and was presented by his two sons, Jim and Gord, who have both continued to walk in George's footsteps as Local 58 members. Sadly, George passed away recently, but his strong personality lives on through stories such

as the one he told of working the first Beatles concert in Toronto where he confidently informed his fellow stagehands, "These guys will never last." And kudos to Brother Ron Montgomery, Sr.,

who, incredibly, was awarded his 55-year Pin by his son, Ron Montgomery, Jr., who is also a Local 58 member. What an achievement!



Ron Montgomery, Sr. pictured with his son **Ron Montgomery, Jr.**, who is also a Local 58 member, as he receives his 55-year pin from **Local 58 President Jim Brett** and **International Vice President John Lewis**

SAN FRANCISCO MEMBERS HELPED "MAKE A WISH" COME TRUE FOR BAT KID



Local 16 members Geoff Heron, 32TEN Studio's Special Effects Supervisor, and Sean House, 32TEN's Fabrication Supervisor, created Gotham-style effects to help "make a wish come true" for Miles Scott, a five year old child afflicted with leukemia. Thanks to the Bay Area's Make-A-Wish Foundation, Miles got his chance to fulfill his dream of being Batman – he was transformed into "BatKid." The Make-A-Wish Foundation transformed a number of San Francisco neighborhoods into Gotham City for a day, with over 12,000 volunteers playing along.

Heron and House produced three special effects moments using various forms of pyro and smoke effects during the event. These moments included: a smoke haze from which two Batmobiles appeared;

an explosion, as BatKid thwarts the Riddler during a bank heist, and a smoke bomb going off as arch enemy the Penguin unsuccessfully tried to escape capture by BatKid. "It's not every day one gets a chance to help a 5 year old boy literally fulfill his wish of becoming Batman," Heron said. "It was a pleasure to play a role in this wonderful event."



Introduction to Social Media

As a response to the increased interest that local unions and members have expressed in social media, we developed the IATSE Social Media Guide as an introduction to Facebook and Twitter, and how it can be used as a professional tool for a local union or member. The full-length version is available at <http://bit.ly/iatesmtk>

WHY USE SOCIAL MEDIA?

Over 60% of U.S. adults use some sort of social networking website – and of that group, 66% have taken some sort of political action using the Internet. Canadians use Facebook daily more than anywhere else in the world, with 74% checking Facebook at least once a day. That is huge, and it's exactly why we should be serious about using the Internet as a means of organizing.

Facebook has been around for ten years, and it isn't just for "young people" anymore: 73% of people ages 30 – 49 use it. You are missing out on a massive audience if you do not take advantage of it. Facebook is useful for sharing photos, videos, links, events, and information. You can communicate easily not only with your members, but other Locals, the International, and other unions.

Twitter is best used to communicate with your followers and share links/

updates. While the audience skews younger, it's integral to quickly spreading information, engaging followers, and sharing links. Using hashtags (#) lets you get in on a "conversation" and makes it easy to engage people. Additionally, thousands of journalists and reporters use Twitter, and it makes communicating with them and forming positive relations much easier than before. Finally, every single major union uses Twitter. It brings us together.

Using Facebook and Twitter are excellent ways to foster relationships with your members, share information, give updates, and follow events (like strikes) in real time. Try gauging your members – how many are on Twitter vs. Facebook? What do they like better, and what would they respond to more? You may not need to use both!





INTRO TO FACEBOOK



WHY USE FACEBOOK?

More than 50% of active users log in to Facebook every day, and there are over 1 billion people on Facebook worldwide. Once you make a page, it's important to remember that the folks who "liked" your organization's page on Facebook did so for a reason – they want to hear what you have to say, so you need to figure out how to put engaging content in front of them. Below is a run-down of Facebook's basic components.

MAKING A PAGE

In order to make a page, you need to have a personal Facebook account. If you don't have one, it's easy to set up – just go to www.facebook.com and follow the instructions. Then, visit <https://www.facebook.com/pages/create> to create your page.

COVER PHOTO

The cover photo is an excellent chance to really make your "brand" stand out and show people exactly what you stand for, and you can change it whenever you want. It sits directly at the top of your Facebook page. Keep in mind that your cover photo should be crisp and clear. Cover photo dimensions are 851 pixels wide and 315 pixels tall, so if you upload an image that's smaller, Facebook will automatically stretch your photo to fit these dimensions and make the image look fuzzy, unpolished, and unprofessional.

PROFILE PICTURE

As with cover photos, you want to have a profile picture that's crisp, clean, and recognizable. IATSE's profile picture is our logo. This picture shows up in Facebook newsfeeds and internet searches, so pick a simple, recognizable image. Once you've selected a profile picture, add a caption – you

can insert a link to your website or briefly describe where and when the photo was taken.

DESCRIPTION

The description goes directly below your profile picture, so along with the cover photo and profile picture, it's one of the very first things that a visitor sees. It's a good place to add your tagline or a brief description.

CONTENT

The timeline is where you interact with the folks who liked your page, and it's where you can move people to action! Develop a unique voice, be positive in what you write, share lots of pictures, and proofread before you hit "post." Writing long, wordy posts, going days without posting anything, and arguing with your followers are things you should never do.

MAKING SHAREABLE IMAGES

This is a fun way to interact with followers. You may have noticed images on Facebook with text laid over them – usually it's a quote. You can experiment with making your own on websites like Pixlr and Meme Generator, or start off sharing ones from other pages.

TWITTER



WHY USE TWITTER?

Twitter is the other big social media outlet that's incredibly useful for disseminating information, keeping in contact, building relationships, and updating events in real time. It's instrumental in quickly organizing mass amounts of people. One of the most useful aspects of Twitter is that it allows us to form more positive relationships with journalists and reporters, who very often use Twitter for initial contact.

MAKING AN ACCOUNT

Go to www.twitter.com – on the right, there should be a box that says “New to Twitter? Sign up.” Make sure your Twitter name (also referred to as a “handle”) is short and easy to remember – you might do @IATSE[your local number], or your own name or online nickname for a personal account. Your Twitter handle will show up as @NAME – the @ symbol is how you “tag” users.

FOLLOWING

Now, start “following” people! Once you follow someone, their tweets will show up in your homepage’s “feed”, and vice versa. Start off by following IATSE, Locals, and IA members. You can follow other unions and their locals, politicians, and local businesses.

One of the most effective things to use Twitter for is staying in touch with local newspapers, reporters, TV stations, and magazines/papers about your craft. A story about a stagehand in Indiana will get more play in their local paper than in the NY / LA Times. Small newspapers also tend to do more soft feature stories on IATSE members working in community venues, and it's important for Locals to have and maintain good relationships with their community.

You should also connect with labor journalists and reporters. Because the modern news cycle is always “on” and organizing drives in labor are doing more online organizing, it is extremely important to follow the latest news and trusted reporters.

WRITING A TWEET

A tweet is a 140-character message that you post. Click the small house icon on the top left. You'll notice a box that says “Compose new Tweet...” and that's where you write! Here are components of a tweet:

- @ symbol: To mention another Twitter user, type @theirusername. If you want to mention a person, organization, place, whatever – check to see if they have a Twitter account first, follow them, and then type their name into the box and they'll see that you mentioned them.
- #: Twitter's way of categorizing things. A GREAT way to use hashtags is during an event or big news story. For example, many Walmart organizers are using the hashtag #WalmartStrikers.
- When typing a hashtag, make sure that there aren't any spaces. The # – like the @ – makes the group of words searchable.
 - #WalmartStrikers not # WalmartStrikers
 - or #Walmart Strikers
 - @IATSE not @ IATSE
- Link: If you want to include a link in your tweet, just copy the link from the address bar, and paste it into the “Compose” box. If a link is too long, use a website like <http://tinyurl.com/> to shorten it.
- Retweet: You can retweet someone else. If you do that, it will show up on your followers' feeds. To do this, click “Retweet” on the tweet:

Overall, make sure your tweets are interesting and engaging. Ask questions. If you're sharing a link, don't just tweet the link with no other text – say something about it!

DESIGN

You can change the background color, profile picture, “wallpaper”, and add a description. To do all of that, click the little gear button in the black bar at the top right. Then, on the left-hand menu, click “Design” and then play around.

HOME BAR

Here’s a little tour of the black bar that runs along the top of Twitter:

Home: Brings you to your newsfeed. It’s where you’ll see all tweets from everyone you follow.

@ Connect: This is where you see if folks mentioned you in their tweets, followed you, retweeted you, or “favorited”

your tweet (kind of similar to “liking” a picture or status update on Facebook).

Discover: Shows tweets that are especially popular.

Me: This takes you to your page! It will show your tweets, profile picture, etc.

Search: You can search for users or hashtags here.

Envelope icon: This is where followers can send you a “Direct Message” (referred to as a “DM”). These private messages are useful for exchanging phone numbers or email addresses – but both users need to be “following” one another.

Gear: These are “settings.”

Blue feather pen button: You can click that to compose a tweet.

Both Twitter and Facebook are easy and intuitive once you get the hang of them. It’s important to keep in mind that you may not have to use both of them, so ask your members if they prefer one or the other so you get the most out of it. We hope this introduction provided guidance! If you have any questions email us at socialmedia@iatse.net. Visit the IATSE’s website to download the full-length guide, as well as helpful resources: <http://bit.ly/iatsestmk>

FAQS

Below are a few of the questions frequently asked by local union officers.

Q: On Facebook, how do I control a conversation? How do I deal with a member posting negative things?

A: First and foremost, you are controlling the page. You have the ability to delete comments and block users. If someone is stirring up trouble, you can send them a message asking them to stop; and if they don’t stop, you have every right to block this user from commenting on the page. Additionally, there is a setting you can activate that blocks comments with certain words. Facebook’s Help Center provides instructions.

Q: Isn’t Facebook and Twitter only for young people?

A: No. 73% of 30 – 49 year olds use Facebook. If a company or organization doesn’t have a Facebook page, they are missing out on a massive opportunity to connect with their fans. Next time you buy a product, check the packaging – more than likely, it’ll include the link to their Facebook page or their Twitter handle. Every major union uses both outlets.

Q: Doesn’t using Facebook and Twitter take up a lot of time?

A: There’s no perfect answer to this! If you’re really unsure about how to use them, try making a “dummy” account first, get used to how each website works, and then create your real account. You can also talk with members and find out if anyone else is interested in learning the ropes and being in charge of the accounts.

Q: What if members signed a non-disclosure agreement, and they are posting pictures from set?

A: On Facebook, this is where the blocking/banning comes in. Remember, you are in total control of what gets posted, and you have the power to delete things. On Twitter, it’s a bit more tricky since you can’t delete something you didn’t post. Make sure your members know: if the content is questionable or might reveal a secret, do NOT post it. Wait until it’s out. Twitter is fun, but it’s not worth risking a job over.

We hope these answers provide guidance!

SPECIAL GENERAL EXECUTIVE BOARD MEETING

CALL TO ORDER

In accordance with Article Seven, Section 3 of the International Constitution, a Special 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 Saturday, November 2, 2013. the IATSE General Office in New York, NY.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES,

First Vice President

J. WALTER CAHILL,

Second Vice President

THOM DAVIS,

Third Vice President (via teleconference)

ANTHONY DEPAULO,

Fourth Vice President and

Co-Director of Stagecraft Department

DAMIAN PETTI,

Fifth Vice President

MICHAEL F. MILLER, JR.,

Sixth Vice President and Director

of Motion Picture and Television

Production Department

JOHN T. BECKMAN, JR.,

Seventh Vice President

DANIEL E. DI TOLLA,

Eighth Vice President and Co-Director

of Stagecraft Department

JOHN R. FORD,

Ninth Vice President (via teleconference)

JOHN M. LEWIS,

*Tenth Vice President and
Director of Canadian Affairs*

CRAIG P. CARLSON,

Eleventh Vice President

WILLIAM E. GEARNS, JR.,

Twelfth Vice President and

Director of Tradeshow Department

PHIL S. LOCICERO,

Thirteenth Vice President

In addition to the members of the Board, those present included International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White, CLC Delegate Kelly Moon, Assistants to the President Sean McGuire (via teleconference) and Deborah A. Reid, General Counsel Dale W. Short (via teleconference), and In-House Counsel Samantha Dulaney.

NEW MEMBERSHIP APPLICATION

General Secretary-Treasurer Wood reported to the Board that as a result of Convention action in July 2013, the membership application form has been removed from the International Constitution. The Board was reminded that in conjunction with that removal, it was the intention of the International to modernize and simplify the membership application and General Secretary-Treasurer Wood presented a new version for the approval of the General Executive Board.

General Secretary-Treasurer Wood proposed that as a result of the International now scanning electronic copies of the application it was now appropriate to only have a single page application rather than the current two sheet carbon version. In addition, although presently there are two application forms for each of the United States and Canada

(Regular and Special Department), the proposed application will reduce that number to only one that can be used by all local unions in both countries. General Secretary-Treasurer Wood also recommended that the application include the Pledge card that is currently a separate document that applicants are requested to sign upon submitting their application. This will further reduce the amount of paper submitted by our local unions and simplify the scanning process.

In addition, General Secretary-Treasurer Wood reported that in keeping with the pillar of Activism from the 2013 Convention theme (The Pillars of Success), and the International's increased need to communicate with members in a more expedient manner, he and President Loeb discussed additional revisions to the applications. It was therefore recommended to the Board that the applications be revised further to include cellular/mobile telephone numbers and information about whether members used social media such as Twitter. It was noted that having these communication options readily available in the International's membership database will greatly enhance our outreach efforts to the membership in a timely manner, and in ways that members are using more and more.

It was noted that upon the Board's approval, all the revisions will also be made to the Spanish and French versions of the membership application.

The General Executive Board approved the new membership application and making those same changes to both the French and Spanish versions as well.

68TH IATSE QUADRENNIAL CONVENTION UPDATE

After careful consideration and discussion, President Loeb and General Secretary-Treasurer Wood recommended to the Board that the 68th Convention be held at the Westin Diplomat and Convention Center in Hollywood, Florida, with a room rate locked in at \$199.00 single/double per night.

It was noted that the mid-Winter meeting of the General Executive Board will be held at the Diplomat the week of January 9-16, 2016, and the 68th IATSE Quadrennial Convention and Mid-Summer Board meeting will be held July 8-22, 2017.

The General Executive Board approved the recommendations pursuant to Article Three, Section 1 of the International Constitution.

GOLF CHANNEL NEGOTIATIONS UPDATE

Vice President Daniel E. Di Tolla reported to the Board that four negotiating sessions have been held to date with the Golf Channel. Proposals were exchanged between the parties and there will be four additional bargaining sessions scheduled before December 31, 2013.

PAC 12 STATUS UPDATE

Vice President William E. Gearns, Jr. reported to the Board that in September 2013 several Broadcast Locals had begun bannering campaigns directed at the PAC 12 network and several PAC 12 universities within their jurisdictions. It was noted that the headquarters office of PAC 12 in San Francisco has also been bannered. San Francisco Bay Area Broadcast Local 119 has engaged the services of former Stage Local 16 Business

Representative F.X. Crowley on the PAC 12 campaign.

Vice President Gearns further reported that a political effort was started in connection with the campaign in October. In that regard, Vice President J. Walter Cahill, Consultant Alec French and his colleague Benjamin Staub, have met with Congressional staffers in Washington, D.C. Vice President Cahill reported that AFL-CIO Legislative Director Bill Samuel had arranged for a number of meetings with targeted members of the U.S. Congress and Senate. He and Alec French also continue to meet with various members of the U.S. Congress and/or the Senate to seek assistance in connection with the PAC 12 campaigns. He noted that to date they have had seven such meetings and several Congressional members have written letters to PAC 12 universities on behalf of the union.

The Board discussed other avenues that will be pursued as potentially beneficial to the PAC 12 campaign.

UPCOMING INTERNATIONAL LOW BUDGET AGREEMENT NEGOTIATIONS

Vice President Michael F. Miller, Jr. reported that the International's Low Budget Agreement will expire on December 31, 2013. He noted that under the agreement there are currently about 125 projects per year, each with production budgets of under 12 million dollars, that employ IATSE members in motion picture and television production throughout the United States and Canada.

Vice President Miller reported that negotiations for a successor agreement will begin on Tuesday, November 5th in Los Angeles. Issues of concern for the

negotiations include quality of life issues including shorter work days (for safety issues), and the elimination of subcontracting work in connection with the digital technology employed by a number of employers.

It was reported that President Loeb has appointed a bargaining committee for the IATSE and that fifteen companies will participate in the negotiations, with 280 additional companies expected to execute the new Low Budget Agreement upon the conclusion of negotiations.

NON-LEAGUE TOURING COMPANIES CONTRACT

Vice President Anthony DePaulo reported that the contract for the Non-Broadway League Companies expired in June 2013 and due to the IATSE Convention in July, negotiations were interrupted. However, as of this date there have been four bargaining sessions held with individuals representing the five employers who make up the non-League companies: Big League, NETworks, Phoenix, Troika and Worklight.

It was noted that there remain some differences between the parties.

The next bargaining session is scheduled to be held on December 6th and President Loeb advised that he will attend negotiating sessions as appropriate.

PRELIMINARY REPORT ON EXPANDED LEADERSHIP EDUCATION "INSTITUTE"

International Trustee and Education and Training Department Director Patricia White gave a preliminary report to the General Executive Board regarding the development of a union-wide curriculum for IA leaders--an IATSE school for union officers.

The objective of this week-long program is to strengthen IATSE local union officers' skills for effective union leadership. The one-week program will offer Business Agents and Officers from local unions of all sizes and crafts practical tools on union finances, the law, running effective meetings, and working with members among other things. While Leadership Development is the primary focus of this session, all of the Four Pillars including Communications, Activism, and Craft Skills and Safety Training, will be emphasized. Having union leaders most able to execute their duties will reinforce "The Four Pillars" in the service of our core focus – always growing and strengthening the IATSE for the benefit

of workers in the entertainment industry.

Discussion about the program and initial recruitment with local union leaders will take place during the Education session at the 2014 mid-Winter General Executive Board meeting. In addition, the staff will be given a more in-depth introduction to the initiative at the 2014 staff trainings in order to be equipped to speak about the program to the Local leaders with whom they work.

IATSE CANADIAN ROAD SHOW

Vice President John Lewis and International Trustee and Education and Training Department Director Patricia White reported to the Board that dis-

cussions have been held with President Loeb seeking approval to expand the IATSE Road Show of the Education Department: "Why Unions Still Matter", to Canada.

The recommendation was made to the Board and President Loeb noted that the expenses incurred by this expansion would be borne by the IATSE Canadian Defence Fund.

The General Executive Board approved the recommendation.

ADJOURNMENT

Upon completion of the business brought before the Board, the meeting was adjourned at approximately 11:20 a.m.



BEHIND THE SCENES:

Stories from the Crew

In 1963, the stage crew at Tallahassee's Ruby Diamond Auditorium at Florida State University had to have been the most over-educated bunch of theatre techies in North America. All of us had BAs. Some had MAs. There was even a PhD.

My first day on deck I was given the job of running the front curtain for a concert by the Pittsburgh Symphony Orchestra. The performance started with the curtain out. My first cue came at the end of Bruckner's Seventh Symphony. A dramatic finale! Facing the pin-rail, I awaited the cue to haul in the curtain. In my ignorance, and with great enthusiasm, I pulled in the wrong line. It had been labelled "main drape." Unbeknownst to me, that was the scalloped teaser in front of the main curtain. I dropped that sucker to the deck, barely missing the conductor, who bowed over the top of the mess of velour piled up in front of him. As he came into the wings, he shouted, "Fire that idiot!" From that day on, the line-set for the main drape at that venue was tied off with what became known as the "Wilson Knot."

Not long after, I was shown my niche on deck. *Man of La Mancha* came to town. As was usual, we all gathered on deck to be given assignments by the head carpenter on tour. It was like being the last guy picked for the baseball team. After all the crews were assigned, he looked at me and said, simply "Props, kid." I was responsible for the lances, spears, and other knightly apparatus. I've been a propman ever since.

That same year, we hit the headlines. The Count Basie Orchestra was scheduled to perform at Florida State. There were close to twenty of them, and they arrived late. Their manager asked me where they could get a quick hamburger. That was a problem. They were black.

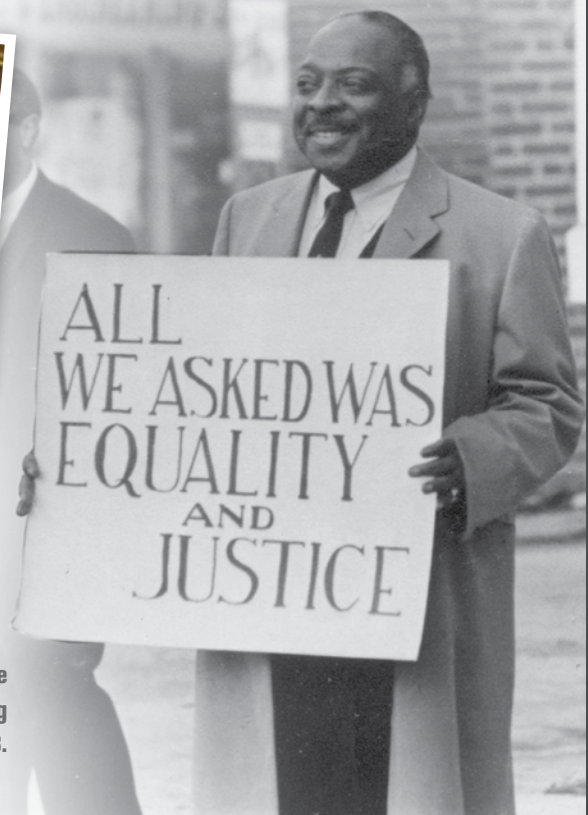
All the restaurants surrounding the campus were not only segregated, they were being picketed by students from Florida A&M, the black university in Tallahassee. When Basie heard me say

this, he was furious. He, his manager, and I went outside and crossed the street to the Mecca, one of the restaurants being picketed. Basie joined the picket line.

His manager, knowing a photo-op if there ever was one, called the newspaper. After the picture taking, we returned to the auditorium, where his manager gave me a fistful of bills and told me to bring back some food – which, of course, I did.



Rich Wilson is a B-906 (and former 906 & 849) member who started his career in Florida and now resides in Halifax, Nova Scotia.



Count Basie joins the picket line before playing a show at FSU, in 1963.

CREW SHOTS



Pictured here is the Road Crew, San Francisco Wardrobe Local 784, and Local 16 Stagehands during the Production and first run of "The Gershwin's Porgy and Bess, 1st National Tour" at The Golden Gate Theatre, San Francisco, California in November, 2013.

During the run of the "Radio City Christmas Spectacular" held at the Cobb County Energy Center in Atlanta, Georgia, Local 927 members and Road Crew took time for a photo.



Members of Locals 74 and USA 829 in front of the "Rocky" show curtain, headed to the Winter Garden Theatre in New York City.



If you haven't met Betty Pecha Madden, you've definitely seen her work. Remember the white, gangster-style suit Michael Jackson wears in his "Smooth Criminal" video? That was Betty's work. The defiant, bespectacled woman being arrested for protesting Walmart's low wages this past December? That was Betty.

A member of Local 892, Costume Designer's Guild, Betty has many more titles: union member, organizer, PAC contributor, and activist. Here she shares her thoughts on being an activist with us.

The definition of an Activist is an especially active, vigorous advocate of a cause.

I grew up in a country tavern with a large dance hall 7 miles between two farm towns in northern Wisconsin. The business was open 7 days a week from 8:00 a.m. to 2:00 a.m. My father was also a farmer who raised several thousand laying hens and my brother and I ran the 5 to 7 baskets of eggs collected daily through an egg washing machine in the evening after school. School was the only luxury I knew, a break from work.

I negotiated my first deal with my mother at a very early age. I did the dishes standing on a stool dad made me so I could reach the kitchen sink. I was to be paid ½ cent each time I did the dishes. On a piece of cardboard I made a hash mark each time I did the dishes. After a month, I asked my mother to look at the chart. I had counted and totaled what I was owed. She disputed the total. This was my first bargaining experience. I asked to be paid weekly so we could remember what activities occurred during that week that justified the number of times I had washed dishes. We got along fine after that.

In 1976 I was hired to costume design the "New Mickey Mouse Club." A week in, I got a call from Sheila O'Brien of the Costume Designers Guild telling me I had 30 days to join the CDG or I could not work at Disney, a union Studio. It was with great pleasure that I joined the Costume Designers Guild. I knew what it meant to bargain for a contract.

The first CDG Guild meeting I attended was the scariest moment of my young career. That meeting room door at the Beverly Hilton Hotel was the heaviest thing I had to experience because it opened me to a room full of people I admired from afar but never saw myself as being a part of. Edith Head greeted me with a large smile and asked me to sit in the only empty chair and it happened to be next to her. She then introduced me to

her dear friend Walter Plunkett. I was in an unearthly place and it was magical. I decided I would design costumes as long as the phone would ring. It rang for 30 years. How blessed was I?

Today, we, as the IATSE International, are recognized for our views on a political level that reverberates within our organization and our community, and our own Districts. Not just the U.S., but Canada, and outside of our borders in Europe and Australia.

I donate to anything that has to do with helping us as an organization. It's like a pebble in a pond. Our little donation creates that ripple effect that goes out. If we contribute financially to the PAC, we ensure our voices will be heard in a political realm. When the IA takes a position on health care in Washington, it's recognized. No matter how little or how much, in our passing on some funding, we ensure there will be some opportunity for those who face illness, disease, or hardships that cannot be predicted.

An activist is someone who works for the common good. A collective agenda that conserves resources and provides the basics needed for the survival of all things living. For me, it means on Monday morning I go to the AFL-CIO website to see the issues facing labor this week. The IATSE Bulletin and the local union newsletters keep me focused on what matters to our industry union members. My focus is on Single Payer Universal Health Care, Medicare for all, from cradle to grave coverage. We are all activists in our own way, and as activists we are positioned to be organizers in the work place. "One by one by one we organize," Cesar Chavez

*In Solidarity,
Betty Pecha Madden*

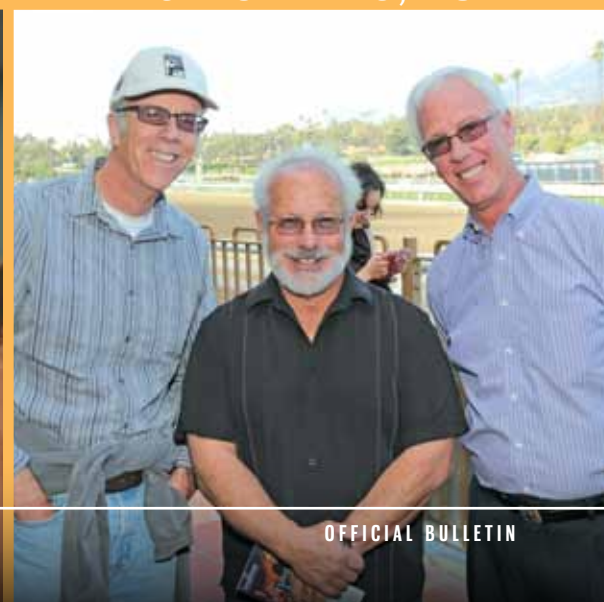
CDG Local 892 Labor Delegate & CDG Organizer



MOTION PICTURE TELEVISION FUND'S "A DAY AT THE RACES"



JANUARY 25, 2014





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 13, 2014 in the Navarro Room of the Westin Riverwalk in San Antonio, Texas.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES,

First Vice President

J. WALTER CAHILL,

Second Vice President

THOM DAVIS,

Third Vice President

ANTHONY DEPAULO,

Fourth Vice President and

Co-Director of Stagecraft

DAMIAN PETTI,

Fifth Vice President

MICHAEL F. MILLER, JR.,

Sixth Vice President and Director of Motion Picture and Television Production

JOHN T. BECKMAN, JR.,

Seventh Vice President

DANIEL E. DI TOLLA,

Eighth Vice President and

Co-Director of Stagecraft

JOHN R. FORD,

Ninth Vice President

JOHN M. LEWIS,

Tenth Vice President and

Director of Canadian Affairs

CRAIG P. CARLSON,

Eleventh Vice President

WILLIAM E. GEARNS, JR.,

Twelfth Vice President and Director

of Tradeshow and Display Work

PHIL LOCICERO,

Thirteenth Vice President

In addition to the members of the Board, those present included General Secretary-Emeritus Michael W. Proscia, International Trustees C. Faye Harper, Thomas Cleary and Patricia A. White, CLC Delegate Kelly Moon, Assistants to the President Deborah A. Reid and Sean McGuire, Director of Communications Emily Tao, Director of Broadcast Sandra England, Assistant Directors of Motion Picture and Television Production Daniel Mahoney and Vanessa Holtgrewe, Assistant Director of Stagecraft D. Joseph Hartnett, Assistant Director of Education and Training Robyn Cavanagh, International Representatives Ben Adams, Steve Belsky, John Culleen, Peter DaPrato, Donald Gandolini, Jr., Barny Haines, Scott D. Harbinson, Mark Kiracofe, Peter Marley, Julia Neville and Lyle Trachtenberg, Special Representative Ron Kutak, Assistant to the Editor MaryAnn Kelly, and staff members Alejandra Arzate, Marcia Lewis, Colleen Paul, Krista Hurdon, Buffy Snyder, Margaret LaBombard and James Rainey, Jr.

Also in attendance at various open sessions of the Board meetings were representative(s) of the following Locals: One, New York-Westchester-Putman Counties, NY; 2, Chicago, IL; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 14, Albany-Schenectady-Amsterdam-Troy, NY; 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; 19, Baltimore, MD; 21, Newark-Middlesex-Mercer-Ocean and Union Counties-Asbury Park-Long Branch, NJ; 22, Washington, DC/Washington DC Suburbs, MD/Northern Virginia; 30, Indianapolis-Kokomo-Richmond-Earlham College-Logansport-Peru-Connersville-Muncie-Portland-Anderson, IN; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 44, Hollywood, CA; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 58, Toronto, ON; 59, Jersey City, NJ; 76, San Antonio, TX; 110, Chicago, IL; 122, San Diego, CA; 129, Hamilton-Brantford, ON; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 209, State of Ohio; 212, Calgary, AB; 251, Madison-Columbia-Sauk County, WI; 295, Regina-Moose Jaw, SK; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 353, Port Jervis-Sullivan County, NY; 411, Province of Ontario; 476, Chicago, IL; 477, State of Florida; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic States; 488, Pacific Northwest; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 536, Red Bank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL;

669, Western Canada; 695, Hollywood, CA; 700, United States; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 729, Hollywood, CA; 750, Chicago, IL; 751, New York, NY; 764, New York, NY and Vicinity; 769, Chicago, IL; 798, New York, NY; 800, Los Angeles, CA; USA829, United States; 824, Athens, GA; 835, Orlando, FL; 839, Hollywood, CA; 849, Maritime Provinces; 868, Washington, DC; 871, Hollywood, CA; 873, Toronto, ON; 887, Seattle, WA; 891, Vancouver, BC/ Yukon Territory; 892, Hollywood, CA; 927, Atlanta, GA; 18032 ATPAM, New York, NY; B-20, Portland, OR and B-173 Toronto-Hamilton, ON.

HOST LOCALS

At the opening session of the Board meeting, representatives of Host Locals 76, 484, 600, 700, 796, 800, and USA 829 appeared to officially welcome members of the General Executive Board, Official Family, local union representatives and guests to the City of San Antonio and offered to provide their assistance to the Board and all attendees during the week of the meeting.

President Loeb noted that San Antonio is the seventh most populous city in the United States and is a city with great history, including The Alamo and the Pecan Shellers Strike in 1938 when 12,000 workers across the state went on strike led by a young woman. Texas is a crucial battleground for the future. President Loeb stressed the necessity to get members to register to vote and for reasonable immigration legislation.

At the Host Locals breakfast, the IA was honored by the presence of guest speaker Linda Chavez-Thompson, former Executive Vice President of the AFL-CIO and currently vice chair of the Democratic National Committee. Ms. Chavez-Thompson addressed the attendees and stated that San Antonio is a “union-friendly city.” She thanked the Locals of San Antonio for their strong political presence and thanked everyone for their contribution to the labor movement, for what they do and how they represent their union members. President Loeb commended Ms. Chavez-Thompson stating that “for her entire life she has not just been for labor, but has been labor herself.”

**Guest Speaker
Linda Chavez-Thompson
at the Official
Family Breakfast.**

On behalf of the Board, President Loeb expressed his appreciation to the Host Locals for all their hospitality and hard work, and for a successful meeting in this great city.

INTRODUCTIONS/ ANNOUNCEMENTS

At the onset of the Board meeting, President Loeb advised the Board and all attendees of the following:

Joe Hartnett

Effective November 1, 2013 International Representative Joe Hartnett was promoted to the position of Assistant Director to the Stagecraft Department.

Joe has served as an International Representative since 2009 and most of his time has been spent working in the Stagecraft Department as well as the former Organizing Department.

Joe was a longtime Master Electrician at the Pittsburgh Public Theater and a union steward from 1999 through 2006. He is a member and former Business Agent of Pittsburgh Stage Local 3, and, is also a member of Treasurers and Ticket Sellers Local 862 in Pittsburgh and serves as its President. He is also Co-Chair of the IATSE Young Workers Committee.

Assistant Director Hartnett has demonstrated a passionate commitment to labor advocacy and he will no doubt make a major contribution to the effectiveness of the Stagecraft Department. He has now relocated to New York and will work closely with Co-Directors Dan Di Tolla and Tony DePaulo in the General Office.

Vanessa Holtgrewe

On January 2, 2014, President Loeb promoted International Representative Vanessa Holtgrewe to serve as Assistant



Department Director of the Motion Picture and Television Production Department.

Vanessa has extensive experience and attachment to parts of the industry where the IA has placed significant focus and her proven success and strong commitment will bring continued energy to the Department.

Prior to her appointment as an International Representative in 2009, Vanessa was a director of photography and camera operator on documentary features, reality series and competition television shows. Since 2009 Vanessa has organized non-union productions and negotiated contracts for scripted and non-scripted television and Internet projects, as well as feature motion picture agreements.

As Assistant Department Director, Vanessa will report to Vice President and Department Director Michael Miller, and work closely with Assistant Department Director Daniel Mahoney.

Robyn Cavanagh

President Loeb also asked the Board to officially welcome Robyn Cavanagh to the IATSE Official Family. Robyn comes from a politically active family in Pennsylvania and has been in the labor movement for over 30 years in many roles, from organizer and political strategist to labor educator.

As of January 1, 2014, Robyn was appointed by President Loeb to serve as the Assistant Director of the Education and Training Department. Robyn had been an instructor with the former National Labor College in Silver Spring, Maryland for many years and over the past four years she has worked as a consultant for

the IATSE Education Program, most recently assisting in the creation of a panel on "Activism" at the 2013 Convention in Boston.

Along with her labor background, Robyn's past experience designing and delivering union skills and leadership training tailored to our membership and the Education and Training Department will benefit from her dedication to broadening the programs available for IATSE Locals and members.

As Assistant Director, Robyn will assist in the creation and coordination of leadership programs throughout the U.S. and Canada for IATSE officers and representatives as well as local union leaders.

General Counsel Dale W. Short

President Loeb read a letter to the Board, dated December 31, 2013, that he received from Dale Short in which Counsel Short submitted his resignation as IATSE General Counsel. President Loeb advised that the International will maintain Dale's services as Special Counsel and he will remain as counsel for the IATSE on the Motion Picture Industry Pension and Health Plans. He will also continue to work with the International on matters concerning the Defense Fund and will be called upon from time to time for special projects. Dale also continues his practice in providing legal assistance to a number of IATSE local unions.

President Loeb noted that Dale Short has been a member of the IATSE since 1969 and expressed his profound appreciation for Dale's friendship and for his dedication as General Counsel on behalf of the entire membership of the IATSE for the past five years.

President Loeb advised the Board

that the International's legal department is now comprised of In-House Counsel Samantha Dulaney, West Coast Counsel James Varga, and Canadian Counsel Ernie Schirru. He further advised that a full evaluation of the Alliance will be conducted over a period of time to determine the type of legal support required. The Board will be updated upon conclusion of such evaluation.

The General Executive Board and all in attendance at the meeting rose in a standing ovation as a demonstration of their appreciation for Dale Short's commitment and service to the IATSE.

ICAP and IA Safety Committee

President Loeb provided the Board an update and advised that the leadership of the IA's Craft Advancement Program is comprised of a 6-member committee. Currently serving on the Committee are Brothers Paul Dean, Jr. of Local One, Eddie Raymond of Local 16, James Utterback of Local 22, Kent Jorgensen of Local 80, Joseph Aldridge of Local 720 and Alan Rowe of Local 728.

The new Chair of the ICAP Committee is Alan Rowe of Studio Electricians Local 728 in Hollywood and serves as the Local's Safety Coordinator. He has been a member of the IA since 1993.

President Loeb thanked former Committee member Willie Walters of Local One. Brother Walters served on the ICAP Committee since it was established in 2010.

President Loeb also expressed his deep appreciation to Kent Jorgensen for his dedication to ICAP, and noted that Kent will maintain his responsibilities as Chair of the IATSE Safety Committee.

GENERAL EXECUTIVE BOARD MEETING MINUTES

Boston, MA, July 15 – 19, 2013

New York, NY, November 2, 2013

At the onset of the meeting, President Loeb called upon the General Executive Board to approve the minutes from the regular Mid-Summer Board meeting held the week of July 15-19, 2013 at the Sheraton Boston, in Boston, Massachusetts, and the minutes from the Special Board meeting held at the General Office in New York on November 2, 2013.

The Board voted unanimously to approve the minutes from both meetings.

REPORT OF THE GENERAL SECRETARY-TREASURER

General Office Open House

On November 2, 2013, the International hosted an Open House of the new General Office in New York. Although the International moved into its new home at the end of March 2013, the preparations for the 67th Quadrennial Convention did not allow the event to be held closer to the move in date.

There were over 200 guests from local unions, vendors and related organizations and friends that came to the Open House and all who attended were impressed with the new office.

Although the purchase of real estate to house the General Office took 119 years, when it finally occurred it was very timely. Real estate agents have advised the International that since the purchase of the property in June of 2012, the recent explosive growth in value of the Manhattan real estate market means that the present value of the General Office has increased significantly. Rental rates in Manhattan have also increased dramati-

cally which will allow the International to obtain substantially increased rental revenue from its three tenants when their leases expire in the spring of 2014.

New Auditors

Soon after the conclusion of the 67th Quadrennial Convention, the long-time auditor for the International, John Baldante of the firm PKF O'Connor Davies advised President Loeb and General Secretary-Treasurer Wood of his intention to retire at the end of 2013.

While the option was made available to continue with the same firm and have a new partner manage the account, President Loeb and General Secretary-Treasurer Wood determined that it would be prudent to consider other firms.

The accounting firm of Schultheis & Panettieri have been the auditors at the National Benefit Funds since 2006 and have done special project work for the International as well as assisted many local unions with various issues over the years. The firm was founded in 1927 and specializes in labor organizations and fringe benefit funds. They currently serve over 60 labor organizations and 150 Multi-Employer Fringe Benefit Plans and have 11 partners, 74 professional staff and 28 support staff working out of offices in Manhattan and Long Island.

President Loeb and General Secretary-Treasurer Wood met with senior partner James Heinzman to discuss the requirements of the International. The firm spent time evaluating the accounting systems of the International in order to determine the scope of their engagement and presented a proposal that was thorough and economically competitive with the previous auditor. After careful

consideration, President Loeb and General Secretary-Treasurer Wood agreed that a change in auditors would be appropriate and that Schultheis & Panettieri would be engaged commencing with the year ending April 30, 2014 audit.

68th Quadrennial Convention

During the Special General Executive Board meeting held at the General Office on November 2, 2013 the site of the next International Convention was discussed and the Board approved the selection of the Diplomat Hotel in Hollywood, Florida.

Since that meeting, a contract has been negotiated with the hotel that includes not only the Convention, which will be held during the week July 17-21, 2017, but also the 2016 Mid-Winter General Executive Board meeting, which will be held the week of January 11-15, 2016. The room rate for both events is contracted at \$199.00 (single/double) per night.

A.C.T. Member Credit

Card Dues Payments

Because A.C.T. members travel under pink contracts and often are not home for months at a time, the Stagecraft Department requested that the International investigate the possibility of introducing a program to allow A.C.T. members to pay their annual dues by credit card either by telephone or by submitting a pre-authorized form.

In early December of each year, the Finance Department sends a letter advising all A.C.T. members of their financial obligations for the following year as well as other general information. In December 2013, this letter included information about the newly introduced option to pay dues via a credit card.

The program has been extremely well

received and very effective at increasing the amount of members in good standing at the commencement of the year. As of January 10, 2013, the International had 548 A.C.T. members and only 253 (46%) had paid their annual dues. As of January 10, 2014, the International had 578 A.C.T. members and 318 (55%) have paid their annual dues and the method of payment has included 167 (55%) members who have done so by credit card.

Local Union 2014 Supplies

The process of sending the 2014 supplies and membership cards to our local unions began in late November of last year. Supplies were sent to Locals that had filed their first three Quarterly Reports for 2013 and purchased the necessary amount of per capita stamps for 2013.

As of the commencement of this General Executive Board meeting, all but 46 of our 376 local unions have complied with the reporting and per capita stamp purchase requirements and have received their 2014 supplies and membership cards.

Included with the supplies this year were updated booklets for Advice To Trial Boards, Local Union Secretary and Treasurer Handbook and Sample Constitution and Bylaws for Local Unions as well as a new IATSE Retirement Status information sheet.

Local unions that have not received their 2014 supplies should contact the General Office to determine which issues need to be resolved.

Member Address Program

In accordance with the 67th Quadrennial Convention action to amend

the International Constitution and Bylaws, Article Nineteen, Section 28, the Finance Department has begun working with local unions to ensure that the database of the International is consistent with the information maintained by local unions in terms of member contact information

To that end, local unions must submit on a quarterly basis, the names, addresses, telephone numbers (both land and cell), date of birth and email addresses of each member. In order to process this information in a timely basis for the 376 local unions of the Alliance, the Finance Department is encouraging Locals to submit the information in electronic format.

All local unions were sent a reminder notice in November of 2013 that such information was required to be submitted as of January 1, 2014 and at the commencement of each quarter thereafter. The Finance Department will be working with all local unions to ensure that they remain in compliance with the International Constitution and Bylaws.

New Membership Application

The delegates to the 67th Quadrennial Convention approved a change to the International Constitution and Bylaws that removed the membership application form from that document. The purpose of the amendment was to allow the Finance Department to design a new membership application that would be simpler for the applicant and be more compatible with the scanning program that is presently used by the International.

The convention action required General Executive Board approval of any membership application form and during the special meeting of the General

Executive Board held on November 2, 2013, General Secretary-Treasurer Wood presented a new membership application to the Board and that application was approved.

All local unions have been sent a supply of the new membership applications. There is now only one membership application for both Canadian and U.S. members as well as Special Department members and the Pledge is included as part of the application instead of being a separate document. The new application form has also been translated into both French and Spanish and distributed to those relevant local unions.

It is anticipated that this new streamlined document will be easier for new members to complete and will ultimately allow the International to introduce a program that will allow local unions to submit scanned copies of the membership application.

Information Technology

As was previously reported, local unions must now submit member information to the International on a quarterly basis. It is expected that most local unions will do so in an electronic format and in order to be more efficient, the database of the International was updated to allow such electronic information to automatically update the files of the International, thus eliminating the need for the manual transfer of information.

The increased use of Apple products by our local unions has been causing an inconvenience for some local union Secretaries because the ability to update member records was originally designed to work only with Internet Explorer. Design changes have been implemented and

now the system works with both Apple's Safari browser as well as the latest edition of Internet Explorer.

The email addresses for employees of the International have been unnecessarily long and complicated because of a previous registration of a simpler option by an individual. At the conclusion of this General Executive Board meeting a new email address will be introduced for all International Officers, Representatives and staff that will be much more concise.

In other Finance Department News,

- 1) The International continues to receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. During 2013, royalty payments totaling \$175,103.28 were received.
- 2) The International continues to charge fees for consultation responses for INS Visas. During 2013, just over \$700,000 in fees were collected.
- 3) During each convention, a photograph is taken of the entire hall with all delegates in attendance. As has been the practice for the past few conventions, that 24" by 8" wide angle photograph is available for purchase by local unions and members for \$25 which includes shipping. A small version of the actual photograph can be found on the inside cover of the most recent Official Bulletin.

REPORT OF THE BOARD OF TRUSTEES

International Trustees C. Faye Harper, Thomas Cleary and Patricia White presented the Report of the Board of Trustees for the period of May 1, 2013 through September 30, 2013 to the General Executive Board.

Trustee White reported that the Trustees met in the General Office in New York City on November 4-6, 2013 for the purpose of reviewing the books, records, and financial accounts of the International and found them to be in order.

President Loeb thanked the Trustees for their hard work and attention to detail.

APPEAL OF RICHARD COHEN V. LOCAL NO. ONE, NEW YORK, NY

The General Executive Board considered an appeal from Brother Richard Cohen, member of Local One, who appealed the decision of the International President concerning the recent election of officers in Local One.

After a thorough review of the entire file on Brother Cohen's appeal including relevant correspondence, facts and submissions, the General Executive Board voted unanimously to uphold the decision of the International President, thereby denying Brother Cohen's appeal.

President Loeb did not participate in the deliberations and did not vote.

APPEAL OF JOSEPH KEHOE V. LOCAL NO. 21, NEWARK-MIDDLESEX-MERCER-OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH, NJ

Local 21 member, Joseph Kehoe, appealed to the General Executive Board from a decision of the International President dated July 1, 2013.

On or about October 25, 2012, Brother Kehoe filed charges against Brother Kevin Pfeifer for "assault, terroristic threats, harassment, gross negligence, gross misconduct, and conduct unbecoming a member." The assault and con-

duct unbecoming charges allege violations of the Local's Bylaws, Sections 8 and 16, while the other charges either involve criminal or civil violations. Kehoe alleged that on or about September 28, 2012, Pfeifer operated a forklift in an unsafe and careless manner at First Energy Park. Kehoe reported Pfeifer's unsafe conduct to Local 21 Business Agent Stan Gutowski who intervened and had Pfeifer removed from the forklift. In addition, Kehoe documented Pfeifer's alleged unsafe behavior by taking pictures with Kehoe's camera phone and posting them on Facebook. Kehoe attempted to point out to Pfeifer his careless operation of a forklift, which led to Pfeifer cursing Kehoe and in words or substance asking Kehoe to leave him alone. Although he had reported the incident to Gutowski, Kehoe approached Pfeifer later in the day about the forklift incident. Pfeifer and Kehoe got into a verbal altercation.

Local 21 summoned both Kehoe and Pfeifer to a meeting before its Executive Board on October 12, 2012 in an effort to resolve the dispute. Despite the Local's efforts, the matter could not be resolved. On or about December 12, 2012, Pfeifer filed charges against Brother Kehoe for conduct unbecoming a member, harassment, defamation of character and slander.

The Local conducted a hearing and both Kehoe and Pfeifer were afforded an opportunity to call witnesses in their defense/to support the dueling charges. The Local's legal counsel sat in on the trial in an advisory role to ensure that the trial body followed the International and Local's Constitutions and Bylaws and the Advice to Local's in the Conduct of Trials manual.

After hearing all the testimony regarding both charges, the trial body recommended guilty verdicts and fines against Pfeifer and Kehoe. The facts established that Kehoe and Pfeifer while at their job at First Energy Park had engaged in an intense argument—that nearly became physical. Thus, both Kehoe and Pfeifer had engaged in conduct unbecoming a member that is expressly barred by the International and Local Constitutions and Bylaws.

The trial body fined Pfeifer \$1,000 (of which \$250 was paid with the balance held in abeyance) and suspended him for six (6) months because he admitted to threatening Kehoe. The Local fined Kehoe \$500 of which \$250 was held in abeyance. Kehoe appealed the guilty verdict and fine to the International President.

The International President found that Kehoe's right to report unsafe conditions is protected and guaranteed under OSHA. Moreover, no one prevented Kehoe from reporting what he deemed to be unsafe working conditions to the steward, employer, or the Local. In fact, Kehoe reported his safety complaint about Pfeifer to Stan Gutowski, the Local's Business Agent. Because of Kehoe's complaint, Pfeifer was removed from the forklift.

The International President also dismissed Kehoe's claim that the charges filed by Pfeifer were not timely, because Kehoe's Facebook pictures and comments remained posted until at least the day Pfeifer filed charges as against Kehoe on December 12, 2012. Thus, since the harassment continued each day that the pictures and comments remained posted, the charges were timely pursuant to Arti-

cle Sixteen, Section 6 of the International Constitution.

The International President determined that the Local's counsel did not in any way interfere or act improperly during the trial. He also found that it is not out of the ordinary for some local unions to request that their attorneys attend hearings in order to protect the due process rights of the accused and to ensure that the Trial Board proceeds in compliance with the Unions' constitutions and trial board advice manual. Thus, he dismissed this claim.

Kehoe appealed to the General Executive Board alleging the following:

- President Loeb made factual errors in his decision and that he did not understand Kehoe's argument concerning the appropriate statute of limitations regarding Pfeifer's charges.
- The Local denied him (Kehoe) due process because, among other things, it did not allow him to call Pfeifer as a witness.
- The Local improperly permitted its attorney to make evidentiary rulings.
- The charges filed by Pfeifer were time-barred because they were filed in mid-December 2012, more than seventy-five (75) days after the date of the incident on September 28, 2012.

The General Executive Board reviewed Kehoe's appeal. The International President recused himself and did not participate in the Board's deliberations or decision. The Board affirmed the decision of the International President noting specifically that Kehoe's right to report unsafe conditions is protected by federal law and that his safety concerns about Pfeifer's operation of a forklift

were resolved quickly. The Board found no merit to Kehoe's claim that Pfeifer's charges against him were untimely.

The Board dismissed Kehoe's claims regarding procedural due process finding that Pfeifer could not be compelled to testify (or to even attend the hearing; e.g. Article Sixteen, Section 11). It also found that the Local's counsel's attendance at the trial was not improper because he was there to ensure that the trial was held in accordance with the International and Local's Constitutions and Bylaws and to ensure that Kehoe's and Pfeifer's due process rights were protected.

The Board denied Kehoe's appeal.

President Loeb did not participate in the deliberations and did not vote.

APPEAL OF ROSE MARIE THOMAS V. LOCAL NO. 471, OTTAWA, ON

The General Executive Board considered the appeal of Rose Marie Thomas dated November 29, 2013, in which she appealed the decision of the International President dated October 24, 2013. After reviewing the relevant correspondence, facts and submissions, the General Executive Board unanimously denied Sister Thomas's appeal and resolved to communicate this decision to her in writing in accordance with the advice of legal counsel.

President Loeb did not participate in the deliberations and did not vote.

APPEAL OF ROSE MARIE THOMAS V. LOCAL NO. 822, TORONTO, ON

The General Executive Board considered Sister Thomas' purported December 11, 2013 appeal. After reviewing the correspondence, facts and submissions, the General Executive Board unanimously

denied the purported appeal and resolved to communicate this decision to Sister Thomas in writing in accordance with the advice of legal counsel.

President Loeb did not participate in the deliberations and did not vote.

LOCAL NO. 18032 – ATPAM
Re: The Broadway League Contract

ATPAM President Nick Kaledin and Vice President Penelope Dalton appeared before the Board to report on the Local's recently concluded negotiations with The Broadway League/Disney Theatrical Productions. Overall, a strong agreement was achieved with significant wage increases as well as employer contributions to the worker's annuity accounts.

While the Local faced challenges at the bargaining table, the negotiations were helped along greatly by the pending merger of ATPAM's health fund into the IATSE National Health Fund Plan C.

The representatives extended the Local's appreciation to President Loeb for supporting the fund merger. President Loeb remarked that the Local's success in pursuing a successor agreement was a positive achievement. He commented that the Local would always get the help of the International.

LOCAL NO. ONE, NEW YORK, NY
Re: Carnegie Hall, and, CBS, Inc.
Lighting Designers/Lighting Directors

Local One President James J. Claffey, Jr., Legitimate Theatre Business Manager Kevin McGarty, Television Business Manager Robert C. Nimmo, and Financial Secretary Anthony Manno appeared to give the Board a follow-up to the Local's negotiations with Carnegie Hall and to report on the contract talks with CBS,

Inc. for Lighting Designers/Lighting Directors.

At the Board's meeting preceding the 67th Convention in Boston, the Local reported on the protracted, difficult negotiations with Carnegie Hall, which stalled over work jurisdiction in the Hall's so-called educational spaces on floors 7 through 12. The Carnegie Hall season is from Labor Day to July 4th. The Local's collective bargaining agreement expired in 2012. President Loeb was contacted by the Local in the Spring of 2013 at which time he granted the Local strike authority. The season ended on July 4, 2013 and the parties were still at a stalemate over jurisdiction. Although the parties resumed their negotiations after the Convention and through the fall, in early October 2013, the talks completely broke down, resulting in a three-day strike from October 2-4, 2013. President Loeb and Vice President Anthony DePaulo participated in the negotiations from September 27, 2013 along with the Local One bargaining committee comprised of Local President Claffey, Business Managers McGarty and Paul Dean, Jr., and legal counsel Elizabeth Orfan. After marathon bargaining sessions from September 27-October 4, 2013, the parties reached agreement on a new, four-year contract that includes not only jurisdiction in the banquet and educational spaces on the Hall's upper floors but also improvements in wages, benefits and working conditions. The Local stressed that it did not want to strike and did everything it could to avert a job action. However, its fight was for the preservation of its work jurisdiction.

The Local expressed its great appreciation to President Loeb, General Secretary-Treasurer Wood, Vice Presidents

DePaulo, Michael Barnes, Daniel Di Tolla, and John Ford, as well as members of the International's staff and representatives from every IATSE local union in New York City who buoyed the Local by walking the picket line, buying food and beverages for the picketers, and other gestures of support. They also thanked Counsel Orfan for her tenacity and stalwart representation.

President Loeb remarked that the International is behind all of its local unions and will always be present in a fight like that between Local One and Carnegie Hall. He congratulated the Local for fighting to preserve its jurisdiction and for securing work for years to come for those under its collective bargaining agreements.

Local One Television Business Manager Nimmo reported on the successful completion of the Local's collective bargaining with CBS, Inc. for Lighting Designers/Lighting Directors. There are four (4) staff LDs at CBS. The contract expired on December 31, 2012, with the first bargaining session taking place in May 2013. The Company's proposals were onerous with implications beyond the bargaining unit. After becoming aware of the Local's negotiations with CBS, Inc., President Loeb intervened which resulted in the stalled talks resuming and the parties reaching a deal in relatively short order, which included wage increases as well as signing bonuses.

The Local thanked President Loeb for his unsolicited involvement, which has inured to the benefit of the Lighting Designers/Directors at CBS. President Loeb remarked that anytime he can help, that is what he will do. He congratulated the

Local on successfully concluding its prolonged negotiations with Carnegie Hall and CBS, Inc.

LOCAL NO. 868, WASHINGTON, DC

Re: Negotiations with the National Theatre and Hippodrome

Anita Wilkinson, Business Agent, and Anne Vantine, Secretary of Local 868 made an appearance on behalf of the Local before the General Executive Board to report on negotiations covering the Box Office employees working at the France-Merrick Performing Arts Center in Baltimore, Maryland and were joined by Vice President Walter Cahill. At the request of the local union, President Loeb had assigned Vice President Cahill to assist the Local in the negotiations.

It was reported that the current employer, Theatre Management Group – Hippodrome, LLC, which does business as the Performing Arts Center, took over the theatre approximately ten years ago. At that time, the new owner wanted concessions in wages and the certain elimination of positions. A strike ensued and the theatre was shut down. Ultimately, the Union obtained a successful ending to the strike, and it was reported that two members impacted by that strike are still working at the venue as the Head Treasurer and 1st Assistant in the Box Office. The current staffing at the Theatre includes four full-time positions and six part-time positions.

The report focused on the recently concluded negotiations for a new five-year contract. Going into negotiations, the goal was to concentrate on improving the economic conditions. A primary issue grew from the rising costs of health

insurance. Ultimately, it was agreed that covered employees would be moved into the IATSE National Benefit Fund, and the employer would continue to provide the coverage. Part-time employees elected to maintain the parking benefits. Wage increases were negotiated for each year of the contract.

The collective bargaining agreement was unanimously ratified by the membership. The report concluded with an expression of gratitude from the Local for the assistance provided by the International. President Loeb pointed out that the International is ready to step in to assist small Locals and small bargaining units, and employers will realize that a fight against the IATSE is more than just picking on a small group of employees. A perfect example is the fight ten years earlier when the IA and the Baltimore area IA Locals, along with sister union Actors' Equity, all supported Local 868's strike efforts. President Loeb commended the Local on their good work for their membership.

LOCAL NO. 59, JERSEY CITY, NJ

Re: Celebration of General Secretary-Treasurer Emeritus Michael W. Proscia

Brothers Greg Hancox, President, and Richard Hancox III, Business Agent of Local 59, appeared before the Board along with Brothers Mike Stas, President, and Stan Gutowski, Business Agent of Local 21, and Charles Cox, Business Manager of Local 536, to report that representatives and members of Locals One, 8, 21, 52, 536, 632 and 917 joined together at Local 59's annual holiday party in December 2013 at which special tribute

was paid to General Secretary-Treasurer Emeritus Michael W. Proscia. The event was also attended by President Loeb, General Secretary-Treasurer Wood and Vice President DePaulo.

Brother Proscia has been a member of the IATSE since 1957, holding membership in New York Locals One and 52. He also holds membership in Studio Mechanics Local 477 covering the State of Florida, a local union he was instrumental in chartering under the IATSE umbrella in 1986 and which he has assisted on numerous occasions. It was noted that in appreciation for his guidance over the years, Local 477 established a scholarship in the name of Michael W. Proscia.

President Loeb thanked the Locals for their appearance and noted that this was most fitting for someone who has been a member of the IATSE for over half a century and has consistently demonstrated his loyalty and dedication to the International and to the entire membership.

At the conclusion of the appearance, all in attendance at the meeting rose in a standing ovation for Brother Proscia.

LOCAL NO. 798, NEW YORK, NY

Re: Negotiations with National Theater, Washington, DC; Disney

Local 798 President Todd Kleitsch and Theatrical Business Representative Dan Dashman as well as Vice Presidents J. Walter Cahill and Anthony DePaulo appeared before the Board to report on the Local's negotiations with the National Theatre in Washington, D.C. and The Broadway League/Disney Theatricals in New York.

Vice President Cahill was assigned to assist the Local with its National Theatre

agreement and Vice President DePaulo assisted with the Broadway negotiations.

Brothers Kleitsch and Dashman reported that the Local achieved progressive results in these agreements. In addition to improvements in wages, benefits and working conditions, the Local achieved increased jurisdiction in its League/Disney agreements. The Local was also able to negotiate a contribution to the IATSE Entertainment and Exhibition Industries Training Trust Fund, increased vacation contributions, the ability for members to participate in the IATSE National Annuity Fund, improved meal period language as well as increases in wages and benefits.

In its negotiations with the National Theatre, the Local greatly improved the contract language of its grievance and arbitration procedure, achieved a contribution to the Training Trust and attained significant improvements in wages, benefits, and kit fees. The gains made by the Local at the National Theatre are particularly important because the Theatre had changed management since the Local last negotiated an agreement.

The Local expressed its gratitude to President Loeb and Vice Presidents Cahill and DePaulo for their guidance and leadership at the bargaining table and in strategic and tactical sessions planning for the negotiations.

President Loeb congratulated the Local on both of these agreements. He especially noted the coverage of hair designers, assistants and associates in The Broadway League/Disney contracts.

LOCAL NO. 481, NEW ENGLAND AREA

Re: Safety and Craft Training

Brothers John Gates, President and

Chris O'Donnell, Business Manager of Local 481, appeared before the General Executive Board. They reported on the developments and activities of the Local 481 Safety and Training Committee. It was noted that the Local's Safety and Training Program is designed by and for people who work in the entertainment industry. The courses are designed to promote career advancement, safety awareness, skills development, certifications and cross-department collaboration.

The report described the origins of Studio Mechanics Local 481, and that it was chartered in 1989. The Local saw a dramatic growth in membership between 2007 and the present, increasing its membership from 350 to now over 800 members. In the beginning, the courses offered to members centered generally on the Grip, Electric and Construction crafts including classes in aerial work, and toward becoming a certified platform operator and authorized riggers. By 2009, the Safety and Training Program had grown to the point where the Local's Executive Board approved the hiring of a part-time Training Coordinator.

Gregg McCutcheon is now the full-time Director of Training. Since he began in 2009, when only five courses were scheduled, each year has witnessed an increase in the number of courses offered in the Program. The calendar for 2014 includes nearly 50 courses. Courses are scheduled based on needs assessments with input from the Craft Representatives, the Business Manager, Field Representative, and Safety and Training Committee, and evaluations from former attendees. The curriculum reaches all 13 crafts represented by the Local. All atten-

dance and participation is voluntary on the part of the members.

The report emphasized that the training program is designed to fulfill six areas of defined goals of the Local: (1) Building a culture of safety, safe practices, and hazard recognition; (2) Protecting and expanding jurisdiction; (3) Improving basic craft skills; (4) Building advanced craft skills and technical knowledge; (5) Acquiring certifications and Completion Cards; and, (6) Providing health, financial, and legal information and assistance. Courses are offered to support these aims.

One element of the Program is to train Local 481 members to become Trainers. Members are enrolled in various courses throughout the country to learn the skill of presenting a course as a Trainer. As a result, 60% of the classes offered through the Safety and Training Program are taught by Local 481 members. To support the work of the Committee the Local commits nearly 20% of its annual budget to safety and skills training for the members. In addition, the Local has secured several workforce training grants from the Massachusetts Workforce Training Fund and the State Division of Industrial Accidents. Finally, support funding was provided through the IATSE Entertainment and Exhibition Industries Training Trust Fund.

President Loeb acknowledged the fine work of the Local to put together a first-class safety and training program. He stated that Local 481 has set a clear path to helping its membership, in their careers and their lives. Local 481 plays an important role in maintaining the highest standards of skills of IA members. Also noted were the Local's job steward

training classes and the expansion of organizing. Concluding his comments, President Loeb commended the Local for doing a great job for its membership and presenting a model for other Locals in the Alliance.

IATSE ENTERTAINMENT AND EXHIBITION INDUSTRIES TRAINING TRUST FUND

Liz Campos, Executive Director of the IATSE Entertainment and Exhibition Industries Training Trust Fund, made an appearance before the General Executive Board on behalf of the IA Training Trust. Joining her were Participant Trustees Julia Neville, James G. Varga and Patricia White, and Alternate Participant Trustee Peter J. Marley. The report given included the program calendar for 2014, and an analysis of the survey results garnered at the International's 67th Quadrennial Convention in Boston last summer. The data derived from the survey serves as a basis for structuring the Training Trust's program activities.

It was reported that at the end of 2013 there were more than 900 employer signatories to the Training Trust. Since its inception on June 22, 2011, more than

1050 members have participated in various training courses. Further, beginning January 1, 2014, it was announced that Daneen Rackie has been hired by the Training Trust as the Administrative and Financial Coordinator.

For 2014 the Training Trust has planned a series of OSHA safety courses at numerous locations throughout the Alliance. This ten hour course will enable members to obtain their OSHA Safety Certificates. The course has been specifically designed for the benefit of IATSE members in all crafts and classifications. These classes are fully supported by the Training Trust. The first two classes are scheduled for Charlotte, NC and Austin, TX. Future classes and dates will be posted on the IA Training Trust section of the IATSE website.

It was reported that the Training Trust will continue to support local unions engaged in training their members. Local unions are encouraged to contact the Training Trust to find out more about how to request funding support. In addition, the Training Trust will continue its reimbursement program for members who pass either the ETCP or the CTS cer-

tification examinations.

The report included an extensive analysis of the survey results. It was noted that an in depth discussion of the survey results, and other Training Trust activities may be found in the 2013 4th Quarter Bulletin. Finally, it was noted that the new IATSE Entertainment and Exhibition Industries Training Trust Fund website has been launched and may be accessed at IATSETrainingTrust.org.

AFL-CIO

AFL-CIO Political Director Michael Podhorzer and AFL-CIO Campaigns Department Director David Boundy made a presentation relating to the organization's efforts heading into the upcoming 2014 midterm elections.

Podhorzer provided an analytics overview relevant to the upcoming elections. He explained that the current political landscape is comparable to the political landscape in 2010 when organized labor saw many electoral disappointments that have since translated into attacks on organized labor and the working class. According to Podhorzer, Americans still have a general distrust of all candidates and general hostility towards politics. In

Reporting on the Training Trust Fund, from left to right, International Representatives Peter Marley and Julia Neville, Executive Director Liz Campos, Director of Education and Training Department Patricia White and West Coast Counsel Jim Varga.



2010, voter turn-out statistics showed a significant demobilization of the working class. Podhorzer explained that this demobilization was, in part, the result of the conservative right's well-funded and planned strategies. Podhorzer stated that the AFL-CIO is trying to position itself to recapture these electoral seats with focus and strategy. By framing the election to focus on core economic issues important to the working class – like income inequality – democrats may be able to realize success much in the same way that Marty Walsh's mayoral campaign enjoyed success recently in Boston. The AFL-CIO is focusing its resources on House and Senate electoral races in key states like Ohio, Wisconsin, Florida, Maine and Pennsylvania.

Boundy went on to provide specifics of the AFL-CIO's campaign strategies for the upcoming midterm elections. He explained that the AFL-CIO will be supporting campaigns and candidates that support worker friendly policy initiatives. It will commit resources so as to focus the debate on income inequality and to mobilize working class voters. The AFL-CIO hopes to achieve this by forging relationships with community allies that share like-minded goals, such as immigration reform interest groups.

Boundy went on to explain that the AFL-CIO is also in the process of hiring professional staff that can coordinate political initiatives, formulate professional planning strategies for success and implement an integrated communication strategy to get its message out to all working class people. The AFL-CIO is also committed to adopting financial transparency, internal accountability and assessment



AFL-CIO's Political Director Michael Podhorzer and Campaigns Department Director David Boundy gave a presentation on the upcoming 2014 election.

policies to ensure it is able to deliver on its goals. The AFL-CIO's campaign goal is to influence politics and legislation which, in turn, will assist its affiliates and all working class people at the bargaining table.

President Loeb thanked Podhorzer and Boundy for their presentation. President Loeb confirmed that, as an AFL-CIO affiliate, the IA will provide any assistance it can to assist the AFL-CIO with its campaign initiatives.

AFL-CIO CONVENTION

General Secretary-Treasurer James B. Wood, International Vice Presidents Michael J. Barnes, J. Walter Cahill, Thom Davis, Michael F. Miller, Jr., Communications Director Emily Tao and Assistant to the President Deborah A. Reid reported to the Board on the recent AFL-CIO Convention.

The AFL-CIO's 27th Quadrennial Convention was held in Los Angeles, California, September 8-11, 2013 and its theme was DREAM, ACT, INNOVATE. A delegation from the IATSE was comprised of General Secretary-Treasurer James B. Wood, International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis and Michael F. Miller, Jr., Communications Director Emily Tao and

Assistant to the President Deborah Reid. As a member of the AFL-CIO Executive Council, President Loeb also served as an ex-officio delegate. In addition, President Loeb assigned Alternate Delegates including International Representatives Steve Aredas, Ron Garcia, Vanessa Holtgrewe, Peter Marley and Lyle Trachtenberg, Bruce Doering of Local 600, and Scott Roth of Local 800. Also in attendance were IA local union representatives who hold positions with their respective State Federations or Central Labor bodies and included Brothers Jon Hendry of Local 480 (President of the New Mexico State Fed), Jason Rosin of Local 491 (President of the Southeastern Central Labor Council, North Carolina), and Andrew Oyaas of Local 491 (Treasurer of the Western North Carolina Central Labor Council).

There were a total of 544 delegates and 233 alternates, as well as a total of 1,126 guests in attendance at the Convention. It was noted that prior to the Convention, the UFCW rejoined the AFL-CIO, and in 2011 the National Taxi Workers Alliance affiliated with the AFL-CIO, and both organizations were represented by delegates in attendance. The Federation also entered partnerships with the National Guestworkers Alliance and

the National Domestic Workers Alliance. The total number of affiliates under the AFL-CIO umbrella is now 57.

Guest speakers at the convention included: Senator Elizabeth Warren (D-MA), United States Secretary of Labor Tom Perez, Nobel Prize-winning economist Joseph Stiglitz, and others. In addition, President Obama had planned to speak at the Convention, however, the grave situation regarding Syria prevented him from personally attending and he instead addressed the delegates via a video message.

In his keynote address to the Convention, President Richard Trumka focused on the current status of labor unions, the challenges we face, and what we need to do to rebuild the labor movement and protect workers throughout the country. He noted that this Convention would make decisions and focus on:

- Changing the labor movement to speak for working people now and in the future through growth, innovation and political action;
- Creating a voice and prosperity for all in the global economy; and
- Building genuine, durable community partnerships and effective grassroots power.

As never before, this Convention would bring labor and our community allies together to build a new path forward into the future for America's working families.

A total of 54 Resolutions that covered a wide range of issues from organizing, immigration, young workers, social security, and healthcare were acted on by the Convention. Of particular note was a Resolution entitled: "Solidarity, Effective-

ness and Accountability at the Grassroots: State Federations, Central Labor Councils and Affiliates". The overall goal of this Resolution is to strengthen the effectiveness of state and local organizations and to ensure that affiliates and federation bodies have shared responsibilities and mutual accountability.

Among the Constitutional amendments approved at the Convention was one to expand the Executive Council from 51 to 55 which included the additional affiliates and a seat for Young Workers.

During the course of the Convention, the AFL-CIO also held a total of 48 Action Sessions. These sessions were facilitated workshops, panels, forums and roundtables where union members and solidarity partners shared information, best practices, strategies and action plans – on topics ranging from art in activism to the global economy and large-scale organizing. The IATSE delegation all participated in a number of these sessions and as part of another report at this Board meeting, Communications Director Emily Tao detailed her extensive involvement with the Young Workers group at the AFL-CIO Convention.

AFL-CIO Executive Vice President Arlene Holt Baker officially announced her retirement after serving at the AFL-CIO for 18 years. A special tribute to Vice President Holt Baker was presented during the Convention.

Filling the vacancy created by Arlene's retirement is Tefere Gebre, Executive Director of the Orange County Labor Federation and an Ethiopian immigrant. President Trumka, Secretary-Treasurer Elizabeth Shuler and Vice President

Gebre were elected by acclamation, and the entire slate of officers who make up the Executive Council, including President Loeb, were also elected and continue to serve as Vice Presidents of the AFL-CIO.

It was noted that during the Convention, Sister Betty Madden, a retired member of IATSE Costume Designers Local 892 was present and was publicly recognized by President Trumka for her role as a labor activist. Calling on the labor movement to "Finish the job! Make healthcare a human right!," Betty was among activists from the Labor Campaign for Single Payer, Labor United for Universal Healthcare and the Campaign for Healthy California who attended the Convention. They distributed copies of an open letter to the AFL-CIO that was signed by over 600 union leaders and activists including a number of IATSE members.

It was clear that over the past four years, the AFL-CIO leadership has taken a long, hard look at past practices and programs that have been employed by the national AFL-CIO, the state and central labor councils, affiliates and community partners. These efforts led to some of the Federation's newer programs that have been implemented, and innovations that took place at the Convention in September with a focus on diversity, inclusion and new organizing models and partnerships that will help rebuild the labor movement to benefit all workers.

CANADIAN ENTERTAINMENT INDUSTRY RETIREMENT PLAN

International Vice President John Lewis reported to the Board on the status

of the Canadian Entertainment Industry Retirement Plan (the Plan) and recent initiatives.

Vice President Lewis explained that the Plan was created in 2005 with a view to maintaining Local autonomy while pooling together the collective resources and purchasing power of all local unions in Canada. The Plan is currently administered by Great West Life. Members of the IATSE, the Directors Guild of Canada and EP Canada are currently enrolled in the Plan. The Plan is administered by a Retirement Committee appointed by President Loeb with local union representatives from all crafts and regions.

Vice President Lewis highlighted recent accomplishments achieved by the Plan, including:

- 1) The Plan currently has assets in excess of \$220 million with just under 16,000 participating members. Thirty IA Locals are participating in some fashion.
- 2) In September 2013, the Retirement Committee was able to renegotiate the Investment Management Fees with Great West Life. This included a major reduction in the Investment Management Fees (IMFs) of 12 basis points, from 0.99% to 0.87% (plus taxes and fund operating expenses) on the Portfolio Funds and the Target Date Funds where the majority of the IA members' money is invested. The IMFs on all other funds in the Plan were also significantly reduced. All savings resulting from the reduction in fees is passed directly on to the IA members' accounts.
- 3) The Plan has outperformed the mar-

ket benchmarks and has done so while achieving lesser risk and return deviation in comparison with industry benchmarks.

- 4) The Plan will be introducing a tax-free savings account (TFSA) option, which enables IA members to invest up to \$5,500 per year (in 2013) without attracting taxes on any interest and investment earnings.
- 5) The Plan will be offering free membership education meetings for participating Locals at no charge. IA members will also have free access to *iaquaint*, a web-based retirement education service.
- 6) The Plan will be rebranding and consolidating all marketing and communication in relation to the Plan. This will include a revamping of the Plan's website, quarterly newsletters, and annual stakeholder report.
- 7) As of December 31, 2013, the Plan has reimbursed the International for all costs incurred by the International in establishing the Plan. The Plan also opened its own bank account from which it will pay for all expenses directly - including rent and other incidentals to the International with respect to office space in the Canadian Office in Toronto.

President Loeb stated that the substantial growth of the Plan is a very positive development and that will allow the Plan participants to realize cost savings from lower fees. President Loeb also stated that he is looking forward to the further successes as the new marketing approaches being contemplated translate into increased membership in the Plan.

CANADIAN UNION OF PUBLIC EMPLOYEES

International Vice President John Lewis reported to the Board about recent developments in the relationship between the IA and the Canadian Union of Public Employees (CUPE) in Canada.

CUPE is the largest public sector union in Canada with 627,000 members and represents the majority of municipal employees throughout the country. CUPE also represents workers in health care, education, municipalities, libraries, universities, social services, public utilities, transportation, emergency services and airlines. Vice President Lewis explained that in most municipalities, CUPE is the recognized bargaining agent for all employees. Almost without exception, however, stagehands and wardrobe personnel employed at municipally-owned and/or managed theatres are simply not covered. They are not members of CUPE and receive no benefits pursuant to the terms of the "all employee" collective agreements. CUPE locals also do not operate hiring halls so they are not in a position to fill calls. As a result, several municipal theatres operate as if they are non-union.

As background, Vice President Lewis explained that in 2010, IA Local 58 filed an application to certify the house stage crew at the Richmond Hill Centre for the Performing Arts. The venue is managed by the City of Richmond Hill, a bedroom community of Toronto. CUPE did not actually provide any representation for these stagehands. Despite this, the Ontario Labour Relations Board dismissed Local 58's certification application, finding that the stagehands formed part of

CUPE's "all employee" bargaining unit notwithstanding the fact that the CUPE collective agreement did not contain any terms and conditions relating to the stagehands and CUPE made no effort to have stagehands become members.

Similar representational issues with CUPE have recently arisen in connection with IA Local 461's efforts to protect and maintain its bargaining rights for stagehands at Brock University located in St. Catharines, Ontario. In December 2013, Local 461 filed a sale of business/related employer application with the Ontario Labour Relations Board in response to the transfer of Brock University's theatre facilities to municipally-owned and operated theatres. Two CUPE Locals (inside and outside workers) have pre-existing "all employee" collective agreements covering all full time City of St. Catharines employees. The IATSE Canadian Office anticipated the City and Brock University would raise CUPE pre-existing "all employee" bargaining rights as a bar to the success of Local 461's related employer application. For this reason, the Canadian Office and the Local have gone to great lengths to reach out to both the CUPE Local and National leadership to make sure they are aware of Local 461's application and will support it, or at the very least not oppose it.

Local 461's related employer application has served as a catalyst to begin more in-depth conversations with the National CUPE Leadership to address employee representational issues in theatres across the country and the possibility of the IATSE and CUPE working together at these municipally-run venues. Vice President Lewis confirmed that he has reached

out to the CUPE leadership by email and has received a positive response. Meetings are in the process of being scheduled in the early part of 2014 with a view to reaching an arrangement that is mutually beneficial for both the IA and CUPE. Vice President Lewis advised that he would keep the General Executive Board apprised of all developments arising from these discussions.

President Loeb thanked Vice President Lewis for his report and underscored the need for the IA to continue to explore the potential for a relationship with CUPE as the work at issue relates to the IA's core jurisdiction.

LOCAL NO. 849, MARITIME PROVINCES

Re: Egg Films

International Vice President John Lewis, Assistant to the President Sean McGuire, Assistant Department Director Dan Mahoney and Local 849 President Gary Mitchell reported to the General Executive Board about recent developments in the various ongoing legal disputes between Local 849 and Egg Films.

Vice President Lewis reported that on April 17, 2013, the Supreme Court of Nova Scotia dismissed the Judicial Review application that was filed by Egg Films disputing Local 849's certification as exclusive bargaining agent for Egg Films technicians. The Supreme Court of Nova Scotia upheld the decisions of the Nova Scotia Labour Relations Board certifying Local 849 as the exclusive bargaining agent.

Vice President Lewis went on to report that pursuant to recent legislative amendments in Nova Scotia, Local 849 applied for and was ultimately awarded

first contract arbitration with Egg Films after protracted unsuccessful attempts to reach a first collective agreement. A one-year contract was presented to IATSE Local 849 and Egg Films on September 19, 2013, heralding the end of what had been a long and difficult process. The first day of shooting under the newly implemented agreement successfully took place on December 10, 2013.

Vice President Lewis also reported that on November 14, 2013, Local 849 attended a Labour Board hearing into Egg's Unfair Labour Practice complaint alleging the Local had bargained in bad faith prior to the Labour Board's imposition of a first contract. On December 12, 2013, the Labour Board dismissed Egg's complaint.

Finally, it was reported that on December 9, 2013, Local 849 attended a Nova Scotia Court of Appeals hearing into Egg Film's appeal of the Supreme Court of Nova Scotia's April 17, 2013 decision to refuse Egg's requests to overturn the Labour Board's certification decision. In this further appeal, Egg claimed that the Labour Board (and the Supreme Court of Nova Scotia) was unreasonable in granting the certification and acted unreasonably by allowing the certification based on employees working for one day. The Court of Appeals reserved its decision. Assuming an outcome favourable to Local 849, it is expected that Egg will seek leave to appeal to the Supreme Court of Canada. Vice President Lewis will keep the General Executive Board apprised of the outcome of this appeal.

President Loeb thanked Brother Mitchell for the commitment and determination of the Local 849 executive and

membership in remaining steadfast in the ongoing disputes with Egg Films. President Loeb also confirmed that the International will continue to provide full support to the Local in this dispute and that the International will support any local union that faces similar adversity when trying to reclaim the IA's jurisdiction in the commercial production industry.

FREEDOM FILMS, LLC

International Vice Presidents Damian Petti and Michael F. Miller, Jr., and West Coast Counsel James G. Varga reported on the actions taken by the International against Freedom Films, LLC in connection with a project called "Race to Save Nome," which is based on the true story of the diphtheria epidemic that broke out and spread throughout Nome, Alaska in 1925.

The production company opened pre-production during the Spring of 2013, in Calgary with a crew made up of mostly members of Local 212 and some members who travelled from Los Angeles. A short time after beginning prep work, the production company lost its financing and was unable to continue the production. At the time, over \$800,000 was owed in wages and benefits to crew members. During a Step 2 hearing held in Los Angeles at the Contract Services Administration Trust Fund, the production company agreed to execute a settlement agreement calling for payment of all wages and benefits owed. Payment was to have occurred by June 30, 2013, but again the company reneged on its obligations.

When the company requested additional time to distribute funds, a delay was agreed to but only upon receipt of an executed Confession of Judgment. The judgment has now been entered and col-

lection of the judgment lien is the subject of on-going litigation proceedings. While engaged on the judicial front it was reported that the company was trying to crew up for further production in Utah. IATSE members refused to service the production because of the outstanding claims.

This matter will continue under strict observation and with further attempts to collect the money owed to the crew.

GLOBAL SPECTRUM

International Vice President Michael J. Barnes reported that he and International Vice Presidents John M. Lewis and William E. Gearns, Jr. attended the Global Spectrum annual corporate meetings held in Richmond, Virginia, from October 21st to the 23rd, 2013. The meeting included over 150 participants primarily made up of General Managers and Assistant General Managers of Global Spectrum-managed facilities.

Global Spectrum is a subsidiary of Comcast and has access to the cable giant's lobbying resources. Global Spectrum has a significant edge over its competitors to develop new accounts and maintain renewals. The reports at this conference also indicated that IA Locals are doing an excellent job at servicing the agreement.

As of December 10, 2013:

- 35 Locals are working under the National Agreement
- 12 Locals work under their Local Agreements
- 10 Buildings are newly built or acquired and are in negotiations to implement the International Agreement.

The Wage and Benefit Appendices for the active buildings are complete. The contract has been signed by both parties and will be distributed to the Locals as soon as possible.

Notably, Local 195, State of New Hampshire/Lowell, Massachusetts, began working in the Lowell Auditorium under the National Agreement. This is a Performing Arts Center that reported 138 event dates in 2013-2014, which was more annual events than it had in the previous three years combined, according to the city.

Venues recently awarded to Global Spectrum include: the Fayetteville Performing Arts Center, Boardwalk Hall/Atlantic City Convention Center, and the Allentown Arena. Rate cards are being negotiated with Locals 635, 77, and 200 respectively in order that the National Agreement can be implemented.

FLORIDA GENERAL SERVICE CONTRACTORS

Re: Area Standard Agreement with Florida Locals

International Vice President William E. Gearns, Jr., Local 835 President Herman Dagner and Business Agent Richard Vales reported on recent negotiations with GES, Freeman Exposition, Allied-Brede and Shepard Exposition which resulted in a General Service Contractor area standard agreement covering Central and Northern Florida.

It was reported that the work covered by the standard area agreement generated approximately \$12 million in annual earnings for IATSE members in Orlando, Jacksonville and Tampa. Vice President Gearns reported that negotiations focussed in large part on terms and

conditions relating to work referral and work assignment arrangements that will serve to provide clarity for the parties on a go-forward basis. He confirmed that the wage/benefit package was increased an average of 3% per year and included first-time contributions to the IA Training Trust as well as adding Martin Luther King, Jr. Day as a new holiday. In addition, Vice President Gearn confirmed that Tampa Local 321 gained jurisdiction over freight work.

President Loeb congratulated the Locals for their success in negotiating the General Service Contractors agreement. President Loeb also noted that the Locals' ability to get language clarifying important workplace practices as well as employer contributions to the Training Trust are important gains that will benefit the membership.

IATSE CANADIAN HEALTH PLAN

International Vice President John Lewis, International Representative Julia Neville and IATSE Canada Health Plan members Rob Shea from Local 411, Cindy Jennings from Local 129, Christina Kasperczyk from Local 669, and Paul Klassen from Local 891 reported to the Board on the status of the Canada Health Plan.

Representative Neville reported on behalf of the group that in December 2013 the first meeting of the IATSE Multi-Local Trust and the second annual general meeting of the IATSE Canada Health Plan Inc. were held. It was noted that these meetings were five years in the making – it was 2008 when research began on a health plan that Canadian Locals could jointly participate in to provide benefits

in a more cost effective manner to their members. The Health Plan is currently underwritten by Great West Life and administered by J & D Benefits.

To date, eighteen Locals and two staff groups have chosen to participate, and the first non-IATSE group, ACTSAFE, will be joining early in 2014. ACTSAFE is a not-for-profit association that assists the British Columbia entertainment industry with health and safety matters. Some of the Locals are now able to provide life insurance and health benefits to their members for the first time, and some Locals have wound up their existing Trusts to participate in the Multi-Local Trust.

Of the eighteen Locals in the Plan, eight are in the Multi-Local Trust and ten are participating as independent Trusts. President Loeb has appointed Trustees for the Multi-Local Trust, and all eighteen groups have a representative in IATSE Canada Health Plan Inc., the not-for-profit corporation created to enter into agreements with service providers.

The December 2013 meetings formalized that the two groups that comprise the Plan, and their representatives, can now begin the work of expanding the services being jointly negotiated, reviewing plan designs and preparing for the July 1, 2014 Plan renewal. The Canadian Office will continue to assist Locals in negotiations for employer health benefit remittances in collective bargaining agreements.

President Loeb thanked Representative Neville and the Trustees for their hard work in making the Plan become a reality. He stated that continuing to work together to combine the purchasing power of IA Locals and like-minded organizations will allow the IATSE to con-

tinue to provide even greater benefits for its members.

IATSE STAGECRAFT DEPARTMENT

International Vice Presidents Daniel Di Tolla, Anthony DePaulo and Michael Barnes, Education and Training Department Director Patricia White, Assistant to the President Sean McGuire, Assistant Department Director D. Joseph Hartnett, and International Representatives Barny Haines and Peter Marley appeared before the Board to report on matters relating to the Stagecraft Department.

Assistant Director Hartnett informed the Board that he has been involved in several negotiations with SMG, assisting Local 500, South Florida, at the James L. Knight Center and the Broward County Convention Center and Local 48, Akron/Canton, OH, at the Canton Memorial Civic Center. He also assisted Local 82, Wilkes Barre, PA, in its negotiations with the Kirby Center; Local 902 Johnstown, PA, with negotiations with WJAC; and Local 636, State College, PA, with Penn State University.

It was also reported that Representative Chris Bateman has concluded his assignment to Local 918, Anchorage, AK, in its negotiations with the Alaska Center for the Performing Arts, and Local B20, Portland, OR, in its negotiations with the Portland Center for the Performing Arts.

In addition, Representatives Bateman and Dave Garretson were assigned to assist Local 865, Midland/Odessa, TX, and progress is being made in the areas of increasing the size of the membership and training members of the Local who work at the Wagner Noel Performing Arts Center, an SMG-operated facility.

New Yellow Card/White Card System

Vice President DePaulo reported that in response to the Constitutional changes adopted at the 2013 Convention in Boston, the Yellow Card system is now electronic. The Yellow Card and the White Card for Wardrobe is now available in electronic form and blank forms are now accessible by Head Carpenters and Wardrobe Supervisors on the IATSE website. In addition, emails will be sent from the General Office to touring crews and will contain the forms as well as instructions on how to complete and return the form to the General Office.

In addition to the Head Carpenter, the form must also be "signed" by the Local Business Representative or an International Representative just as was the requirement for the paper Yellow Card system. Once returned to the General Office, the forms will then be posted on the "Yellow Card Shows" section of the IATSE website.

In order to keep track of these changes, the Stagecraft Department has created a database to track all of the Yellow Card production requests that come through the General Office. The database has built-in reminders to send emails to the Head Carpenters three days before the end of the second stop to set the Yellow Card and follow-up email reminders after the second stop has passed. The General Office also tracks which local union is at the second stop of the itinerary and the International Representative in the Stagecraft Department assigned to that local union. This is to assist, if necessary, the traveling members if they have questions in setting the Yellow Card/White Card or if they are new to the Yellow Card/White Card System.

The Department is currently in the process of establishing a process that will allow emails to the local union Business Representatives in cities on the itinerary for each tour. Such emails will contain the Yellow Card information for each show. In addition, the Yellow Card/White Card information continues to be available on the website under the Yellow Card section. Locals should no longer expect to receive a Yellow Card via the US mail.

Local Business Representatives should continue to check the cards and contracts of those touring members in their jurisdiction. If there are discrepancies with the number of members on tour with the Yellow Card numbers posted on the Yellow Card Shows page on the IA website, the Stagecraft Department in the General Office should be notified immediately.

The Broadway League

The new pink contract with The Broadway League has been executed. It is now in the process of being printed so it can be distributed to the pink contract employees.

FELD

Contract negotiations with FELD have been successfully concluded. The agreement includes increases in the weekly salary, pension contributions, compensation during tech periods, road expenses, tenure pay, number of years eligible for tenure pay, and rigging and pyro pay. FELD will also begin participating in the IATSE Training Trust.

The contract is being printed in booklet form similar to the pink contract.

Education and Training Department Director White reported on her assignments to assist Local 830, State of Rhode

Island, in negotiations for its contract at the Dunkin' Donuts Center, an SMG-managed facility in Providence and Local 904, Tulsa, OK, in negotiations with the Tulsa Opera, Inc. She also reported on a recent internal membership drive in Local 803, Dallas-Ft. Worth, TX, that was held during the third quarter of 2013. As a result of these efforts, it was reported that at the Local's January 2014 membership meeting, its membership will increase by 67% when it swears in 21 new members—8 from Hair and Makeup and 13 from Wardrobe.

Vice President Lewis reported on six local union organizing drives and assistance provided to eleven local unions in the successful completion of negotiations for their collective agreements.

He also reported on the completion of bargaining with twelve employers for the Canadian Pink Agreement. Each new agreement provides for a 10% increase in the weekly minimum guarantee, as well as increases to the per diem and the introduction of contributions to the International's Training Trust.

International Representatives in Canada have visited every single touring production. This is also done when these productions are in non-union venues which enables Representatives to not only meet with the touring crew but also the non-union house crew.

The Canadian Office is now responsible for administering the pink passports and road cards for Canadian Locals and members. This transition has been seamless and the Canadian Office works closely with the General Office to ensure the same practices and procedures are followed.

Vice President Lewis also reported that two Stage Locals contacted the Canadian Office about implementing a Canadian Arena Labor Requirement Database. The purpose of the database would be to collect pertinent crewing information for arenas and stadium-style productions. This information would be provided and made accessible to all Stage Locals to assist them in preparing and filling the labor requirements for a touring production. This type of system had been used once in the past for a non-union Chinese dance touring production where a number of Locals were receiving substantially different crewing numbers for the same show. The ability to provide the crewing information for other cities and venues was a tremendous help to local unions when they were dealing with this production and their own venue.

Representative Marley reported on various assignments to assist local unions, including: Local 107, Oakland, CA, in finalizing its contract negotiations with AEG Management for the Alameda County Coliseum; Local 504, Orange County, CA, in concluding its first contract negotiations with Disneyland Resort covering Assistant Stage Managers; Los Angeles Locals 33, 706, and 768 with the Pasadena Playhouse negotiations; Local B-66, Sacramento, CA, negotiations with the California Exposition and State Fair/Simulcast Racing and Golden Bear Racing. He also reported on the ongoing negotiations for Local 706, Hollywood, CA, with the Nederlander Organization at the Pantages Theatre. Additionally, Representative Marley has begun to assist Local 158, Fresno, CA, in its upcoming negotiations with both the Fresno Con-

vention and Entertainment Center and the Savemart Center.

Vice President Di Tolla reported that Special Representative Joseph Short successfully completed negotiations assisting Local 26 with the Grand Rapids Ballet Company, and, Local 30 with the Indianapolis Symphony. He also reported on an investigation conducted by Vice President Beckman regarding a jurisdictional dispute involving Local 690 in Iowa City and Cedar Rapids. The investigation resulted in a new Local being chartered in Cedar Rapids.

Vice President Di Tolla noted that the Department has focused on areas of concern that were revealed in the Stagecraft Department survey that was reviewed at the Convention. Among those concerns were the proliferation of labor contractors, the use of rate cards in lieu of collective bargaining agreements, yellow card shows appearing in non-union venues, and the challenges of small local unions.

In addition, Vice President Di Tolla reported on an organizing drive involving Stage Local 927 and Wardrobe Local 859 and various venues and labor contractors in Atlanta, Georgia.

In five instances, with International assistance, four local unions have successfully replaced rate card agreements with exclusive collective bargaining agreements. Locals are encouraged to contact the International whenever their rate cards expire.

An email was sent to all Stage Locals in September 2013, requesting information on any yellow card attractions appearing in non-union venues. Twelve Locals responded and the Department was able to successfully intervene in two

instances to secure work for our Locals in preference to the non-union labor contractors. The Department will continue to monitor this situation and expect to become increasingly proactive on behalf of our local unions.

Craft training and administrative assistance had also been provided to Locals 865, Odessa/Midland, TX, and 158, Fresno, CA, as previously reported, as well as Local 220 in Sioux Falls, SD.

President Loeb observed that small Locals that need help are turning to the International for assistance, especially regarding changing rate cards into collective bargaining agreements. He further noted his satisfaction with the technological and electronic changes made to the Yellow Card by the Department.

He also stressed the importance of the International's efforts through the Department regarding non-union labor contractors, which remains a priority. President Loeb commended Atlanta Local 927 for taking an aggressive approach in this regard. He discussed a staffing grievance that has been filed against a member of The Broadway League/Producers for their inappropriate requests for information from affected local unions.

Finally, President Loeb observed that overall the Department is very active and he thanked the Department for its extensive work, especially in its outreach to smaller Stage, Wardrobe, and Make-up and Hair Locals.

IATSE MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John M. Lewis, Assistant Directors Daniel Ma-

honey and Vanessa Holtgrewe, and International Representatives Scott Harbinson and Lyle Trachtenberg gave a report to the Board on the Motion Picture and Television Production Department.

The IATSE/Producer Basic Agreement and Theatrical and Television Area Standards Agreements (ASA) are mid-term and preparations for negotiations are ongoing. Both of those agreements expire July 31, 2015.

For productions produced under the ASA, the recognition of various classifications including Set Teachers and Coordinators, continues to be an issue that must be addressed through contract enforcement and organizing. The NBC/Universal arbitration hearing and briefs concerning Coordinators have concluded and the parties are awaiting a determination from the Arbitrator. The outcome is expected in mid-February and will be reported to the General Executive Board at its next meeting. In preparation for negotiations, the importance of policing issues of classification and the misuse of PA's to perform covered work was stressed. Employers continue to assign PA's to perform covered work, displacing IATSE members at PA's wages with no benefits or contract protections. The International continues to watch for organizing opportunities, both on a per-project basis, and within classifications that are not currently represented by the IA.

The Department is also preparing for the next round of Basic Agreement negotiations. As new media has matured and stabilized, modifying the contract provisions for this type of work will be a priority. As the IATSE has successfully procured numerous contracts for Internet produc-

tion, securing the jurisdiction is no longer the primary concern. As such, the "New Media Sideletter" is no longer offered to new signatories. Wages, working conditions and full health and pension benefits are negotiated into all motion picture and television production agreements, regardless of the intended viewing platform, and are based on budget and production length.

Recently, the Association of Independent Commercial Producers (AICP) negotiations were concluded. The new Agreement includes important gains for the members in the areas of health, safety and quality of life elements. Among a number of important improvements, there are increased benefit contributions and wages, increased meal penalties to help protect our members, and sold spec spots will now be covered. In addition, triple time is included in this contract for the first time. There has been a steady increase in commercial production days for television and the Internet in the last few years and along with continued organizing, the AICP Agreement will benefit more and more of the membership in the coming years.

It was also noted that the Low Budget Theatrical Agreement was recently renegotiated, the specifics of which are the subject of a separate report at this Board meeting.

Since last reported, there are 15 new signatories to the IATSE term agreements.

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. These term agreement inclusions are having a positive impact on securing jurisdiction for the IATSE

throughout Canada and in particular, in British Columbia and Toronto where our local unions compete for jurisdiction with rival labor organizations. There are now 317 companies signatory to the Canadian Binder Agreement and 111 signatory to the Canadian Local Unions Term Agreements.

The first Canadian National Film Agreement meeting has been scheduled for February, 2014. This forum will allow local unions and the International to share information and generate consistent strategies as the IATSE moves forward in its efforts to secure and expand Canadian jurisdiction. Discussions will also involve strategies for organizing commercials, reality television and newly formed geographic production centers.

The Department continues to use audits as a way to monitor compliance with the various budget requirements of the agreements. Since the last report, seven projects were audited and found to be in compliance. Fifteen additional project audits are still in progress and will be reported on at the next Board meeting. Members' feedback helps determine which projects should be audited and communication between members and their local union is invaluable. A feature produced in Virginia was the source of multiple issues and led to a compliance audit that resulted in damages being owed the crew for unpaid wages, meal penalties, benefit contributions, travel allowances, mileage and per diem. The production company then self-reported an increase in budget that moved them into the next contract tier. The entire crew has received adjustment checks reflecting the increase in wages applicable to that tier.

The Department continues to aggressively pursue independent productions, many of which are low budget. These low-budget productions generate a significant amount of work for IA members.

Organizing continues in the realm of reality television. This past summer, the competition and house reality crew on CBS' *Big Brother* were organized. At the conclusion of negotiations the crew of over 120 members received retroactive benefits, wage increases (some as high as 50%), and now have standardized working conditions that include enhanced weekend and daily turnaround. In the fall, *Are You the One*, a new dating show on MTV, and Discovery's *Naked and Afraid* were also organized. *Naked and Afraid*'s post-production team weathered a weeklong strike and were rewarded with retroactive health and pension benefits, and some crew received substantial wage increases.

The companies that have signed term agreements with the IATSE and produce a substantial amount of reality programming (Warner Horizon, Fremantle, Endemol and Shine/Reveille), have generated over two million benefit hours over the past three years for IATSE members. In the first year of the agreement with Endemol, our newest term reality signatory, benefit contributions to the MPIPHP increased 325%. These figures, besides illustrating that reality television is a significant source of work for IATSE members, show that the more production companies signed to an IATSE term agreement, the more union work there will be for the membership. In order to encourage companies to approach us ahead of production, it is vital that mem-

bers working on these productions continue to self-report non-union work to their Locals.

Looking forward, as negotiations near for two of the International's major contracts, the ASA and Basic Agreement, the Department is amassing the information necessary to prepare. Information gathered from the Locals involving safety and quality of life abuses on productions will be compiled throughout the year and distilled into bargaining positions. At President Loeb's direction, experts and actuaries have begun to independently evaluate the status of our benefit plans and overall business models. All of this data will help inform and guide upcoming negotiations. The Motion Picture and Television Production Department emphasized the importance of securing ever-improving working conditions for our members and the role of careful preparation towards that goal.

IATSE TRADESHOW AND DISPLAY WORK DEPARTMENT

International Vice President William E. Gears, Jr., International Trustee C. Faye Harper, and International Representatives Mark Kiracofe, Donald Gandolini, Jr., and Barny Haines reported to the Board on developments in the Tradeshow Department.

Trustee Harper reported on her continuing efforts to assist Local 322, Charlotte, NC, in its efforts to organize tradeshow workers. Trustee Harper noted that International Representative Joanne Sanders presented the COMET program to the members of Local 322 in September of 2013. Trustee Harper assisted the Local in forming an organizing committee after the COMET training and elaborated on her activities with that committee.

Trustee Harper also reported that she attended the "Organizing 1" training program in Baltimore, MD in September 2013 as well as a three day training program in Columbus, OH in October 2013 presented by the AFL-CIO Organizing Institute. The training programs were very valuable and Trustee Harper encouraged all local union officers to take these and similar programs through the International's LEAP program.

In addition, Trustee Harper reported on her efforts to assist Local 320, Savannah, GA, in negotiations for a first collective agreement with Global Experience Specialists (GES). A meeting was held with the Local 320 negotiating committee to formulate proposals and negotiations are due to commence in the latter part of January 2014.

Representative Haines reported that the lobbying efforts of Vice President John Lewis had successfully secured audio visual work for IA members at the following conventions in Canada:

- Ontario Federation of Labour Convention- Local 58
- Quebec Federation of Labour Convention- Local 523
- British Columbia Federation of Labour Convention- Local 118
- Conservative Party of Canada National Convention- Local 212

Representative Haines also reported that Winnipeg Local 63 recently signed an agreement with Central Display covering tradeshow decorating and that this agreement continues to provide significant work opportunities for members employed at the Winnipeg Convention Centre as well as numerous hotels in Winnipeg.

In addition, Representative Haines reported that Saskatoon Local 300 had applied for certification for Audio Visual technicians employed by Inland Audio Visual Ltd. and that the Local is currently in litigation relating to this application. He also reported that Canadian Locals continue to provide Audio Visual technicians to numerous AV companies on an as needed basis and efforts are being made to solidify these relationships contractually.

Representative Gandolini reported on the conclusion of negotiations for agreements between George Fern Expositions and Event Services Company, and, Local 197, Knoxville, TN, and Local 12, Columbus, OH. Both contracts provide for approximately 8% in economic increases over the four-year term of the respective agreements. It was noted that under the Local 12 agreement, employer contributions will be made to the IATSE National Pension Fund, rather than the IATSE National Annuity Fund.

Representative Gandolini also reported on his efforts to assist New Orleans Local 39 in negotiations for a new four-year freight agreement with Shepard Exposition Services. The new agreement provides for a wage increase of 10.5%, Annuity Fund contributions of \$0.45 per hour and contributions of \$0.05 per hour to the International's Training Trust. Representative Gandolini confirmed this agreement will become the area standard agreement for other freight employers in the New Orleans area.

Representative Gandolini further reported that the National Labor Relations Board issued a decision on December 28, 2013 confirming Local 39's bargaining

rights with Freeman Expositions following an election in the summer of 2013. As a result of this decision, the Local has now begun the process of scheduling dates for the purpose of bargaining a first collective agreement.

Representative Gandolini also reported that he and International Representative Joanne Sanders attended the Exhibit Designers and Producers Association annual meeting in Florida in early December 2013. He also reported that he and International Representatives Joanne Sanders and Mark Kiracofe attended the Exhibition Services and Contractors Association (ESCA) annual business meetings in Houston, Texas in December 2013 and then staffed the IATSE exhibit at the International Association of Exhibitions and Events (IAEE) Expo! Expo! Show which was being held simultaneously with the ESCA meetings in Houston, Texas this year.

With regard to Denver Local 7, Representative Kiracofe reported on negotiations between the Local and Freeman Decorating Expositions. The renewal agreement with Freeman Expositions includes economic increases of 9% over the four-year term of the agreement with most of the increases directed into health and welfare benefits. In addition, Local 7 has renewed its agreement with the Exhibitor Appointed Contractors and the new agreement includes an economic increase of 9% over the three-year term. Local 7 and the employers also agreed to add an EAC Trustee to the Local's Training Trust to help focus more of their training efforts on the skills needed by EAC employers. Negotiations for a new agreement with Freeman Audio Visual

Solutions were also concluded with economic increases totaling 9%. Freeman AV also committed to continue its practice of in kind audio visual training with the Local. The Local also agreed to allow the employer greater latitude when requesting key technicians by name.

Representative Kiracofe also reported on negotiations between Nashville Local 46 and the Exhibitor Appointed Contractors. These negotiations produced a five-year agreement with economic increases of 19% over the life of the contract. Local 46 also agreed to remove the condition requiring 100 days worked under contract before the employer could request referrals by name.

Representative Kiracofe reported on the assistance he provided to South Florida Local 500 in negotiations with Arata Expositions and with AE I&D. The Arata Expo contract, which had been under the evergreen clause in 2013, will realize economic increases of 12% over the new three-year term. The AE I&D contract includes 8% in economic increases over the same term. Both contracts will change the flat rate hourly benefit contributions to a percentage of gross wages. IA Training Trust contributions of 1% for all hours worked was a new addition to both contracts.

Vice President Gearns reported that Representative Sanders assisted Locals 85, Davenport, IA, 151, Lincoln, NE, and 690, Iowa City, IA, in separate negotiations with Freeman Expositions. Each three-year contract had a 7% wage/benefit package that included a 1% contribution to the International's Training Trust. Representative Sanders also assisted Davenport Local 85 in negotiations with GES

and the settlement mirrored the Freeman agreement.

Vice President Gearns then confirmed that negotiations are ongoing between Orlando Local 631 and Freeman Audio Visual Solutions. He explained that the Local is trying to change a non-exclusive over hire agreement into an agreement that has some limited exclusivity with the goal of eventually adding it to the national agreement. Vice President Gearns noted that in order for this to happen, the Local will have to be committed to a robust training program.

Vice President Gearns reported on the successful conclusion of negotiations between the International and EWI Worldwide, formerly The TERM Group. The five-year contract provides for a 3% increase each year in the wage/benefit package with 1% of that being allocated to the IA Training Trust in the first year of the agreement. The twenty-two Locals covered by the contract allocated the increases between wages and benefits for each year of the agreement.

Vice President Gearns then reported that International Representative Brian Faulkner assisted Salt Lake City Local 838 in negotiating a three-year successor agreement with Modern Exposition Services, a local employer in Salt Lake City. Key components of the three-year agreement included the phasing out of an exemption for standard overtime provisions for consumer shows, doubling of the “request-by-name” premium rate, and increasing the number of referrals that the employer may request by name. Increases for all referrals include an additional .5% to the Pension Fund, and 1.5% to wages.

Vice President Gearns then reported that Representative Faulkner also assisted Phoenix Local 336 in renegotiating separate agreements with the Local’s four major employers: GES, Freeman, Brede-Arizona and CSI. Negotiations resulted in three-year agreements providing for annual 2% increases in the wage/benefit package. Vice President Gearns explained that the Local has over twenty additional “me-too” agreements tied to these agreements.

President Loeb thanked the Department members for their hard work and congratulated them on their many successes since their last report to the General Executive Board, specifically pointing out the growth in the IA’s tradeshow industry jurisdiction in some of the biggest cities in the United States, like Orlando, Las Vegas and New Orleans. President Loeb also emphasized the need for the IA to stay focused on expanding its jurisdiction in the tradeshow and audio visual industries across the United States and Canada. He stated that the way to increase the IA’s market share is to actively seek out organizing opportunities and to further strengthen the IA’s reputation in these industries by ensuring the IA refers qualified members who know how to work safely for each and every job. To this end, President Loeb underscored the importance of negotiating contributions to the Training Trust in collective agreements. President Loeb also noted that the IA will not tolerate non-union audio visual work at labor organization conferences and conventions to which the IA is an affiliate member or attendee.

IATSE COMMUNICATIONS DEPARTMENT

Director of Communications Emily Tao reported to the Board on the status of

the Communications Department since the Board’s 2013 Mid-Summer meeting in Boston.

Communications Outreach Coordinator

The Communications Department welcomed Molly Katchpole to the staff as the Communications Outreach Coordinator on October 23, 2013. Ms. Katchpole comes from the Progressive Change Campaign Committee PAC, and has experience in political and digital campaign organizing as well as streamlining email processes. Ms. Katchpole performs webmaster duties by analyzing statistics and received certification in Google Analytics. Additionally, she provides support for social media content and news alerts.

Website, Facebook, Twitter

The Department maintains the International’s website with news, events, and member photos. With the help of International Vice Presidents Dan Di Tolla and John Lewis, Operations Manager Krista Hurdon, Canadian Counsel Ernie Schirru, and General Secretary-Treasurer James Wood, the Organizing section of the website was updated for 2014. The Department is now also working closely with Assistant to the President Deborah Reid to update the Political Action section.

Understanding how IATSE’s website functions is necessary for the union to optimize its resources. To that end, the Department is delving deeper into user statistics and gathering massive amounts of data to help determine which webpages are most effective for content.

IATSE’s Facebook presence has grown tremendously. As of July 2013 the International had 7,613 followers. As of this report, the number of followers on Face-

book has increased to 9,446. The IATSE's Twitter account has also grown and has reached 4,742 followers. In addition, it was noted that as of August 16, 2013 President Loeb is officially on Twitter, tweeting from @matthewloeb and the number of followers on his Twitter account has grown to 853.

Internal Communications

In continuing to make the International's brand consistent, the IATSE's press release template was redesigned to include both IATSE and IATSE Canada's social media networks.

The Communications Department is also in the process of assuming responsibility for the International's email services from the Office of the General Secretary-Treasurer and IT Department. The Department is exploring actions that will most effectively utilize communications tools to spur activism. Director Tao is working with the Education Department to develop methods for alerting Locals regarding training and education opportunities in their towns.

The Department is working with Vice President Walter Cahill and Assistant to the President Deborah Reid to better coordinate political activism and email communications, with particular focus on the 2014 mid-term elections.

With the help of Local One and Local 600, the International's first member photo shoot was completed in September and captured Local One members working at New York Fashion Week. The International worked with Local 600 photographer Sarah Shatz and photos are being rolled out on IATSE's website and social media. Director Tao continues to identify opportunities to set up sessions with

members and Locals within the U.S. and Canada.

External Communications

The Communications Department continues to maintain relationships with organizations that assist IATSE members in the entertainment and labor communities. Since July 2013, the Department has met with communicators from The Actors Fund, Union Plus and Labor 411. In September, Vice President Cahill connected Director Tao with American Rights at Work so that the IATSE could join in on the Labor Day union "tweet-a-thon," helping to gather 56.6 million views about the positive role unions play in our workplaces and economy.

Social Media Toolkit

In response to the increased interest local unions and members have expressed in social media, Communications Outreach Coordinator Katchpole and Director Tao worked with Vice President Bill Gearns in his role as Social Media Committee Chair, to create an IATSE Social Media Toolkit.

The Toolkit is an introduction to how Facebook and Twitter can be used as a professional tool for a local union or member. This guide explains the types of content that are appropriate, and provides a list of resources for content creation, classes, and graphic editing. It also offers case studies of brands that use social media networks correctly and incorrectly. The guide also gives specific examples, with screenshots, of how to set up a personal or professional social media network page. There is also a "Netiquette" section that explains the social code of the Internet.

Training and Assignments

Director Tao attended the Digital Strategies and Online Communications Training sponsored by the New York City Central Labor Council on August 21, 2013. Instructors and participants provided valuable information regarding tightening up communications between IATSE, the members, and other affiliates, and shaping messages for different audiences.

In December, Director Tao attended the AFL-CIO Organizing Institute (OI) at the AFL-CIO headquarters in Washington, D.C. Created in 1989 to promote and foster union organizing, the OI provides an intensive classroom and field training experience. Attending this OI session was a mix of union members, experienced organizers, and people new to labor and organizing.

Conclusion

On a daily basis the Department continues to consult with local unions about social media strategies, and reach out to members for photos and stories to share. Director Tao and Ms. Katchpole write and edit content for social media, press releases, websites, emails, and occasionally articles for the Official Bulletin. The Communications Department continues to maintain the IATSE's photo-sharing network on Flickr, where participation from members has stayed constant. Director Tao worked with IATSE Training Trust Executive Director Liz Campos in redesigning the Training Trust's website, and is collaborating with Assistant to the Editor MaryAnn Kelly in better integrating content between the Official Bulletin and digital communications. Tao and Katchpole continue to assist other IATSE

Departments in publicizing job actions, announcing classes, the roll-out of the new online Yellow Card and White Card system and the dissemination of other information.

Director Tao expressed thanks to all of the IATSE's members, local unions, and the International Representatives for submitting photos, stories, and everyone who participates in IATSE's communication platforms.

President Loeb noted that there are now two full-time employees in the IATSE Communications Department. The Department has expanded and is an integral part of the organization. He encouraged the Locals to download the social media guide which is an easily accessible read.

President Loeb also noted his satisfaction with the progress of the Department and is looking forward to greater accomplishments.

IATSE NATIONAL BENEFIT FUNDS

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

During the first week of December 2013 all pensioners (including spouses and beneficiaries of deceased participants) receiving a monthly benefit from the IATSE National Pension Fund received their regular monthly benefit and two additional checks (each equal to their regular monthly benefit). These additional checks, a 13th and 14th check

bonus, are a direct result of the health of the Pension Fund. While there has been sporadic 13th benefit checks in the past, and on a rare occasion a 14th check, there has never been the simultaneous issuance of two additional monthly benefit checks.

In addition, all pensioners on the Pension Fund's rolls as of January 1, 2014 received a 20% increase in their monthly benefit. The last increase pensioners received was on January 1, 1998 and was 5%. The last time an increase of this magnitude was applied to all retirees was on July 1, 1969 and it has never been done in concert with two additional checks in the prior month.

Finally, any participant in the Pension Fund who retires on or after January 1, 2014 will realize an increase in their accrued benefit of 20%. Since its inception in 2002, Plan C has never seen an increase in the value of its benefit. While Plan B has seen slight adjustments, the last being in 2001 at 3%, a 20% increase in the value of the weighted average benefit levels of Plan B has never been seen.

To recap, Pensioners received 13th and 14th checks in December 2013. In addition, they received a 20% increase in their monthly benefit starting January 1, 2014 and an additional 20% increase in the accrued benefit to those participants retiring on or after January 1, 2014.

The Pension Fund provides retirement benefits to 2,500 pensioners and over 16,000 active working participants who can look to the Fund for future benefits.

The National Benefit Funds continue to report consistent growth in its employer contribution income with a 14.33% increase in receipts for the first eleven

months of 2013 as compared to the same time period in 2012. In response to the continuing growth of the Funds and the needs of the participants, the Trustees approved the hiring of five new employees at the end of 2013 and these new employees will work in the Contributions and Benefits Departments.

Net assets of the Funds have now exceeded one billion dollars for the first time in the Funds' history with a value of \$1.04 billion as of November 30, 2013. When compared to total net assets of \$516.7 million as of December 31, 2008, asset levels have increased by 101.65% in a five year period.

The IATSE National Health and Welfare Fund is now providing health coverage to 35,000 lives in its six different options; Plans A, C1, C2, C3, the Medical Reimbursement Plan, and Triple S for the Plan's Puerto Rico residents.

The long anticipated new website for the Funds will launch in early 2014. Staff have been performing rigorous testing of the beta site so that the launch will be successful. Some key features of the new site will include:

- A Participant Dashboard – a custom tailored one page view of all accounts
- Quick links to take participants to the most popular sections of the site
- Forms, booklets and online benefit applications
- Much improved electronic sharing between the Fund and participants including the ability to attach important scanned documents and online forms that can be completed and submitted through the site
- Email blasts that can be sent to registered users

- Real time data information will be available to participants
- A mobile phone app for the most commonly used sections of the site
- An ad hoc report builder for local unions
- Small employers can report online and make online contribution payments

The Fund Office held its first educational Webinar on December 10, 2013. This was in response to an outpouring of questions from local union officers and many members regarding changes imposed by the Affordable Care Act (ACA) which changed one element of the Medical Reimbursement (MRA) option of Plan C. This seminar was attended by 35 local union representatives remotely and another 10 at the Fund Office itself. The event was deemed a success and such technology may be used again in the future if there is a common concern or a need for education amongst local unions.

The Funds are currently researching the feasibility of bringing the medical reimbursement claims processing function in-house. Over the years there has been dissatisfaction with the Funds' third party administrator's service. It is likely that if

this is feasible it will take the greater part of 2014 to install the necessary infrastructure with a potential launch date of January 1, 2015.

President Loeb noted that the issue concerning the impact of the ACA and MRA's was not fully resolved to the Union's satisfaction, but the Fund has been advised by counsel that its MRA is in compliance with the ACA.

President Loeb also observed that the numbers referenced in this report are significant and speak for themselves. He commended the Trustees for their stalwart dedication to the work of the Funds.

IATSE EDUCATION AND TRAINING DEPARTMENT

International Trustee and Director of Education and Training Patricia White, West Coast Counsel James G. Varga, In-House Counsel Samantha Dulaney, Assistant Director of Education and Training Robyn Cavanagh and International Representative Ben Adams reported on the status and activities of the Education and Training Department since the 67th Quadrennial Convention in July 2013. The Department works in three primary areas—1) Union Skills Training, 2) Craft Skills and Safety Training, and 3) Out-

reach to College and High School Students.

Union Skills Training

Because 2013 was a Convention year the normal schedule of presenting skills training courses at the District Meetings was condensed to a single day of workshops during Convention weekend. Four different union skills workshops were presented and each session was designed to support the Four Pillars theme of the Convention. Workshops included the following topics: Activism: Mobilizing Your Members for Action, Communications: Best Practices for Union Communications, Craft Skills and Safety Training: the IATSE Entertainment and Exhibition Industries Training Trust Fund, and, Leadership Development: The Nuts and Bolts of Effective Union Leadership. The workshops were well attended and the availability of several topics for choosing attendance was well received.

IATSE Officer Institute

This new program will focus on skills development for union officers. Classes include: labor history, labor law, strategic planning, organizing, contract administration, collective bargaining, record keeping communications, how to run a



Pictured here and the next two pages are the roundtable sessions from the Educational Training For Local Union Representatives that was held on Wednesday afternoon, January 15, 2014.



union meeting, activism, time management, and resources available to IA local unions. Workshops scheduled for the week of this General Executive Board meeting focused on further developing the aims and strategies for this Institute.

In 2014, the Education and Training Department will continue its practice of presenting workshops during each of the District Conventions throughout the year. The theme for this year's course is "Labor Law: The Duty to Bargain." The course is designed to benefit both the novice and advanced union leaders. Instructors will be from the University of Arkansas.

2014 Staff Training

It was reported that the IATSE officers, representatives and key staff will attend a training conference April 21 through 24, 2014. This intensive session will provide opportunities for attendees to refine their own core competencies. This targeted education session will also include participation in the planning and development of the IATSE Officer Institute.

National Labor College

It was announced that the National Labor College (NLC) will no longer be in operation following the Spring 2014 semester of scheduled classes. All IATSE members enrolled in degree programs

have been contacted by the NLC and/or the IATSE Education and Training Department, with assistance to make the education transition as seamless as possible. It was noted that labor education is a precious commodity and local unions were encouraged to support education programs in their areas, both in the classroom and online.

The Labor Education Assistance Program (LEAP)

Since its inception in the fall of 2009, the Labor Education Assistance Program (LEAP) has provided officers, officials, trustees and executive board members of local unions with opportunities to enroll in labor studies programs. LEAP provides reimbursement for enrollment in one approved course per year. It was reported that total expenditures for the Program in 2013 were \$39,899.72 including classes attended in Canada and the United States. Since 2009 more than \$150,000 has been spent providing education to local union leaders so they may better serve the membership they represent.

Road Show

The IATSE presentation of "Why Unions Still Matter!" has continued its successful run throughout the Alliance. Since the Quadrennial Convention in Boston, the Road Show has visited local

unions in Orlando, Fort Lauderdale, Tucson, Portland, Seattle, San Francisco, Santa Fe, Phoenix, Atlanta and New Orleans. To date more than 600 members have seen the show, plus those in attendance at the Young Workers Conferences and Board meetings during 2012-2013. Plans for 2014 include a trip through the East and Midwest. Locals that would like to have the Road Show visit their city should contact the International.

Craft Skills and Safety Training - IATSE Craft Advancement Program (ICAP)

ICAP continues to serve the IATSE membership by advocating on their behalf and educating them on safety on the job and the most up-to-date methods and safe practices for performing work in the entertainment industry. ICAP generally focuses on three elements: advising and supporting the Training Trust Fund and its programs, implementing the requirements of the OSHA-IATSE-USITT Alliance, and coordinating the IATSE's representation on Standards Writing panels. ICAP members continue to serve among the trainers of the Training Trust Fund. During the 2013 LDI trade show the ICAP and the Training Trust jointly presented eight different classes for IATSE members in attendance at the show.

OSHA Alliance

The IATSE is partnering with the United States Institute for Theatre Technology (USITT) and the Occupational Safety and Health Administration (OSHA) within the Department of Labor to develop appropriate safety standards specifically for work in the entertainment industry. The initial work of the group will focus on basic hazard identification.

Ultimately, a course will be developed for OSHA 10 in the Entertainment Industry. The IATSE will be participating in NAOSH Week, May 10, 2014, publicizing safety awareness at the job site. The North American Occupational Safety and Health Week has been an annual event since 2002. This year, all local unions in the Alliance are requested to take an action, large or small, to increase job safety and awareness during NAOSH Week. This campaign will occur throughout the United States and Canada. It was noted in the report that part of the aim of the OSHA-USITT Alliance is to train persons in becoming OSHA Inspectors. The emphasis will be to train inspectors familiar in the job nuances of the entertainment industry.

ETCP Certification Program

The Education Department continues to promote the ETCP program that focuses on theatrical and arena rigging and entertainment electricity. It was reported that 62% of the individuals holding ETCP Certified Technician's certificates are IATSE members. Members who successfully complete their ETCP certificates may apply for reimbursement of the examination fee from the IATSE Training Trust Fund.

InfoComm

It was reported that IATSE will continue with its partnership with InfoComm, the world's largest audio visual trade organization. The new two year contract for 2014-2015 will allow all IATSE members access into the InfoComm online programs and materials. New in 2014 is the commitment for the Training Trust Fund to sponsor the entire

IATSE/InfoComm Agreement, including the presentation of up to ten courses each year. Included this year, in addition to the Certified Technician Specialist preparatory course, will be a basic A/V hands-on course that is under joint development between the IATSE and InfoComm staff. Also noted, the Training Trust Fund will continue to reimburse members who successfully complete the examination for CTS certification. Finally, it was noted that Representative Adams will continue his assignment to assist in the implementation of the IATSE/InfoComm program.

Student Outreach

The IATSE continues to reach out to students at both the college and high school levels. Examples of recent presentations were given at Columbia College in Hollywood, CA; Rollins College in Winter Park, FL; and the University of North Carolina School of the Arts. At the secondary level, members of the IATSE participate in the Roundabout Theatre's "High School Outreach Program" in New York City. This project brings the experience of learning from professionals in the crafts represented by the IATSE to the classroom. Also included are visits to New York theatres for a behind-the-scenes look of live theatre. Introducing students

who will become the next generation of workers in the entertainment industry to the entertainment union makes good sense for them and the IATSE.

President Loeb remarked that one of the goals of the International's Education Department is to tighten and enhance the skills of officers at the International and Local levels. To that end, the International will be offering an intensive five-day certification program that will be specific to the industry in which we work. He explained that the education session on Wednesday, January 15, 2014 would enlist input from local union officers and representatives to help the International determine the content of the officer certification program.

President Loeb observed that the LEAP continues to grow and he encourages Locals to use it, particularly if a Local does not have its own education/training fund. He noted that the International is the only labor organization involved in the OSHA-USITT Alliance, pointing out that the International's participation is important. He stressed the significance of the ICAP and Training Trust involvement in standards writing, explaining that those with industry experience (like the ICAP) should and must be involved



in drafting rules that apply to the work done by the IATSE and its members.

President Loeb pointed out that the new agreement with InfoComm has been improved and he strongly encourages every member to take advantage of the certification courses. He noted that the Department's student outreach efforts are important because anyone who is/will be successful in the business will have contact with the IATSE.

Regarding personnel, President Loeb stated that Assistant Director Cavanagh will be a huge help to the Education Department given the priority the International has placed on education/training. He thanked all the members of the ICAP, former Education Assistant Margaret La-Bombard and the Locals for their work on Departmental initiatives. He especially thanked the General Executive Board for its leadership, support and participation regarding the Education Department's programs, including the Training Trust and the ICAP.

IATSE BROADCAST DEPARTMENT

Department Director Sandra England and International Representatives Steve Belsky and John Culleeny reported to the General Executive Board regarding the IATSE Broadcast Department. The Department has been active in several jurisdictions, working with the local unions in advance of negotiations, with the Locals and employers during the negotiations, and all parties in administering the contracts during their terms. In each jurisdiction the goal is to secure wage and benefit increases along with consistency and parity among local, regional and national contracts. The Department em-

phasizes increased communication and representation for the Broadcast Locals and their members' interests.

Regional Sports Network (RSN) contracts are currently open for negotiations in Washington State with Root Sports; Washington D.C. with Comcast Sports Net Mid Atlantic, and in Minnesota with Fox Sports Net North. In addition, crewing agreements are up for negotiations in San Francisco, Los Angeles, Arizona, Washington and Oregon.

It was reported that steady progress is being made in the negotiations with the Golf Channel. Following a somewhat contentious representation campaign, including unfair labor practice charges filed against the Golf Channel, things have settled down to building a relationship in the interests of the members. Employees of the Golf Channel held on-line nominations and elections for delegates to the negotiating committee. That committee then prepared the proposals for bargaining. At the time of this report the parties had met four times in productive bargaining sessions. The parties were able to resolve their differences which had led to the unfair charges, and the Union withdrew the charges in a sign of good faith.

FOX Sports 1 & 2 are the new FOX sports cable channels. Agreements are in place for all regions that contain a FOX RSN for the two new channels. In addition, agreements were reached covering this work in San Francisco, New York, Washington and Oregon.

FOX has the broadcast rights for the 2014 Super Bowl. The network will maximize coverage of this event across their entire platform from local affiliates, to multiple cable networks, to over the air

FOX Network. The hub of activity will be from the set in New York's Times Square, but broadcasts will generate from ten different venues throughout the area.

The report noted the efforts of the Department to reach out to the various Broadcast Locals to provide training and services for their members. Recent classes included stewards' training at Locals 745 (Minneapolis) and 793 (Pacific Northwest). The Department will soon begin the publication of an e-newsletter for distribution to Locals with jurisdiction in broadcast. It was reported that a goal of the Department is to maintain a high degree of communication between the International and the Locals to bring state of the art information and methodology to the members in the field.

IATSE CANADIAN AFFAIRS

International Vice Presidents John Lewis and Damian Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representatives Barney Haines, Julia Neville and Peter DaPrato, Canadian Office Operations Manager Krista Hurdon, District 11 Representative Rob Shea of Local 411, District 12 Representative Dean Schatz of Local 295, and Canadian Counsel Ernie Schirru reported to the Board on Canadian matters since the last General Executive Board meeting in Boston in July 2013 that are not in the subject of separate reports.

Vice President Lewis reported that the Canadian Office has been busy since the International Convention with representatives and staff working to capacity. He noted that the Canadian Office continues to look for creative and practical ways to improve the servicing levels to the Locals and members. The Canadian Office

continues to maximize its use of social media with members and its organized labour allies for the purposes of engaging in political activism. Vice President Lewis went on to explain that the Canadian Office also continues to provide advice, assistance and leadership to IA Locals and members, including collective bargaining assistance, in a Canadian political environment that is becoming increasingly hostile to its members and the organized labour movement in general.

Local 58, Toronto - Stage

Vice President Lewis reported that on August 8, 2013, and mere hours before pickets were scheduled to go up, Local 58 reached a tentative agreement with the Corporation of Massey Hall and Roy Thomson Hall, narrowly averting strike action. Local 58 had been in negotiations with the Corporation to renew the collective agreement covering Roy Thompson Hall (2,630-seat concert venue) and Massey Hall (2,765-seat venue) since May 16, 2013 - two weeks prior to the expiration of the agreement.

Negotiations were difficult and involved conciliation and the issuance of a "No-Board" report, both at the request of the employer. The Local requested, and was granted, strike authorization from President Loeb. As the Local prepared for strike action to commence on August 9, 2013, negotiations began to turn around. Prior the commencement of any strike action, Local 58 reached a deal with the Corporation that maintained important terms and conditions and included a 2% wage increase in each of the two year deal.

Local 63, Winnipeg - Mixed

In December of 2012, Local 63 reached

impasse in negotiations with the Manitoba Centennial Centre Corporation (MCCC) which manages a 2,305-seat performing arts complex. The Local sought assistance and Representative Haines was assigned to kick-start the bargaining. The parties went back to the table and bargained for another six months. Finally, an agreement was reached on June 6, 2013. Highlights of the new five-year contract include a 2.75% wage increase in each year of the agreement, improved Compassionate Leave, the introduction of a "safety footwear" allowance and a family-related leave for up to five paid days per year, as well as many improvements to the health plan including dental, vision, prescription drugs, and the Health Spending Account. The new agreement with the MCCC was unanimously ratified by the Local 63 membership on June 27th.

Local 105, London / St. Thomas / Sarnia - Mixed

A Local 105 work stoppage was avoided at the Grand Theatre when a deal was reached by the parties. Despite having reported its 13th successive year of running a surplus, the Theatre was insisting on a wage freeze for at least two years and a number of reductions to the Local's long established working terms and conditions. When the bargaining stalled, the Local filed for conciliation in order to put it in a strike position just prior to the Christmas season which is the busiest and most profitable time of year for the Theatre. The Theatre recognized the Local's strategy and attempted to delay the conciliation process but Local 105 was successful in defeating those efforts to delay.

With this leverage, the Theatre pulled back from its aggressive bargaining stance

and an agreement was reached and was overwhelmingly ratified by the membership on November 18, 2013. Highlights of the 5-year agreement include a wage increase of 9% over the term of the agreement, a 1% increase in health benefit contributions in the fifth year of the agreement, participation in the International Training Trust with annual contributions of \$1,000 starting in the third year of the agreement and various improvements to working terms and conditions including greater jurisdiction over hand props.

Vice President Lewis explained that this achievement was bittersweet as Brother John Brady, a long-time member and President of the Local died of cancer during the period of negotiations.

Local 212, Calgary - Stage

Vice President Petti, also President of Local 212, reported on recent developments in the Local's dealings with a production called *Redemption*, (which was appropriately re-named to *Forsaken*). Vice President Petti explained that *Forsaken* is an independently co-produced feature film in the \$17 million budget range, which features the father and son combo of Donald and Kiefer Sutherland, as well as Demi Moore. The project had been approved for funding by several agencies but it now appears that in July 2013, they made the decision to commence production despite the fact they were still millions of dollars away from closing their financing. Vice President Petti explained that when Local 212 did its risk of default assessment, this project scored very badly and it was determined that both a cash bond of \$160,000 and a letter of guarantee from at least one of the production entities would be mandatory.

Vice President Petti reported that while the production company was able to sign contracts with each of the unions, they were slow to deliver on either of the mandatory security requirements and it became clear that there were significant cash-flow issues. After a “voluntary work stoppage” took place on August 2, 2013, the production delivered the cash bond but none of the producers on this project were willing to provide a letter of guarantee. During the second last week of shooting, one of the producers made it known that the unions would need to release their bond monies if the company was to make payroll. Employees were then asked by the company to keep working, despite the lack of funds. Local 212’s Set Decoration Department notified the union and did the right thing by turning down the cash offer, as it was clear to them that this practice was completely undermining the Local’s ability to represent its members.

Vice President Petti reported that this payroll issue resulted in Local 212 filing an Unfair Labour Practice complaint against various producers attached to the project at the Alberta Labour Board. Local 212 and DGC Alberta also filed an application seeking a common employer declaration against the various producers making them potentially joint and severally liable for amounts owing. Local 669 and ACTRA Alberta joined the Board applications as interested parties while the Canadian Media Producers Association (CMPA) filed for, and obtained, intervener status. The CMPA has taken the position that this application is detrimental to the Canadian production industry as it is apparently attempting to “pierce the corporate veil”. There are three producers, three single-use

companies and a number of related production companies currently named in the multi-employer application.

On November 29, 2013, a resolution conference was held to try and narrow the scope of issues and schedule hearing dates. To date, there remains approximately \$460,000 owed to five Unions and Guilds and several hundred thousand dollars owed to suppliers.

Vice President Petti also reported on developments relating to Local 212’s dealings with a television series called *Fargo*. Recent changes to the long-form television distribution model have created some challenges for jurisdictions with contract language that reflects the traditional world of multi-seasonal series produced for network broadcast. In October 2013, Local 212 went into negotiations with local producers for *Fargo*, which is a 10-episode, \$32 million, limited series being produced by MGM for distribution on FX Networks. Rather than pay the per-episode rate as assigned in the collective agreement, the local producer insisted that this was not a “one-off” and they should receive first-year series rates. The Local took the position that this was a “one-off” and not multi-seasonal in nature, and therefore the per-episode rate schedule would apply. Negotiations took an ‘all or nothing’ ultimatum tone and soon reached a state of impasse with the producer who was handling all of the negotiations. The company also refused to provide a corporate letter of guarantee or a cash bond until the Local agreed to a very aggressive list of concessions for breaks and meal penalties and overtime.

Local 212’s contract committee unanimously rejected the ultimatum and a “vol-

untary work stoppage” was imminent. The company was notified of the situation and, after some very contentious meetings, Local 212 was able to leverage a very strong contract with excellent triple time provisions, cash buyouts for non-deductible breakfast, no travel time concessions, as well as a cash performance bond to go along with the corporate letter of guarantee. Needless to say, the members were fairly pleased with the outcome.

Vice President Petti also reported that Local 212 continues to make transitional changes to its promulgated Motion Picture and TV Agreement to mitigate the risk of any future “misunderstandings” regarding television budgets.

Local 295, Regina/Moose Jaw - Mixed

Vice President Lewis reported that the collapse of the motion picture and television industry in the province of Saskatchewan has been difficult on the members of Local 295 and has been difficult financially on the Local as well which resulted, in part, to a large turnover of Local officers. Vice President Lewis went on to report that the Local was facing some difficult negotiations in 2013 for its larger theatrical venues and sought the assistance of the International.

The International was able to assist the Local in renegotiating its agreements with the Conexus Arts Centre, the premiere theatrical venue in Regina and at Casino Regina where the Local represents stagehands working in the 724-seat, Vegas-style show lounge. On October 16, 2013 a new 3-year agreement was reached which provides for an 88% wage increase in the first year for engineers to address a long simmering pay equity dispute as well as an overall wage increase of 5.25% over

the term of the agreement. The agreement was unanimously ratified by the Local 295 membership on October 22.

The Local also renewed its agreement with Casino Regina during the Fall of 2013 and secured a four-year agreement that provides for a wage increase of 7% over the term of the agreement as well as a clarified trainee rate for Lighting Board Operators, and the addition of a new position and wage rate for Riggers. This renewal agreement was ratified by the membership on October 29, 2013.

Finally, despite the elimination of the provincial tax credit program, the International was able to assist the Local in securing agreements on two low budget productions (approximately \$1.5 million each) which received approval of the tax credit program before it was disbanded. While obtaining an agreement on one of the productions was straightforward, the producers on the second production initially attempted to not work under a collective bargaining agreement. Despite the collapse of the industry, the members held together and refused to work on the production until an agreement with the Local was in place. With that show of solidarity, an agreement was reached very quickly.

Local 300, Saskatoon – Mixed

Vice President Lewis reported that on April 2, 2013, Local 300 filed an Application for Certification for a unit of AV technicians employed by Inland Audio Visual Ltd. A secret ballot vote was held and the ballot box was sealed. Shortly thereafter, the Local filed an Unfair Labour Practice against Inland Audio and TCU Place after a meeting was held between the Executive Director of TCU Place and employees of Inland Audio Visual. During this

meeting the employer stated that should employees join a union, their stability would be jeopardized, as the contract between TCU Place and Inland might be rescinded, causing them to lose hours and possibly, their jobs.

The Unfair Labour Practice application was scheduled for hearing on August 28, 2013. It was resolved by way of an Order, consented to by all parties, resolving that a new vote would be held among the AV technicians. The direction for the new vote was that it would take place by registered mail, with ballots being mailed on September 13, 2013 and returned by September 27, 2013. During the process an extension was allowed for one employee whose ballot was mistakenly sent to the wrong addressee.

On September 23, 2013, Local 300 filed another Unfair Labour Practice against Inland Audio Visual and TCU Place after the Executive Director of TCU Place berated one of the Inland Audio Visual employees, which resulted in Inland Audio Visual indicating to the employee that he would not be allowed to work at TCU Place again. On October 17, 2013 the Local also filed an Objection to Conduct of the Vote and on October 23, 2013, the Local filed yet another Unfair Labour Practice against TCU Place arising from inappropriate discussions between the TCU Executive Director and the Local 300 President.

Local 514, Montréal - Motion Picture Technicians and Local 667, Eastern Canada - Camera

Vice President Lewis reported that the International continues to work with Locals 667 and 514 in anticipation of the open period under Bill 32. A number of

meetings have taken place with representatives of Locals 514 and 667 along with legal counsel in Quebec, and IA Canadian Counsel Ernie Schirru. A comprehensive report was submitted to President Loeb setting out the legal framework and suggested recommendations.

Vice President Lewis went on to explain that Bill 32 came into effect in Quebec on July 1, 2009 in an attempt by the Provincial Government to bring labour stability through, amongst other things, establishing clear jurisdictional sectors in the television and motion picture industry in Quebec. Previously, labour relations in the industry had been regulated by the Status of the Artist Legislation. Bill 32 repealed the Status of the Artist Legislation and eliminated the commission appointed to regulate labour relations in the television and motion picture industry. The industry is now governed by Bill 32 through the Quebec Labour Relations Board.

Bill 32 sets out four distinct jurisdictional sectors and legislative processes available to the parties to amend or challenge the existing bargaining structures and/or to displace competing trade unions. Vice President Lewis explained that production budget levels used as jurisdictional lines of demarcation in the legislation could also be potentially challenged by the parties if so desired. It was noted that the Canadian Office and Locals 514 and 667 will be ready to act during the open period in the spring of 2014.

Local 671, Newfoundland / Labrador – Camera and Local 709, Newfoundland / Labrador – Mixed

Vice President Lewis reported that, due to legal requirements in defining a trade union in Newfoundland and Lab-

rador, the IA chartered two new Locals in the Province in April of 2013 and Representative DaPrato was assigned as the Representative-In-Charge. Since that time, the International has been working to get each Local up and running independently. Vice President Lewis confirmed that in October, 2013, each Local was granted autonomy and their respective Constitution and Bylaws were endorsed. The International also oversaw the running of initial officer elections in the Local. All officers for Local 671 were acclaimed, as were some positions for Local 709. Elections were held December 13, 2013 for Local 709's Vice President, Member-at-Large, and Trustees. All new officers will be sworn into office on January 30, 2014. The newly formed Locals will continue to work closely with Locals 667 and 849 which previously held the jurisdiction for camera and motion picture technicians in the Province. The International has worked with all parties to create a service agreement to enable a smooth transition and to ensure the members are well represented. Vice President Lewis reported that in 2013, four productions were covered by agreements with the new local unions.

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

Vice President Lewis reported that in addition to a tremendous organizing success which is the subject of a separate report to the General Executive Board, the International also assisted the Local in two sets of collective bargaining negotiations.

With the assistance of the International, the Local was able to secure a new three-year agreement at the 3,000-seat venue and 62 front of house staff bargaining unit at the Sony Centre for the

Performing Arts. Highlights of the new agreement include a 7% wage increase over the term of the agreement and the implementation of a 1% contribution to the Canadian Entertainment Industry Retirement Plan. Vice President Lewis noted that this was a huge success for the bargaining team and the membership.

The International also assisted the Local in reaching a renewal agreement with Canada Cinema Distribution Inc. (CCDI), a motion picture distribution company that prepares and distributes films and promotional materials and employs revisers who add movie trailers to all 35mm prints shipped to Canadian cinemas. It was noted that the Local was able to hold the line on any proposed reductions in working terms and conditions and was even able to get some modest improvements to overtime pay. In addition, the Local agreed to a "me-too" clause on wages should the Teamsters, which represents a much larger bargaining unit of drivers, be able to secure a wage increase in their upcoming round of bargaining.

Local B-906, Charlottetown - Theatre Employees – Special Departments

Vice President Lewis reported that Local B-906 had been operating for the last ten years in a union vacuum. The Local was not adhering to its own Constitution and Bylaws, it held no membership meetings and did not ratify collective agreements. In the Spring of 2013, a few of the members of the Local were so frustrated with the union that they contacted the Canadian Labour Congress to inquire how to decertify. Fortunately, the person they contacted was familiar with the IA, and informed the members that the IA was a large International union that represents entertainment

workers all across North America and that they should contact the International. It was at that point that Tamara Gough, the current President of Local B-906, contacted the Canadian Office.

Vice President Lewis explained that it did not take long to realize that there was no real structure within the Local. While assisting the Local in bargaining with its sole employer, the Confederation Centre of the Arts, Vice President Lewis reported that he discovered that a large number of individuals were not brought into membership with the International and a similarly large number of former members were never removed from the IA's records.

The Canadian Office continues to work with the Local to re-establish structure to the Local. Representative DaPrato has been assigned to assist the Local in revising its Constitution and Bylaws. With the assistance of the Canadian Office, the Local was able to achieve a 2% increase in each of the three year renewal agreement reached with the Confederation Centre of the Arts, the removal of obsolete job classifications and the re-institution of language allowing part-time employees to join the health plan.

Great Lakes Installation Agreement

Great Lakes Scenic is a props and set construction shop based in Southwest Ontario and is signatory to collective agreements with Locals 129 and 828. Great Lakes Scenic is the sister company to F&D Scenic based in Calgary, Alberta which is signatory with Local 212. Both companies build not only traditional theatrical sets and props, but also sets for zoos, museums, condominium developers and retail stores like Lego.

Vice President Lewis reported that

he met with the owner of Great Lakes in September 2013 to discuss the company's expansion of its non-theatrical installation work throughout North America and the possibility of securing an agreement ensuring the use of IA crews for this installation work. With President Loeb's approval, Vice President Lewis has commenced negotiations for an International Installation Agreement which would establish working terms and conditions with Local wage rates similar to the Global Spectrum Agreement. The Agreement would exclude any installation work where a Local of the IA has a pre-existing agreement.

During the ongoing negotiations with Great Lakes, the company commenced new installation projects at Lego Stores in Kansas City and Atlanta. Vice President Lewis reported that he put Great Lakes in contact with the Business Agents of Locals 31 and 927 and they were able to reach an agreement to perform the work with IA crews. It is anticipated that a term agreement will be reached with Great Lakes and possibly F&D in the near future and Vice President Lewis will report back to the General Executive Board on developments in this regard.

CEP-CAW Merger

Two of Canada's biggest private-sector labour unions, the Canadian Auto Workers (CAW) and the Communications, Energy and Paperworkers (CEP) recently merged to form the new 320,000-member UNIFOR over the Labour Day weekend in 2013. Vice President Lewis explained that this merger is of interest to the IA, as CEP is the parent union for both NABET and ACFC, two of the three competing unions in Canada representing motion picture technicians.

It was reported that based on the initial findings of the Canadian Office, UNIFOR is developing an associated membership status so that working people can receive benefits being associated with the union even though they are not working under a collective agreement. Access to union discount programs and union health and pension plans are being implemented. Independent of this initiative, Jason Vergnano, Business Agent of Local 56 raised a similar idea with the Canadian Office to examine the possibility of offering benefits to non-members who work in our industry and who may be the target of a future organizing drive. At the direction of President Loeb, Representative Julia Neville is working on a report that considers this policy for the IATSE.

The Canadian Office will continue to monitor the evolution of UNIFOR and to what extent, if any, it may impact the IA's bargaining rights, particularly in the motion picture and television production industry.

IATSE Canadian Legal Database

The Canadian Office continues to maintain a database of legal decisions issued in proceedings involving Canadian Locals. Vice President Lewis explained that the Canadian Office has been focused on improving access to such decisions in order assist Canadian Locals and their legal representatives in their interactions with the legal system.

The database, which is continuously updated as new decisions are released or Locals discover older decisions, now contains 235 decisions involving IATSE Canadian Locals over the last twelve years, as well as the more significant, landmark decisions dating back to the 1980's. When

the Canadian Office receives a decision, it is sent to legal counsel for preparation of a brief summary. The full version of the new decision, as well as the entire list of summarized decisions, are then sent to the local unions and lawyers who are regularly used across Canada by the IA.

The legal database has proven to be an effective resource for Canadian Locals and, because sometimes decisions are not released, our lawyers across the country have also commented on how useful it has been in providing assistance to Locals. The Canadian Office has recently begun providing summaries translated into French so that French-speaking Locals will have the full opportunity to benefit from the database.

Remote Access to Electronic Filing System

Vice President Lewis reported that the Canadian Office is continuing to discover new ways to make information accessible to Canadian Representatives who are spread out across the country. In 2013, with the assistance of IT Manager Jimmy Rainey in the General Office, the Canadian Office upgraded its computer system to include a proper server. This upgrade has allowed the Canadian Office to store its digital files on a separate, secure device, and made possible the use of Virtual Private Network (VPN) technology. The VPN now provides all Canadian Representatives with access to the Canadian Office's digital files from their own computers, without having to physically be in the Canadian Office. This is especially helpful when Representatives are travelling or for those who live in time zones different from the Canadian Office.

President Loeb congratulated the Ca-

nadian Office on its successes since the Boston General Executive Board meeting in July 2013. He stated that the Canadian Office leads by example with its continued pursuit of progressive initiatives in cooperation with Canadian Locals. President Loeb noted that this cooperation makes the best use of the IA's resources and the unified approach provides strength and influence to the IA's voice. President Loeb also emphasized the need for the Canadian Office to continue its effort to remain politically active as the anti-union political climate in Canada is translating into employers taking more conservative positions at the bargaining table.

IATSE-PAC REPORT

The IATSE-PAC Committee comprised of Vice Presidents J. Walter Cahill, Thom Davis, Anthony DePaulo, John Ford, and Craig Carlson, and Assistant to the President Deborah Reid and West Coast Counsel James Varga appeared before the Board to present an update on the IATSE-PAC.

It was reported that the IATSE-PAC has been realizing gradual increases in contributions and PAC funds have more than doubled over the past few years. This is the result of the more active role taken by many local unions that realize the need to provide financial support to candidates for elective office who are supportive of working men and women. Based on a recent report from the PAC records, there are 336 Locals in the United States with a combined membership of over 100,000 who are all eligible to contribute to the PAC. As of January 3, 2014, the total number of members who contributed to the PAC in 2013 is just over 1,900, with approximately 230 of them contributing on a regular

sustaining monthly basis. While there has been some improvement, and the numbers indicate some success in our fund raising efforts, it is clear that we can and must do better if we are going to continue to participate in the political arena.

It was noted that New York Wardrobe Local 764 held its 2013 annual quilt raffle and raised a total of over \$11,000 for the IATSE-PAC. Local 764 first began conducting quilt raffles in 2002. This is one example of a local union that came up with an idea that has had tremendous results. Over the course of the past twelve years, Local 764 has raised more than \$82,000 for the IATSE-PAC. The PAC Committee is grateful to the Local for its persistence and thanked them for continuing to hold the quilt raffle on an annual basis.

In an attempt to increase contributions to the IATSE-PAC, Vice President Cahill pointed out that if everyone in attendance at this Board meeting were to sign up one additional member every other month, the number of regular monthly contributors to the IATSE-PAC could increase to approximately 1,000 by 2015. President Loeb agreed that the need to increase PAC funds is essential to the IATSE's visibility in the political arena and this method of soliciting contributions would be helpful to raise funds for the PAC. President Loeb therefore asked that everyone in attendance take on the challenge proposed by Vice President Cahill and sign up one member every other month.

The PAC committee welcomes and encourages local unions to conduct fund raising activities, and some ideas are included in the IATSE-PAC Guidebook for Local Unions. Prior to conducting such activities, the Locals are asked to contact Vice Presi-

dent Cahill and/or Assistant to the President Reid in order that such activities may be researched and confirmed with legal counsel.

Many Locals are now requesting supplies of PAC forms so they can be distributed to their members, whether that distribution be in mailings, at membership meetings and/or at worksites such as theatres, motion picture studios and convention centers. Any local union wishing to obtain a supply of forms should do so by contacting the General Office.

As we head into the 2014 federal elections in the U.S., local unions are encouraged to send information to President Loeb's office regarding candidates in their area who are friendly to working families and deserving of the Committee's consideration for financial assistance from the PAC. The Committee engages in an extensive vetting process to determine where the funds will be distributed and this process requires thorough research of the candidates in order to use the PAC funds wisely and to the greatest benefit to the IATSE. By increasing contributions to the PAC, the IATSE's voice will be more broadly heard and will increase visibility across the country.

IATSE TRADESHOW PARTICIPATION

International Vice President William E. Gearn, Jr., Assistant to the President Sean McGuire and International Representative Mark Kiracofe reported on the various tradeshow that the International has participated in as an exhibitor since the International Convention in July 2013. The following are those reported:

- SIGGRAPH 2013 in Anaheim, CA, July 23-25
- PLASA Focus in Austin, TX, September 10 & 11

- LDI in Las Vegas, NV, November 22-24
- IAEE Expo! Expo! in Houston, TX, December 10-12

Representative Kiracofe expounded on the characteristics of each show and why it was beneficial for the IATSE to participate as an exhibitor. He also reported that the union would be exhibiting at the following upcoming shows between now and the 2014 Mid-Summer Board meeting:

- PLASA Focus in Nashville, TN, February 18 & 19
- EXHIBITOR2014 in Las Vegas, NV, March 17 – 19
- USITT in Fort Worth, TX, March 27 – 29
- PLASA Focus in Baltimore, MD, May 8 & 9
- InfoComm in Las Vegas, NV, June 18 – 20

President Loeb expressed his thanks for the report and emphasized the importance of the IA's participation in these tradeshow events to maintain visibility in the industry and because it is part of the IA's core jurisdiction.

IATSE YOUNG WORKERS

Director of Communications Emily Tao, Assistant Director of Stagecraft D. Joseph Hartnett, Local 764 Business Representative Leah Okin and Local 8 Secretary-

Treasurer Jonathan Tortorice appeared before the Board to report on the activities of the IATSE Young Workers Committee.

AFL-CIO Convention: Young Worker Sessions

Director Tao attended the Young Worker activities at the AFL-CIO Convention in Los Angeles in September 2013. On September 7th, a Young Workers solidarity action was held, called "On the Hunt for Justice," with approximately 30 other young workers from various unions and advocacy groups. Young Worker meet-ups were held each morning before the Convention proceedings to recap action sessions, discuss Convention resolutions, and supporting Domestic Workers during a press conference.

Director Tao also attended a Young Workers action session to discuss ways for young members to get involved and develop leadership skills. New organizing strategies were discussed. Community relationships were strongly emphasized, as well as focusing on just one or two important goals instead of trying to achieve multiple goals.

AFL-CIO Young Worker Advisory Council Affiliate Meeting

On November 1st, Director Tao attended the AFL-CIO's Young Worker Ad-

visory Council (YWAC) affiliates meeting at the AFL-CIO headquarters in Washington, D.C. The meeting involved a discussion of the YWAC program as it currently stands, next steps, and the implementation of the AFL-CIO Convention's Resolution 10, "Investing in Our Future: Young Workers and Youth Engagement."

The IATSE's Young Workers Committee will continue working with the AFL-CIO's Young Worker Advisory Council as they partner with State Federations and CLC Advisory Committees to fold young worker development into strategic plans over the next four years.

New York City IATSE Young Workers

The initial meeting to discuss the formation of a New York City IATSE Young Worker group was held on October 28th. Director of Education Patricia White and Local 764 Business Representative Leah Okin reached out to leaders of New York City Locals, inviting them to discuss creating a Young Worker group in New York City.

The meeting was attended by local union officers, board members, and young workers. Sister Okin spoke to the group about her experience forming and working with Young Worker groups. Sister Okin also noted that Young Worker groups can strengthen a union and foster a greater sense of solidarity between Locals and crafts, and offered examples of how this is done.

New York City I.A.T.S.E Young Workers Holiday Food Drive

Sister Okin suggested that the New York City Young Workers participate in a Holiday Food Drive, giving Locals in the City's five boroughs an opportunity to participate in ways that best suited them, their members and young workers.



Assistant Director of Stagecraft D. Joseph Hartnett, Director of Communications Emily Tao, Business Representative of Local 764 Leah Okin and Secretary-Treasurer of Local 8 Jonathan Tortorice reported on the activities of the Young Workers Committee.

In early November the first meeting to plan the food drive was held and was attended by young workers representing an array of Locals and crafts. Attendees agreed to participate in City Harvest's annual food drive and were asked to set up donation sites. City Harvest, which strives to end hunger in communities throughout New York City, supplied materials, and a poster for the food drive was designed by Whitney Adams, a young worker from Local USA829. A total of 20 donation sites were set up across the city in theatres, sound stages, supply houses, general manager's offices, and union offices. Young Workers promoted the food drive at membership meetings and coordinated advertising in Local newsletters, on websites, and on social media.

Between November 8th and January 10th the Young Worker group met every few weeks and stayed in touch by email. The Young Workers were able to reach out and ask for help and keep one another on task. Communications Outreach Coordinator Molly Katchpole created an online map that marked each donation location that was easily shared online.

On January 9th, the NYC Young Workers group held their final donation and grand total event. All Locals were invited to meet the New York City Young Workers who worked so hard to make this food drive a success – and to hear the grand total announced. The New York City IATSE Young Workers collected 2,900 pounds of food and cash donations for the City Harvest annual food drive.

Local 764 Business Representative Okin expressed thanks to all Locals that participated in the food drive, the leadership who supported it, those who donated, and the young workers who worked hard

to make it successful. Sister Okin also thanked Director of Education White for guiding the process along, and President Loeb and General Secretary-Treasurer Wood for allowing the IATSE General Office to collect donations. The Young Workers Committee thanked President Loeb for starting the IATSE Young Workers program and for his continued support.

IATSE Young Worker Survey/ Future Conference

Assistant Stagecraft Director Joe Hartnett reported that in September 2013 a survey was sent to all of the attendees of the past Young Worker Conferences. A separate survey was also sent to Local officers. The purpose of these surveys was to get a better idea of the potential number of attendees for a future Young Worker Conference in 2014 and what time of year would work best for local unions to send Young Workers and for the Young Workers themselves. The secondary questions of the survey tried to garner a picture of what the attendees have done since the Young Workers Conferences in Philadelphia in regard to the Four Pillars outlined at the Quadrennial Convention in Boston. The survey results were compiled and options are being considered for the location for a Young Workers Conference in the fall of 2014.

President Loeb remarked that an organization does not have a future unless there is a "next-up." He praised the young workers for their energy and ideas and congratulated them on the success of the 2013 Holiday Food Drive. He further noted that events like the food drive have an organic effect and show that the IA cares about the community. He observed that many of the Young Worker's activities fall under the "Activism Pillar" and he

thanked the YW for being an important asset to the International.

INTERNATIONAL LOW BUDGET AGREEMENT

International Vice Presidents Michael F. Miller, Jr., John Ford and Phil LoCicero, Assistant Department Directors Dan Mahoney and Vanessa Holtgrewe, International Representative Lyle Trachtenberg, West Coast Counsel James G. Varga, as well as Colleen Donohue (Local 161), Cathy Repola (Local 700), Tommy Cole (Local 706), and Cecelia Friederichs (Local USA829) reported to the Board regarding the status of the Low Budget Theatrical Agreement. In addition to those above, the Low Budget Agreement bargaining committee consisted of Counsel Dale Short, Jon Hendry (Local 480), Robert Riggs (Local 488), and Patric Abaravich (Local 728).

The Low Budget Theatrical Agreement expired December 31, 2013. Negotiations for a successor agreement began in November in Los Angeles and concluded in early January. The new Agreement will provide for extensive limitations on subcontracting that will protect the work of IATSE members. There are specific times where an employer may submit a request to the IA in advance and such subcontracting request shall be considered by the IATSE. Further, the Agreement specifically acknowledges that there is no space between camera and picture editorial that is non-union. This includes all areas controlled by the employer on-set, near-set, and mobile labs.

The report included note of some important quality of life gains in this round of negotiations. These include weekend turnaround, "portal to portal" language for daily turnaround, specialized hazard work pay, and the invaded hours for rest periods were

increased. Meal penalties and per diem were increased as well, and wages will track the Major's Agreement for the first two years, and 3% in the third year. Set Teachers and Publicists are also recognized in this Agreement and have wages at the Key rate. Also, in tiers where they have not previously had established rates, the wages of POCs, APOCs, Accountants, Assistant Accountants, and Art Department Coordinators are now addressed in the Agreement.

It was noted that the Low Budget Theatrical Agreement has some of the most beneficial working conditions of any of the IATSE's national contracts. The new gains will continue to encourage producers to carefully plan their production schedules so as to provide a safe and healthy work environment for IATSE members.

PAC-12

International Vice Presidents J. Walter Cahill and William E. Gearn, Jr., Broadcast Department Director Sandra England, IATSE consultant Alec French of Thorsen French Advocacy and In-House Counsel Samantha Dulaney gave the Board an update on the International's activities regarding PAC-12 Networks.

Director England stated that in addition to the area standards banner on the ground and on social media platforms, the International has received tremendous support from federal and state Congressional representatives who are alumni of PAC-12 colleges and universities, including Representatives Judy Chu, Adam Schiff, and Linda Sanchez, as well as California State Representatives Raul Bocanegra, Lorena Gonzales, Roger Hernandez, Nancy Skinner, and Das Williams. In addition, Vice President Miller has been an important conduit to the California Labor Federation. The state

labor federations of Arizona, California, Oregon and Washington have sent joint letters to the PAC-12 to encourage a resolution of the dispute. These Representatives and federations support the International's efforts to provide the PAC-12 broadcast technicians with area standard wages and benefits. The International extends its sincere appreciation to these legislators and state federations for making the IATSE's fight a part of their labor agenda.

Consultant French explained in detail the International's political relations strategy going forward, advising that his firm and Vice President Cahill will broaden their outreach to politicians from the PAC-12 states to educate them about the PAC-12's failure to pay area standard wages and benefits to technicians and to enlist their support for the International's campaign.

President Loeb observed that the International's efforts regarding the PAC-12 involve the Activism and Communications Pillars of the International's 2013 Convention. He stated that he will continue to fight against unfair treatment of workers who help to broadcast sporting events shown on the PAC-12 Networks. He singled out Director England for her tireless efforts on behalf of the technicians who work for PAC-12 Networks.

POLITICAL REPORT

Appearing before the Board to present a report on the IATSE's political program were International Vice Presidents J. Walter Cahill and John Lewis, Assistant to the President Deborah Reid and Canadian Office Operations Manager Krista Hurdon.

It was reported that in September 2013, after the IATSE Convention, Vice President Cahill and Assistant to the President Reid resumed their schedule of regular monthly

conference calls with the Chairpersons and Secretaries of the IATSE Districts in the United States. During the last few months of the 2012 election cycle, regularly scheduled conference calls with the District leadership were initiated and have continued as part of the International's political program. As directed by President Loeb, these conference calls will continue so that the International and the Districts may continue to exchange information and the local unions in each District may receive and disseminate information to their respective memberships regarding political and legislative matters.

Each District Secretary was notified of President Loeb's request that they submit monthly reports to the International. These reports will be comprised of a summary of activities by the Locals in each District as it relates to their political, legislative, community involvement and participation. Local unions are urged to provide information to their respective District Secretary so they may prepare these monthly reports.

It was also reported that IATSE local union officers are becoming more and more active in their areas and are providing the IATSE with a greater voice on the local and state levels of the AFL-CIO as well as in the political arena. A number of local union officers hold a seat on the Executive Committee of their CLC's or State Federations. Two of the more recent additions are Brother Dan'l Cook, President of Las Vegas Local 720, who was unanimously elected in October 2013 to serve as the President of the Nevada State AFL-CIO, and Sister Colleen Glynn, Business Agent of Boston Stage Local 11 who was elected to serve on the Executive Board of the Greater Boston Labor

Council. It was noted that this is the first time in the history of the Local that they have held a seat on the Council. In addition, Brother James J. Claffey, Jr., President of New York City Local One was appointed to serve as a member of the Honorary Inaugural Committee for New York City Mayor Bill de Blasio.

As a result of the AFL-CIO Convention Resolution #28: Solidarity, Effectiveness and Accountability at the Grassroots: State Federations, Central Labor Bodies and Affiliates, there were four regional conferences conducted by the AFL-CIO from November to December 2013. The purpose of the conferences was to provide an opportunity for representatives from AFL-CIO affiliates and State federations to discuss common goals, set priorities, hold each other accountable and plan the implementation of their program to work with the national AFL-CIO in revitalizing the labor movement in the United States. On behalf of the IATSE, President Loeb assigned a number of International officers, representatives and District Secretaries to attend the conferences.

The political climate in the United States continues to be rife with challenges on every level of the legislature. There are those in Washington, D.C. who put their own personal agenda above the needs and concerns of working men and women across the country as demonstrated by the government shutdown in October 2013. On the state level there are a number of Governors who are following the lead of those in states like Wisconsin, Ohio and Michigan. They continue to attack workers with the introduction or execution of legislation intended to diminish the rights and protections of working families.

As we enter the 2014 mid-term election cycle, local unions will soon receive a data sheet to complete and return to the International that will allow direct communication with the Local Union Coordinators or other designees who will be available to work on our grassroots efforts in their areas. We will need to be persistent in our efforts on the ground to ensure that candidates who are friendly to working people and attentive to the needs of the labor community, will be elected in November.

It was noted that the AFL-CIO Political Director and Campaigns Director would be making a presentation at this Board meeting which would provide a more extensive presentation on the political landscape throughout the United States.

Vice President Lewis and Canadian Office Operations Manager Hurdon reported extensively to the Board on a number of issues and potential legislation on both the federal and provincial levels that are currently facing labour in Canada.

Labour's fight continues against such federal legislation as Bill C-377 (unfairly singles out unions regarding financial disclosure), Bill C-525 (makes it more difficult to organize, and easier to decertify existing union workplaces), Bill C-4 (weakens the rights of workers to refuse unsafe work, weakens protections for laid off workers), and Bill C-38 (employment/unemployment insurance). Also on the federal level are efforts to reform the Canada Pension Plan (CPP) whereby some improvements are proposed but not to any great extent that will benefit working people. While there is support for improving the CPP, Conservatives continue to fight for changes requiring workers contribute to their own retirement and providing employers with

little or no responsibility. The Conservative government will also be redefining boundaries for many electoral ridings, increasing their number of seats in Parliament by 30 which is their primary goal in this process.

Among the issues facing labour on the provincial level are: raising the minimum wage, stripping labour's rights to binding mediation, and forbidding public sector workers from their right to strike. It was noted that the mere mention of "strike" by union officials in the province of Alberta can now trigger financial penalties of up to \$1 million per day. It was reported that in 2014 some provinces will be holding elections on the municipal level and the Canadian Labour Congress (CLC) is actively seeking to recruit and endorse labour-friendly candidates and emphasizes the need for grassroots efforts to vote for these candidates.

As reported at other Board meetings, the CLC continues its campaign to change the perception of unions in the minds of both the public and some union members. The campaign, entitled "Together, Fairness Works", was carefully designed with the first step planned to educate local union officers and leaders so as to provide them the tools they need to speak to their members. It was noted that all International Officers, Representatives and Staff (in Canada) participated in these training sessions, as well as 38 representatives from IATSE Canadian local unions.

The campaign to sway the general public was launched in mid-October 2013 by the CLC with a soft-sell television commercial that ran for ten weeks on a number of both English and French-speaking television channels throughout Canada. A video of the commercial was presented

to the Board and may be viewed on YouTube by searching “CLC Fairness Work” or type the URL in your browser: <http://www.youtube.com/watch?v=nhlnxpMMqk0>. It was noted that the IATSE Canadian office designed IATSE-specific posters for the “Together, Fairness Works” campaign, and continues to follow the lead of the CLC on social media.

It is clear that the labor community, both in the United States and in Canada, is fighting on all fronts to get the progressive message out in efforts to protect all workers. All communication tools available are being used in these efforts including meetings with elected representatives, rallies, print media, television ads, email campaigns, online petitions, websites and social media. There is still much to do, and wherever possible, the IATSE will encourage our Local unions and members to become engaged and join the fight.

MOTION PICTURE INDUSTRY PENSION AND HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr., Thom Davis and John Ford, along with other MPIPHP Labor Directors Ed Brown (Local 44), Colleen Donohue (Local 161), Bruce Doering (Local 600), Ron Kutak (Local 700), Tommy Cole (Local 706) and Scott Roth (Local 800), reported to the Board regarding the status of the Motion Picture Industry Pension and Health Plans (MPIPHP).

It was reported that the combined value of Plan assets as of November 30, 2013 stood at \$7.5 billion. This is an increase of \$460 million since year-end 2012. The Pension Plan assets grew by \$176 million to \$3.2 billion. The Individual Account Plan (IAP) now stands at \$3.5

billion, an increase of \$230 million since 2012. The value of the Actives Health Plan increased by \$71 million to \$677 million, and the Retiree Health Plan decreased by \$19 million, to \$65 million.

As of November 30th, the MPIPHP investment returns were at approximately 7.5%. The MPIPHP investments are well diversified and continuously shift as the investment advisors and market conditions warrant. The MPIPHP assumed rate of return is 8% and Plan advisors and actuaries have indicated that is prudent over the long term for plans such as the MPIPHP.

Through November 30, 2013 the MPIPHP received over 74 million hours and is trending towards 78 million hours in 2013. This will exceed the bargaining parties’ assumptions of 75 million hours of covered employment. Also exceeding expectations this year are the employer contributions due to the increased hourly contribution rates negotiated into single production agreements as well as the AICP and other term agreements, and residual contributions into the MPIPHP. The Plans report that as of November 30th, residuals have exceeded 2012 totals by \$8 million.

The Actives Health Plan has over 43,000 participants with an average annualized cost of \$11,200 per participant. The Retiree Plan consists of over 15,000 participants with an annualized cost of over \$8,000 per participant. The total health-care cost is estimated to be \$585 million between the two Plans. The MPIPHP projects that as of December 31, the reserve levels will be 18 months in the Actives Plan and 9.3 months in the Retiree Plan.

The Directors also reported on the elimination of the MPIPHP Home Plan as of April 1, 2014. The Home Plan was

created over a decade ago to deal with a small contingent of participants that were residing outside the MPIPHP areas. As domestic tax incentives impacted the work patterns across the IATSE’s jurisdictions, the Home Plan grew exponentially. This growth, unanticipated at the creation of the Home Plan, has created economic and resource draining hardships on the Plans. Home Plan participants do not count towards residuals for pro-rating or triggering residuals, and contribution rates are at the lower, L.A. Basic Agreement rates, thus creating a “double hit” to the MPIPHP. This deficit is subsidized by the participants working under the Basic Agreement and other agreements that require residuals and higher contribution rates.

The Directors of the MPIPHP also recognized that there are participants who have actually changed their permanent address and qualified for the Home Plan and could be adversely impacted by a wholesale cancellation of the Home Plan. Therefore, it was determined that any participant who qualified for the Home Plan before April 1, 2014 would be grandfathered and allowed to continue in the MPIPHP. However, after April 1, no new Home Plan participants will be accepted by the MPIPHP.

The Directors announced that Julia Nicholson has been hired by the MPIPHP to serve as CEO. Ms. Nicholson comes to the MPIPHP from the UFCW & Employers Trust, where she most recently served as Vice President of Operations. She has an extensive résumé of experience in the Taft-Hartley benefit area.

NAVY PIER, ARTICLE XX

International Vice President Craig Carlson and In-House Counsel Samantha Dulaney reported to the Board on the

favorable result for the International regarding charges that had been filed by the United Steel Workers (USW) under Article XX (raiding) of the AFL-CIO Constitution and Bylaws.

By way of background, on November 28, 2012 the USW (on behalf of its Local 17) charged the IA with violating Article XX, Sections 2 and 3 for work related to Navy Pier Incorporated's ("NPI") Winter WonderFest ("WWF"). The work at issue involved "soft goods" and "decorator" work that are an integral part of the scenic elements of WWF. The evidence established that IATSE Local 2 and USW Local 17 had both done work at WWF. Significantly, however, Local 17 only performed work at WWF through contractors while Local 2 always enjoyed a direct employment relationship with whatever quasi-governmental agency was operating Chicago's Navy Pier. Local 17 had never exclusively done "soft goods" work at WWF.

In January of last year, Vice President Carlson, Counsel Dulaney and Chicago-based labor attorney Joe Burns participated in mediation at the AFL-CIO in Washington in an attempt to resolve the dispute without arbitration. That was not successful and the parties returned to Washington for a hearing before Arbitrator Howard Lesnick on May 22. On July 26, 2013, Arbitrator Lesnick issued his ruling in favor of the IATSE. He found (and as USW conceded in its brief) that Local 2 has previously installed "soft goods" and "decorator" work at WWF and elsewhere at Navy Pier; USW does not have now and never has had exclusive jurisdiction over the work at WWF. He also found that USW Local 17 worked at Navy Pier only for contractors hired by the Metropolitan Pier & Exposition Authority ("MPEA"), the public entity that previously operated Navy Pier

and WWF. He also determined that MPEA has never employed any person represented by USW. However, when NPI became legally responsible for operations at Navy Pier, NPI determined in its business judgment not to use outside contractors to do WWF work. Instead, it assigned the work to Local 2's members who had previously done this exact type of work on hundreds, if not thousands, of staged entertainment events work at Navy Pier. He found that Local 2 had always performed this work at Navy Pier. It is significant that the type of work at WWF is not "booth, display, and exhibit" work that USW has traditionally performed at Navy Pier and for which Local 2 has never made a claim that its collective bargaining agreement applies. Rather, Local 2 only performed the work that it has traditionally performed when the employer of record was signatory to a Local 2 labor agreement.

Undaunted, the USW appealed the arbitrator's decision to the AFL-CIO Executive Board which designated its authority to a 3-member panel lead by Secretary-Treasurer Elizabeth Shuler. On December 12, 2013, the parties again traveled to Washington for the appeal and on December 16, 2013, the panel affirmed Arbitrator Lesnick's decision. Vice President Carlson thanked Counsel Burns for his constant and tremendous legal guidance and Counsel Dulaney for her tenacity and preparation.

President Loeb noted Vice President Carlson's tireless efforts on behalf of his membership and the stagehands at Navy Pier. He congratulated Vice President Carlson on this great victory and for securing this work for Local 2.

NON-LEAGUE TOURING COMPANIES

Vice Presidents Daniel Di Tolla and

Anthony DePaulo, Education Department Director Patricia A. White and In-House Counsel Samantha Dulaney, appeared before the Board to give an update on collective bargaining negotiations with non-Broadway League touring companies.

For the first time, representatives from Networks, Troika and Worklite are bargaining jointly on behalf of their companies as well as Phoenix and Big League. The IA bargaining committee consists of Vice Presidents DePaulo and Di Tolla, Director of Education White, In-House Counsel Dulaney, Special Representatives Don Martin and Brian Munroe as well as rank and file members from stage, wardrobe and make-up and hair departments who work for these companies as well as The Broadway League/Disney Theatrical. Negotiations are ongoing with the non-Broadway League touring companies and are scheduled to resume on January 21 – 22, 2014 at the General Office.

NOVA SCOTIA PROVINCIAL ELECTION

International Vice President John Lewis and Canadian Office Operations Manager Krista Hurdon reported to the General Executive Board on the recent Nova Scotia Provincial elections.

It was reported that, pursuant to President Loeb's direction as most recently confirmed at the 2013 Mid-Summer Board meeting in Boston, the Canadian Office was actively engaged in the Nova Scotia Provincial election along with IA Locals 667, 680, 848, 849 and B-848.

The Canadian Office assisted in any way possible including the following:

- Vice President Lewis and Representative Peter DaPrato travelled to Halifax during the election campaign to assist,

through telephone conversations and face-to-face conversations with members, either on set or in theatres.

- After consulting with the Nova Scotia Federation of Labour and with legal counsel, the International, through its Federal Speech PAC, contributed \$5,000 to the Nova Scotia Federation of Labour. The Canadian Office also sent out an email to all Canadian Locals asking them to consider making a financial contribution to the Nova Scotia Federation of Labour to assist in their election efforts. In addition to the International's \$5,000 contribution, District 12 and Locals 680, 709, 822, 849, 873, and B173 contributed another \$8,954, for a grand total of \$13,954 from the IATSE.

- The International granted access to its database to facilitate communications directly with members via email. The drafting of materials and communication was handled by Canadian Office Operations Manager Hurdon.

It was noted that although the National Democratic Party (NDP) lost the election, the response from the IA's membership in Nova Scotia, to the efforts of the Locals and the Canadian Office was much more positive than expected. Vice President Lewis and Operations Manager Hurdon confirmed that the Nova Scotia election was an important learning experience that will serve as a template for future Canadian Office election initiatives.

President Loeb thanked the Canadian Office for its work with the Nova Scotia Provincial election. He pointed out that Local 849 was the first and only union in Nova Scotia to take advantage of the first contract legislation passed by the NDP

government in that Province and that this legislation will likely be repealed following the results of the election. President Loeb also emphasized the importance of being politically active and the need for the IA not only to encourage members to vote, but also to educate members on the issues and the candidates that have views and platforms that align with the IA's principles and goals.

NU IMAGE RESIDUALS

International Vice President Michael F. Miller, Jr., and West Coast Counsel James G. Varga reported on the recent grievance filed by Nu Image Films against the International. Nu Image has been a term signatory to IATSE collective bargaining agreements since April 2006, including the Basic Agreement and the Area Standards Agreement of 2006, 2009 and 2012 respectively. Each of the aforesaid agreements requires payment of residuals under the terms and conditions set forth in the Post-60's and Supplemental Markets Articles, when applicable. In 2009, following an audit conducted by the MPIPHP which concluded that several million dollars of residuals were due and owing, Nu Image responded with denial of any obligation to pay residuals. In 2013, Nu Image filed a grievance claiming that the IATSE was in breach of the 2006, 2009 and 2012 collective bargaining agreements because MPI was trying to collect residuals after the IATSE purportedly promised that Nu Image would never have to pay residuals. The IATSE has flatly and categorically denied and rejected the assertions of the company. Nu Image's grievance is at the second step of the grievance machinery, and the MPI collection litigation proceeds toward a trial later in 2014 or early 2015.

OFFICER TRAINING INSTITUTE

Education and Training Department Director Patricia White gave a report to the General Executive Board on the development of a union-wide curriculum for IA leaders. The project is called the IATSE Officer Training Institute.

The reported objective of this program is to teach IATSE local union officers the skills they need for effective union leadership. The one-week program will offer officers from local unions of all sizes and crafts practical advice on union finances, the law, running effective meetings and working with members. While Leadership Development is the primary focus of this session, Communications, Activism, and Craft Skills and Safety Training will be also emphasized. An outcome of the program is to prepare local union leadership for the challenges of supporting "The Pillars of Success," to achieve our primary purpose – always growing and strengthening the IATSE for the benefit of workers in the entertainment industry.

Instructors for the course will include those who have taught at the International's 2013 Quadrennial Convention and District Trainings in the past.

The tentative target date for the first class of the IATSE Officer Training Institute is May, 2014.

TORONTO INTERNATIONAL FILM FESTIVAL

Vice President John Lewis, International Representative Peter DaPrato, Local B-173 President George King and Local B-173 Business Agent Chastity Brooker reported to the General Executive Board about the Canadian Office and IA Local B-173's successful organizing campaign

relating to ushers, concessions and certain assistant managers at the Toronto International Film Festival's TIFF Bell Lightbox cinemas located in Toronto, Ontario.

Representative DaPrato reported that in early August 2013, the Canadian Office was contacted by TIFF Bell Lightbox employees interested in organizing their workplace. A preliminary meeting with employees was convened shortly thereafter which was attended by Vice President John Lewis and Representative DaPrato. From there, the Canadian Office began to craft messages to the employees which were distributed by email to employees via internal TIFF organizers. Representative DaPrato went on to report that on October 7, 2013, both he and Canadian Counsel Ernie Schirru met with a larger group of TIFF employees to discuss organizing strategies. The meeting went well and served to increase the organizing campaign momentum. By the following day, the Canadian Office had 33 representation cards signed, or about 63% of the bargaining unit.

Representative DaPrato confirmed that Local B-173 filed an application for certification with the Ontario Labour Relations Board on October 9, 2013. The Board scheduled the vote for October 17, 2013. During the week prior to the vote, the Canadian Office prepared several FAQ and informational sheets to be distributed via email through internal TIFF organizers. Emailing and texting the workers proved to be a very effective method of communication.

Representative DaPrato went on to report that on November 7, 2013, the Ontario Labour Relations Board issued certificates of exclusive bargaining rights to IATSE Local B-173. There are 56 workers in the

bargaining unit in the categories of ushers, concessions staff, assistant concessions managers, gallery attendants and assistant cinema managers. The Canadian Office is now engaged in providing assistance to Local B-173 in collective bargaining for a first contract. To that end, the Canadian Office created an online survey for the entire bargaining unit to determine what their bargaining priorities are and received a good response which will assist in the bargaining process.

President Loeb congratulated Local B-173 on their successful certification.

UNI-MEI EXECUTIVE COMMITTEE MEETING

International Vice President John Lewis and Special Representative Ron Kutak reported to the General Executive Board on recent initiatives of Union Network International (UNI) and its Media and Entertainment Sector (UNI-MEI).

Vice President Lewis explained that UNI Global Union, based in Nyon, Switzerland, represents more than 20 million workers from over 900 trade unions. Through its Sector Global Unions, UNI represents workers in a number of sectors including Media, Entertainment and the Arts. Vice President Lewis confirmed that the IA continues to be an affiliate and a strong supporter of UNI and UNI-MEI.

Vice President Lewis provided highlights of UNI's recent initiatives, including:

- 48 Global Agreements with multinational companies setting fair standards and conditions for their more than 10 million workers around the world;
- UNI's organizing fund supports affiliated unions in organizing efforts around the globe, including the union

movement in the Middle East, North Africa and South America;

- UNI is coordinating global resistance for worker and union rights at the world's biggest retailer, Wal-Mart;
- The Bangladesh Accord, a binding and enforceable agreement which protects garment workers in Bangladesh from unsafe working conditions, now has almost 100 brand and retailer signatories;

Vice President Lewis went on to explain that UNI-MEI is the global union in the media, entertainment, and arts representing staff, freelance, independent and contract workers in the sectors. It brings together over 100 union and guilds in over 70 countries. UNI-MEI caters to the special concerns of unions and similar associations whose members are engaged in mass media, entertainment and the arts. These concerns include the push for the creation of a global IP culture that addresses copyright infringement and digital theft. Vice President Lewis confirmed that he sits on the UNI-MEI executive and that President Loeb is the Vice President of UNI-MEI.

Vice President Lewis reported that he and Representative Kutak attended UNI-MEI Executive Board meetings in Buenos Aires, Argentina in the fall of 2013. Vice President Lewis confirmed that while digital theft was once again a major focus of the meetings, other topics of debate included:

- Commercial Broadcasting - the increasing concentration of ownership in commercial television and has sparked several UNI-MEI initiatives on the national and international levels to defend the diversity of commercial broadcasting and to enhance the ability of local union affiliates to organize workers in this sector.

- Public Broadcasting - public service broadcasting worker members in UNI-MEI consist of 83 unions in 60 countries worldwide and the attack on public broadcasters in a number of countries was discussed with a view to finding solutions.
- Film and TV Production - UNI-MEI will be working with unions in the more developed regions across the globe to examine production standards, working conditions and organizing. The IATSE will be taking an active role in working with MEAA and the various unions in Europe to coordinate efforts in this regard.
- Live Performance – discussions took place relating to the goal of enhancing access to pension and health care benefits for workers on short term contracts as well as relating to the need to improve health and safety training and protocols for workers in live theatre codified in contractual language;
- U.S. and Canada Political Report – the IA gave a presentation on the current political environment in the United States and Canada and the rise of anti-labor policies, politicians and legislation. The presentation was well received and spurred a lengthy debate on a number of issues.

President Loeb stated that the IA's participation in UNI and UNI-MEI continues to be an important initiative because it allows the IA an opportunity to build relationships and global allies with shared views. Looking forward, President Loeb noted that the IA should look to bring new issues to the UNI table to ensure that the organization's initiatives remain relevant.

LOCAL NO. 8, PHILADELPHIA, PA/CAMDEN-MERCER COUNTY, NJ

Re: Education Program

International Vice President Barnes, who is also Local 8's President / Business Manager, and Local 8 Secretary-Treasurer Jonathan Tortorice reported on the Local's extensive education/training program. In keeping with the directive of the International President to improve and increase the educational opportunities for members, Local 8 through a cooperative effort with the IATSE's Entertainment and Exhibition Industries Training Trust Fund has established an ongoing education program. Contractually, Local 8 employers contribute to both the International's and the Local's training trust funds. Seminars and study groups are offered in the following areas: industry certifications, manufacturers' certifications, leadership training, basic skills training and study groups for industry tests/examinations. The Local's classes are open to any IATSE member.

Vice President Barnes reported that the Local surveyed its membership about the educational courses. Twenty-five (25%) percent of the membership responded to the survey with most wanting the focus on Craft and Certification training. In addition, just under one-half of those surveyed wanted more basic training and slightly over one-third requested leadership courses.

This year, the Local will create a video library of the seminars and will meet with educational institutions to develop strategic partnerships to access new workers entering the entertainment industry. The Local thanked President Loeb for making education and training an International priority.

President Loeb remarked that the Local was smart to conduct a survey because that

will determine where it should place its resources. He congratulated Locals 8 and 481 (which is the subject of another report) on their education programs and for offering their training to any IATSE member. He noted that a good union takes care of its people. He stated that the International wants to hear from more Locals about their training programs or their efforts to encourage education/training for their members and reminded the Locals that if they do not have programs, the International is here to help. President Loeb congratulated Local 8 for its impressive education and training program.

LOCAL NO. 33, LOS ANGELES-LONG BEACH-PASADENA-SANTA MONICA, CA

Re: Inglewood Forum

Brothers George Blanch, President, and Mark Madrigal, Legitimate Theatre Business Representative of Local 33, appeared before the Board along with Brother James J. Claffey, Jr., President of Local One, who was assigned by President Loeb as a Special Representative to assist Local 33 in its recent negotiations at the Inglewood Forum, near Los Angeles, California.

The Forum was recently purchased by Madison Square Garden (MSG), which opened the door for Local 33 to re-enter the facility from which it had been locked out for nearly five years by the former property owner. Local One has had a collective bargaining agreement with MSG for a number of years. The negotiations were difficult but the parties reached an agreement, which includes expanded jurisdiction, wage increases and significant gains in benefit contributions, particularly the annuity fund. The contract was ratified by the Local 33 membership. The Local ex-

tended its appreciation to President Loeb and to Brother Claffey for their assistance. President Loeb congratulated the Local on the agreement that ended the five-year lockout. He also thanked Brother Claffey for assisting Local 33 in what were thorny negotiations, pointing out that every Local in the Alliance is there to support the other whether in New York or California.

LOCAL NO. 46, NASHVILLE, TN AND LOCAL NO. 69, MEMPHIS, TN

Re: Motor Trend Auto Shows

International Representative Mark Kiracofe and Herman Dagner, President of Orlando Local 835, reported to the General Executive Board on the successful signing of Motor Trend Auto Shows to union contracts in Tennessee. Motor Trend Auto Shows has been operating non-union in Memphis and Nashville since 2003 when they purchased the show from Tennessee Auto Show Decorators. Through a relationship that Brother Dagner has with Motor Trend management, introductions were made and discussions were held with Nashville Local 46 which resulted in Motor Trend signing the Local's area standard agreement.

Based on the employer's positive experience with labor from Local 46, in November 2013 the employer also signed the area standard agreement with Memphis Local 69. The Memphis Auto Show takes place in January 2014. Both Locals expressed their appreciation to Representative Kiracofe and Local 835 President Dagner for their assistance in obtaining these contracts, a long sought goal of both Locals.

President Loeb congratulated Representative Kiracofe and Local 46 on their success in getting a contract. President Loeb noted that the reputation of Local 835 led to this success.

LOCAL NO. 262, MONTREAL, QC

International Vice President John Lewis reported to the General Executive Board on recent initiatives of Local 262 and the assistance the Canadian Office has been providing to the Local.

Vice President Lewis reported that the Local represents close to 500 workers in eight Cineplex Canada theatres in Quebec. The Local had been engaged in collective bargaining negotiations for front of house staff for over a year. The Local had received a mandate to strike in some but not all of the cinemas. Vice President Lewis confirmed that both he and Canadian Office Operations Manager Krista Hurdon, along with the IT Manager Jimmy Rainey of the General Office, coordinated with the Local's leadership to use social media as a means to notify members of the scheduling of a labour rally to spark movement at the bargaining table. This included the drafting and dissemination of a notice of the rally in both English and French to over 1,500 IA members living in Montreal. Vice President Lewis explained that hours after the notice was disseminated, and prior to the actual rally, the Local was able to reach an agreement for all eight cinemas that night.

Vice President Lewis reported that the Local recently identified two large organizing targets - Colossus Cinema and Cinema Ste. Foy. The Colossus Cinema is located in Montreal and employs approximately 90 front of house staff. The Cinema Ste. Foy is also a Cineplex Cinema and employs in excess of 100 front of house staff. The International agreed to employ two organizers to assist the Local for a period of one month subject to review. The Local was able to file applications for certification for both theatres. One application was filed within the one month period and the second applica-

tion was filed after five weeks. The Local has since been certified for both bargaining units.

President Loeb congratulated Local 262 on its successful applications. President Loeb noted that Local 262 is a Local that leads by example proving that aggressive organizing, by even relatively small local unions like Local 262, can produce results.

LOCAL NO. USA 829

Re: Opera Company of Philadelphia

International Vice President Michael J. Barnes, Local USA829 National Business Agent Cecilia Friederichs, and Local 8 Secretary-Treasurer Jonathan Tortorice reported on Local USA829's efforts to organize the scenic workers at the Opera Philadelphia shop while also negotiating the agreement with Stage Local 8. The Scenic Artists were granted voluntary recognition and the Local negotiated for all contract language previously negotiated by Local 8 over the last fifteen years. The agreement includes wage and benefit improvements as well as overtime provisions. The Stagehands also received wage increases as well as additional premium pay.

Sister Friederichs stated that Vice President Barnes' assistance has been invaluable to Local USA829. President Loeb observed that Local 8 brought tremendous credibility and bargaining strength to the table, which helped not only Local 8 but also Local USA829 to reach an agreement. He noted that Local 8 has not hesitated to help any Local in the IATSE that may be in a dispute with an employer. He congratulated Local 8 and Local USA829 for a job well done.

ADJOURNMENT

Having completed all business properly brought before it, the Board meeting was adjourned at approximately 10:10 a.m. on Friday, January 17, 2014.

REPORT OF THE I.A.T.S.E. DEFENSE FUND COMMITTEE

WESTIN RIVERWALK • SAN ANTONIO, TEXAS • JANUARY 14, 2014

Since the last meeting of the Defense Fund Committee in Boston, MA on July 16, 2013, the following local unions requested and received approval to seek assistance from the Defense Fund, pursuant to Article Fourteen, Section 6 of the International Constitution, and invoices that have been paid are reflected below:

Local No. 8, Philadelphia, PA-Camden-Mercer Cty., NJ – Legal/Special Org.	15,000.00	IATSE-Freedom Films - Legal	470.00
Local No. 30, Indianapolis-Kokomo-Richmond, IN, Indiana State Fair	1,242.52	IATSE-Axium International/Chapter 7 Bankruptcy - Legal	312.50
Local No. 39, New Orleans, LA, New Orleans Convention Center - Legal	6,914.59	IATSE-Bloomington Performing Arts Center - Legal	405.00
Local No. 56, Montreal, QC, Canada, Centre Bell - Legal	3,490.93	IATSE-William A. Doucette, Jr. - Legal	5,077.68
Local No. 85, Davenport, IA-Moline-Rock Island, IL, iWireless Ctr. - Legal	216.00	IATSE-Gigapix/Blackbeard – Legal	897.71
Local No. 121, Niagara Falls-Buffalo, NY, Global Spectrum/Cert. - Legal	250.00	IATSE- EE829/Golf Channel/NBCSN/RIPD/Barclays - Legal	143,997.14
Local No. 122, San Diego, CA, American Audio Visual Center - Legal	2,587.50	IATSE-SMG Local 112 - Legal	<u>1,443.75</u>
Local No. 262, Montreal, QC, Cinema Brossard - Legal	6,897.29	SUB TOTAL:	<u>152,603.78</u>
Local No. 357, Kitchener-Stratford-Cambridge-Guelph-Waterloo, ON Mustang Drive in Theatre/Sunset Cinema - Legal	1,977.50	Solidarity Strategies	1,948.61
Local No. 461, St. Catherines-Welland-Niagara Falls, ON, Brock University	2,385.77	Basic Agreement	14,756.36
Local No. 500, South Florida, Kravis Center - Legal	1,566.25	Thorsen French Advocacy/Digital Theft	<u>30,610.56</u>
Local No. 611, Watsonville-Santa Cruz-Salinas-Gilroy-Monterrey, CA Erin Barlowe & Sunset Cultural Center - Legal	8,186.52	SUB TOTAL:	<u>47,315.53</u>
Local No. 750, Chicago, IL, Chicago Bears - Legal	135.00	EDUCATION	
Local No. 756, Cleveland, OH, Cleveland Browns- Legal	2,500.00	LEAP Reimbursement to Locals and/or Officers	15,948.04
Local No. 849, Atlantic Canada, Egg Productions - Legal	46,949.98	Misc. Training/InfoComm/Instructors/Young Workers	170,329.22
Local No. 906, Charlottetown, PE, Harbourfront Festival - Legal	2,645.61	SUB TOTAL:	<u>186,277.26</u>
Local No. 917, Atlantic City, NJ, Trump Plaza, Atlantic City, NJ - Legal	<u>247.50</u>	GRAND TOTAL:	<u>489,389.53</u>
SUB TOTAL:	<u>103,192.96</u>	Respectfully submitted,	
		Matthew D. Loeb	
		Anthony DePaulo	
		J. Walter Cahill	
		John M. Lewis	
		Daniel Di Tolla	

IN MEMORIAM

REMEMBERING STEPHEN BAKER

Brother Stephen H. Baker, member of Local 30 in Indianapolis, passed away in his sleep on Tuesday, December 10, 2013. He was 51 years old.

Steve was a 1980 graduate of Brebeuf High School and a 1984 graduate of Indiana University. At the age of 16, he was hired to work in the photo shop at the Indianapolis Motor Speedway and was promoted to professional photographer when he turned 21. In 2000, he was inducted into the "Indianapolis 500 Old Timers Club" in recognition of his years of service. He photographed the race until 2013. In 1991, he was asked to create an exhibit for the National Art Museum of Sports regarding racing. His 70 image exhibit was entitled "The Athlete as a Racer." In 1995, he authored a book called "Racing is Everything: A Photographic Tribute" in which Tom Binford wrote the foreword. He also was a freelance photographer and in 2006, he authored "The Great Indiana State Fair at 150: A Pictorial Celebration" and earlier this year he authored "The Marion University Today Book", a photographic look at the past and present of the University.



THANK YOU

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation would like to take this opportunity to thank all the friends, colleagues, members and officers that have made donations in memory of their dearly departed.

For those who would like to make a donation, please send your check to the IATSE General Office to the attention of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation.

<i>Contributor</i>	<i>In Memory Of</i>
IATSE Local No. 487	Thomas Weeks, Sr.
IATSE Local No. 632	Kay Di Tolla
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Barbara Abney Bolger	Kay Di Tolla
Bevin Bolger	Kay Di Tolla
Deidre Burns	Kay Di Tolla
Samantha Dulaney	Hazel Varga
Betty Fry	Kay Di Tolla
Lorraine Hincken	Kay Di Tolla
Gary Holzinger	Kay Di Tolla
Marta Karell	Kay Di Tolla
Thomas J. Kiouisis, Jr.	Kay Di Tolla
Thomas J. Kiouisis, Jr.	William J. Wood
Lea McGough	Kay Di Tolla
Elizabeth Orfan	Kay Di Tolla
Denise and Paul Scutti	Kay Di Tolla

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Kirk Bender November 3, 2013	1	Victor D'Arcangelo December 1, 2013	39	Jean-Rene Dolembreux December 25, 2013	56	Edda K. Sorrentino October 1, 2013	306
Thomas Bertolino December 28, 2013	1	Ronald R. Castro October 15, 2013	44	Charles E. Schommer December 15, 2013	66	Michelle B. Goldfrank December 30, 2013	311
John E. Brennan December 31, 2013	1	H. Thomas Cengr November 8, 2013	44	Bert G. Anderson February 11, 2007	74	Michael A. Huber November 22, 2011	478
Richard B. DeVerna November 1, 2013	1	John L. Forwalter, Jr. November 23, 2013	44	Ronald R. Castro November 6, 2013	80	Gary Murret September 7, 2013	478
John J. Hulbert December 17, 2013	1	Roscoe Fowler November 28, 2013	44	Ronald Gaither November 14, 2013	80	Peter E. Nauyokas November 14, 2013	481
Joseph Monaco III November 9, 2013	1	Justin Garcia November 1, 2013	44	Frank Graves October 4, 2013	84	Robert Reynolds, October 1, 2013	484
Nicholas R. Morrison December 29, 2013	1	Gene A. Grijalva August 3, 2013	44	Richard B. UMBERFIELD November 16, 2013	84	Charles E. Maier December 9, 2013	504
Marvin S. Summers October 1, 2013	1	Matthew R. Jones September 4, 2013	44	Harvey L. Mahoney November 27, 2013	87	Charles Austin January 7, 2013	600
Eugene H. Ulrich November 4, 2013	1	Victor Lupica September 1, 2013	44	William F. Craft August 29, 2013	101	Robert A. Baur November 28, 2013	600
Thomas M. Woodard December 21, 2013	6	Frank T. Medina October 2, 2013	44	John Brady November 5, 2013	105	John R. Bramley May 21, 2013	600
Timothy Meagher November 23, 2013	11	Timothy J. Moran September 29, 2013	44	Douglas Cattaneo November 22, 2013	107	Geoffrey Erb June 20, 2013	600
Peter E. Nauyokas November 14, 2013	11	Garry M. Regan November 11, 2013	44	Robert Warden December 31, 2013	129	Herman F. Ernst, Jr. December 13, 2013	600
Shawn G. Fabela December 12, 2013	15	James L. Stephenson September 11, 2013	44	Marion Risch July 8, 2012	166	Joseph Faro March 24, 2013	600
Joseph S. Fulmer November 28, 2013	16	Charles Van De Water August 29, 2013	44	Leland E. Waldrep November 1, 2013	183	Candide Franklyn February 12, 2013	600
David L. Tolmie October 19, 2013	16	Larry Verne August 10, 2013	44	Don E. Flynn December 4, 2013	197	Lawrence G. Gannon June 4, 2013	600
Thomas Weeks December 25, 2013	19	James F. Williams September 30, 2013	44	Robert S. Maurer August 26, 2013	200	Vincent Gerardo January 6, 2013	600
Lawrence Panetta December 31, 2013	25	Linda Harvey December 30, 2013	52	John H. Snow, Jr. December 30, 2013	204	Stanley E. Gilbert August 18, 2013	600
James E. Burnett October 16, 2013	33	John J. Hulbert December 17, 2013	52	Claire Hunt November 1, 2013	205	Marvin L. Gunter September 22, 2013	600
Peter C. Dever November 9, 2013	33	Brandon Kamin November 2, 2013	52	Joe F. McWilliams November 20, 2013	251	Daniel M. Horne March 18, 2013	600
Malcolm Dobbs December 7, 2013	33	Nicholas L. Mevoli, III November 17, 2013	52	Robert S. Guiffreda October 30, 2013	266	Sidney Kerner October 21, 2013	600
Theodore N. Gordon November 10, 2013	33	Joseph F. Monaco November 7, 2013	52	A. Carter Graham September 21, 2013	285	Henry A. Kokojan March 16, 2013	600
Ernest J. Losasso November 7, 2010	33	Richard J. Nelson November 18, 2013	52	Harvey Vollhoffer October 12, 2013	295	Frank Koza May 9, 2013	600
Donald McGoven October 15, 2013	33	Lawrence J. Panetta December 31, 2013	52	Russell E. Wingfield November 19, 2013	298	Warren Lieb January 28, 2013	600
William E. Wilson, Jr. December 21, 2013	33	Scott B. Read October 20, 2013	52	Dinara Ferreira December 20, 2013	306	Edward Michaels August 8, 2013	600
Patrick J. Cragin October 7, 2013	38	Richard Wilhelm November 25, 2013	52	Hills Smith December 31, 2013	306	Fredrick V. Murphy, II March 10, 2013	600

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Julian Myers December 21, 2013	600	Eugene Stewart November 24, 2013	720	Lisa Devlin November 16, 2013	800	Carlos D. Subercaseaux December 2, 2013	873
Donald L. Peltier March 8, 2013	600	Thomas L. Gonzalez October 19, 2013	728	Linda Ash October 6, 2013	822	Elaine Mackie October 30, 2013	884
William Powell January 2, 2013	600	Derek Touvell October 21, 2013	728	Paul Schaefer December 1, 2013	828	Donald J. Schwall June 12, 2013	918
Lawrence K. Racies April 12, 2013	600	Mel Anderson August 26, 2013	745	John P. MacKinnon September 23, 2013	848	Lary Luu November 4, 2013	923
Harold Robins November 26, 2013	600	Jeffrey Hitz November 18, 2013	748	Philip R. Dinn November 21, 2013	849	Robert W. Nederlander October 20, 2013	ATPAM
Michael Ross October 28, 2013	600	Leonard Cobb October 1, 2013	751	Stan Mak November 27, 2013	856	Francine L. Trevens October 20, 2013	ATPAM
Darren A. Rydstrom February 10, 2013	600	Frances Spafford October 21, 2013	751	Louise Errico October 1, 2013	868	Aristides Gazetas October 29, 2013	USA829
Steven H. Smith July 19, 2013	600	Elizabeth Karolyi February 20, 2013	764	Ron Pitcherello October 29, 2013	868	Muriel Gettinger October 2, 2013	USA829
Paul F. Vombrack March 4, 2013	600	Randall E. Klein September 22, 2013	764	Kenneth Barbet November 15, 2013	873	William Grant, III December 16, 2013	USA829
George R. Wood July 3, 2013	600	Olga Luntz September 3, 2013	764	Roy Elliston November 15, 2013	873	Joseph Konopka December 10, 2013	USA829
Rick E. Erwin October 1, 2013	618	Erick Medinilla November 23, 2013	764	Gordon Hudson October 7, 2013	873	Margaret O'Brien June 30, 2013	B4
Herman L. Garris October 29, 2013	632	Cesar J. Porto December 25, 2013	764	Joel McLeod October 8, 2013	873	Nina Helgren October 1, 2013	B18
Robert L. Barnett November 19, 2013	665	Mary C. Schraut October 20, 2013	769	Arthur Rowswell October 20, 2013	873	Harold Podgur October 5, 2013	B18
Cassidy Keisker October 28, 2013	720	Victor Diaz July 27, 2013	794	Greg Sodhi October 18, 2013	873	Jerry Walker October 1, 2013	B18

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees
ADG Art Directors Guild
AE Arena Employees
AFE Arena Facility Employees
AG&AOE&GA Animation Guild and Affiliated Optical Electronic and Graphic Arts
AMTS Admissions, Mutual Ticket Sellers
APC Affiliated Property Craftspersons
ATPAM Association of Theatrical Press Agents and Managers
BPTS Ball Park Ticket Sellers
C Camerapersons
CDG Costume Designers Guild
CHE Casino Hotel Employees
E,S&CST Electronic, Sound & Computer Service Technicians
EE Exhibition Employees
EE/BPBD Exhibition Employees/Bill Posters, Billers and Distributors
ICG International Cinematographers Guild
M Mixed
MAHS Make-Up Artists & Hair Stylists
MAHSG Make-Up Artists & Hair Stylists Guild
MPC Motion Picture Costumers
MPEG Motion Picture Editors Guild (inclusive of Editors and Story Analysts)
MPP,AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians
MPP,O&VT Motion Picture Projectionists, Operators and Video Technicians
MPP,O,VT&AC Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts
MPP,VT&CT Motion Picture Projectionists, Video and Computer Technicians
MPSELT Motion Picture Studio Electrical Lighting Technicians
MPSG/CS Motion Picture Studio Grips/Crafts Service
MPS&SW Motion Picture Set Painters & Sign Writers
MPSPT Motion Picture Studio Production Technicians
MPST Motion Picture Studio Teachers and Welfare Workers
MPVT/LT/AC&GE Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees
MT Mail Telephone Order Clerks
O Operators
PC,CP&HO Production Coordinators, Craftservice Providers and Honeywagon Operators
PST,TE,VAT&SP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists
S Stage Employees
S&FMT Sound & Figure Maintenance Technicians
SA&P Scenic Artists and Propmakers
SM Studio Mechanics
SM&BT Studio Mechanics & Broadcast Technicians
SS,CC,A&APSG Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild

SS,PC,CC&PA Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants
T Theatre Employees
T&T Treasurers & Ticket Sellers
TBR&SE Television Broadcasting Remote & Studio Employees
TBSE Television Broadcasting Studio Employees
TSA Ticket Sales Agents
TW,MA&HS Theatrical Wardrobe, Make-Up Artists & Hair Stylists
TWU Theatrical Wardrobe Union
USA United Scenic Artists

CANADA

ALBERTA

S 210 EDMONTON, AB-Tara Gale, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.
S 212 CALGARY, AB-Albert Seibert, secretarytreasurer@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Agts.: (Mot. Pic.) Michael Gibney, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

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S 118 VANCOUVER, BC-Masha Birkby, Suite #202 - 601 Cambie Street, Vancouver, BC, V6B 2P1. (604-685-9553) Bus. Agt.: Joe Sawan.
S 168 VANCOUVER ISLAND, BC-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Agt.: Rebekah Johnson.
C 669 WESTERN CANADA-Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Marcus Handman, marcus@ia669.com.
MPSPT 891 BRITISH COLUMBIA/YUKON TERR.-Ana Sehal, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Agt.: Paul Klassen, paulk@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.: John Gallagher.
MPSPT 856 PROVINCE OF MANITOBA-Jeremiah Milmine, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

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 NEWFOUNDLAND/LABRADOR - Int'l Repre-

sentative-in-Charge Peter DaPrato, P.O. Box 13075, Topsail Stn. Main, Conception Bay South, NL A1W 2K1. (416-368-0072).

M 709 NEWFOUNDLAND/LABRADOR-Debbie Vatcher, P.O. Box 28102, St. Johns, A1B 1X0. (902-425-2739) (Fax: 902-425-7696). Bus. Rep.: Gary Vermeir.

T B898 ST. JOHN'S, NL-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

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-Marcel Boulet, 15 McQuade Lake Crescent, 2nd flr., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Gary Vermeir.

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-Christopher Wilson, 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, secretaryiatselocal105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.

S 129 HAMILTON/BRANTFORD, ON-Cindy Jennings, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (Fax: 905-577-9425) Bus. Agt.: Gary Nolan.

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-Robert Shea, 1315 Lawrence Avenue East, Unit 103, Toronto, ON, M3A 3R3. (416-645-8025) (Fax: 416-645-8026) Bus. Agt.: Robert Shea.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-Robert A. Vernon, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-932-4461) Bus. Agt.: Jeff Robertson.

S 467 THUNDER BAY, ON-James Austin, 541 Hyde Park Avenue, Thunder Bay, ON, P7E 1Y1. (807-622-7407). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).

M 471 OTTAWA/KINGSTON/BELLEVEILLE, ON-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-852-7321) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

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, Naughton, ON, P0M 2M0. (705-665-1163) (Fax: 705-692-9726) 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-Rachel Breski; 511 Adelaide Street West, Toronto, ON, M5V 1T4 (416-622-9000) (Fax: 416-622-0900). Bus. Agt.: Corbin Valerie, businessagent@iatse822.com.

SA&P 828 PROVINCE OF ONTARIO-Richard Mongiat, sec.iatse828@gmail.com, 2-558 Upper Gage Ave., Suite 289, Hamilton, ON, L8V 4J6. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Sondra Richter, ba.iatse828@gmail.com.

MPSPT 873 TORONTO, ON-Monty Montgomerie, 1315 Lawrence Ave. East, Unit 104, Toronto, ON, M3A 3R3. (416-368-1873) (Fax: 416-368-8457) Bus. Agt.: Monty Montgomerie, businessagent@iatse873.com.

TWU 924 STRATFORD, ON-Inez Khan, izkhan73@gmail.com; P.O. Box 21151, Stratford, ON, N5A 7V4. (519-949-4040) (Fax: 519-508-0955) Bus. Agt.: Mary-Lou Mason, ba924@hotmail.com.

T B173 TORONTO/HAMILTON, ON-Marika Csotar, 2368-A Munns Ave., Oakville, Ontario L6H 6G9 (647-309-2024). Bus. Agt.: Chastity Brooker, chastitydawn@gmail.com, 165 Queen St., South, Apt. 707, Hamilton, ON L8P 4R3.

PRINCE EDWARD ISLAND

M 906 CHARLOTTETOWN, PE-Bill Higgins, P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Damon Compton.

T B906 CHARLOTTETOWN, PE-Larry Arbing, 145 Richmond St/Conf Ctr Arts, Charlottetown, PE, C1A 1J1. (902-628-1864) (Fax: 902-566-4648).

QUEBEC

S 056 MONTREAL, QC-Denis Forest, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Jason Vergnano.

O 262 MONTREAL, QC-Isabelle Wouters, yzowout10@hotmail.com; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-272-5763) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

MPSPT 514 PROVINCE OF QUEBEC-Ian Lavoie, lan.lavoie@iatse514.com; 4530 rue Molson, Montreal, QC H1Y 0A3. (514-937-7668) (Fax: 514-937-3592). Bus. Agt.: Michel Charron, Michel.charron@iatse514.com.

M 523 QUEBEC, QC-Rina Campion, 2700, Jean Perin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage) Guy Journeault; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard.

TWU 863 MONTREAL, QC-Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC, H2J 3T5 (514-524-1630). Bus. Agt.: Silvana Fernandez, iatselocal863habilleur@hotmail.com.

SASKATCHEWAN

M 295 REGINA/MOOSE JAW, SK-Celeste Pinder, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440).

M 300 SASKATOON, SK-Andrew Forrester, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-343-8900) Bus. Agt.: Greg Roberts.

UNITED STATES

ALABAMA

S 078 BIRMINGHAM-Dennis Parker; iatse78secretary@gmail.com; P.O. Box 10251, Birmingham, 35202. (205-251-1312) Bus. Agt.: Allen Langston.

S 142 MOBILE-Philip Tapia, P.O. Box 2492, Mobile, 36652. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: John Brown.

M 900 HUNTSVILLE-David Hendricks, atse@bellsouth.net; P.O. Box 12, Huntsville, 35804. (256-551-2243) (Fax: 256-551-2329) Bus. Agt.: Gary Boggs.

ALASKA

S 918 ANCHORAGE-Ann Reddig, stagehanddispatch@live.com; P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Eric Lizer.

ARIZONA

S 336 PHOENIX/PRESCOTT-Pamela Boyd, boyd336@gmail.com; 1425 E. Washington St., Suite B, Phoenix, 85034-1181. (602-253-4145) (Fax: 602-253-2103) Bus. Agt.: Bill Hennessy, iatse336@msn.com.

M 415 TUCSON-George Fritz, P.O. Box 990, Tucson, 85702. (520-882-9126) (Fax: 520-882-9127) Bus. Agt.: Susan Whitaker.

TBSE 748 STATE OF ARIZONA-David Warner, dave.warner@cox.net; P.O. Box 1191, Phoenix, 85001 (888-491-6280). Bus. Agt.: Eric Falkner, efalkner@yahoo.com.

ARKANSAS

M 204 LITTLE ROCK-Nikki M. Kelly, P.O. Box 848, Maebelvale, 72103 (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Russell G. Hardy.

CALIFORNIA

S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY-Steve Lutge, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0179) Bus. Agt.: Steve Lutge.

S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA-Jane E. Leslie, jel042@iatse33.com; 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Steve Coffey, scoffey@iatse33.com; (Legit) Mark Madrigal, mmadrigal@iatse33.com.

APC 044 HOLLYWOOD-Anthony Pawluc, 12021 Riverside Drive, North Hollywood, 91607. (818-769-2500) (Fax: 818-769-3111) Bus. Agt.: Edmond Brown.

S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, ia50secretary@sbcglobal.net; 410 N. 10th Street, Sacramento, 95811. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

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S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Alexander Kort; 8130 Baldwin Street, #134, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Kurt Dreyer.

TBSE 119 SAN FRANCISCO BAY AREA-Liz Farkas, P.O. Box 911, San Carlos, 94070. (510-206-7987) Bus. Agt.: Daniel Nicholson.

S 122 SAN DIEGO-Donnie Clifton, 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-0045) Bus. Agt.: Carlos Cota.

M 134 SAN JOSE/SANTA CLARA-Elizabeth Overstreet, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather, businessagent@iatse134.org.

S 158 FRESNO/MODESTO/STOCKTON-Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-432-3277) Bus. Agt.: Pebbles Rapp.

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Stephen Shelley, P.O. Box 29284, Oakland, 94604-9284. (510-470-2424) Bus. Agt.: Stephen Shelley.

M 215 BAKERSFIELD/VISALIA-Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-862-0215) Bus. Agt.: Matt Bernon.

O 297 SAN DIEGO COUNTY-Gary Livengood, livengood1969@sbcglobal.net; 6668 Ballinger Avenue, San Diego, 92119. (619-302-2556) Bus. Agt.: Dale Hyder.

M 363 LAKE TAHOE and RENO, NV. (See Nevada)

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) Bus. Agt.: Jubal Molitor, businessagent@iatse442.org.

M 504 ORANGE COUNTY/PARTS OF CORONA-Lynn Dee Lindquist, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Sam Bowers

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M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Steve Retsky, the8rtek@att.net; P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Agt.: Patrick Fitzsimmons, santacruzfitz@yahoo.com.

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MAHSG 706 HOLLYWOOD-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Agt.: Tommy Cole.

M 707 PALM SPRINGS/PALM DESERT/HEMET/ BANNING/ELSINORE/29 PALMS-Shay Funk, P.O. Box 2240, Palm Desert, 92261 (760-340-6323) (Fax: 760-340-6323) Bus. Agt.: Shay Funk, businessagent@iatse707.com.

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TWU 768 LOS ANGELES/LONG BEACH/PASADENA/SANTA MONICA/CERRITOS-Mary B. Seward, wardrobe768@yahoo.com; 1023 N. Hollywood Way, #203, Burbank 91505. (818-843-8768) Bus. Agt.: Ann Kelleher.

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ADG 800 LOS ANGELES (See also Illinois, New York and North Carolina)-Judy Cosgrove, 11969 Ventura Boulevard, 2nd Floor, Studio City, 91604. (818-762-9995) (Fax: 818-762-9997) Bus. Agt.: Scott Roth.

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AG&AOE&GA 839 HOLLYWOOD-Jeffrey N. Massie, jeffm@animationguild.org; 1105 N. Hollywood Way, Burbank, 91505. (818-845-7500) (Fax: 818-843-0300) Bus. Agt.: Steven Hulett, shulett@animationguild.org.

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SS,CC,A&APSG 871 HOLLYWOOD-Catherine McCabe, 11519 Chandler Blvd., N. Hollywood, 91601. (818-509-7871) (Fax: 818-506-1555) Bus. Rep.: Leslie Simon.

TWU 874 SACRAMENTO AND VICINITY-Mary Kay Morris, i.wardrobewench@sbcglobal.net; P.O. Box 188787, Sacramento, 95811 (916-832-3396) (Fax: 916-371-2530) Bus. Agt.: Sheryl Emmons, iatse874@yahoo.com

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CDG 892 HOLLYWOOD-Terry Gordon, 11969 Ventura Blvd., 1st Floor, Studio City, 91604. (818-752-2400) (Fax: 818-752-2402) Executive Director: Rachael Stanley.

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S&FMT 923 ANAHEIM-James Brinsky, P.O. Box 9031, Anaheim, 92812-9031. (714-342-1255) Bus. Agt.: Michael K. Hicks.

T B18 SAN FRANCISCO-Johnny Moreno, 965 Mission St., Suite 509, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

T B32 SAN JOSE-SANTA CLARA COUNTY-Lucinda Stride, P.O. Box 2832, Santa Clara, 95055. (408-464-3640) Bus. Agt.: Nancy Williams.

T B66 SACRAMENTO-Doris Goodwin, doris.goodwin@att.net; P.O. Box 19063, Sacramento, 95816. (916-486-4809) (Fax: 916-482-8178) Bus. Agt.: Richard Allen, jallen33@att.net

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S 047 PUEBLO-Bob Krasovec, 1330 W. Abriendo Avenue, Pueblo, 81004. (719-320-6220) Bus. Agt.: Saul Trujillo, 27850 Hwy. 50 East, Pueblo, 81006.

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S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE,WY.-Dan Schoonover, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

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SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE./GREATER PA.-William McGavin, 19-02 Steinway St., Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820). Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

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S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT-Joseph Davis, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: William Philbin.

SS,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.: Michael Harrington.

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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.

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FLORIDA

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M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE-Scott Campbell, scampbell@iatse115.com; P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Saul Lucio, slucio@iatse-115.com.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Judy Philips, jphilips@iatse321.org; 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Paul Paleveda, 321ba@iatse321.org.

M 412 BRADENTON/SARASOTA-Rick Cannon, secretary@iatse412.com; P.O. Box 1307, Tallavast, 34270. (941-359-1254) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

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M 500 SOUTH FLORIDA-Terrence McKenzie, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713). Bus. Agt.: Terrence McKenzie.

M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH-Kimberly A. Bowles, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Michael LaNina.

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Thomas T. Triplett, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: James E. Richards.

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AE AE938 JACKSONVILLE-Andy Canady, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Charles Bennett.

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S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Charisse A. Swarthout, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Murray Ennenga.

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S 138 SPRINGFIELD/JACKSONVILLE-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-483-6462) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA-Ann Marie Dunn,

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M 217 ROCKFORD-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-670-9264) (Fax: 815-484-1085). Bus. Agt.: Richard Abrams.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, iatse421@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

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INDIANA

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S 102 EVANSVILLE-Mark Fehr, 13 Dreier Blvd., Evansville, 47712 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Steve VanMeter.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDSVILLE - Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8038) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037), ba125@frontier.com.

S 146 FORT WAYNE-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. (260-747-2643) Bus. Agt.: Michael Barile, iatselocal146@comcast.net (260-402-3257).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Gail Stroh; P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPOUT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE-Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0714) Bus. Agt.: Stephen Blair.

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK-Mark R. Sarris, 511 North Fess, Apt. 7, Bloomington, IN 47408. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

T 8194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

IOWA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA-Joe Carter Lee, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatse42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-Linda Tweedy, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-266-4640) Bus. Agt.: Ryan Anderson, raba67@mchsi.com, (515-707-8567).

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Rich Harris, treasurer@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, businessagent@iatse85.org.

S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE - Bruce Croy, brucecroy@imomail.com; P.O. Box 1191, Cedar Rapids, 52406. (319-360-1308). Bus. Agt.: Jeff Smith, jeff-smith@imomail.com

M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/DUBUQUE-Scott Wiley, sectreas690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA- Alice George Holmes, nehomesfam@msn.com; 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) (Fax: 402-933-6585) Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfizner, 923-A West 17th Street, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

M 190 WICHITA/HUTCHINSON/EL DORADO-Tim McCulloch, st190@iatse.kscsxmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, ba190@iatse.kscsxmail.com.

M 464 SALINA- Kent Buess, kdbuess@yahoo.com; P.O. Box 617, Salina, 67402. (785-342-6786). Bus. Agt.: Bill Tuzicka, wtuzicka@yahoo.com.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-Laura Papia, laurabowles@bellsouth.net; 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison, iatse77@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.: Chestle St. Clair (304-733-0880).

TWU 897 LOUISVILLE-Lisa Green, budgetprint@insightbb.com; 27 Arctic Springs, Jeffersonville, IN, 47130. (812-283-4784) (Fax: 812-282-4057) Bus. Agt.: Melissa Gaghardi, melgag@aol.com.

LOUISIANA

S 039 NEW ORLEANS-Darrell Eik, miloeiko@aol.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox.net.

M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK-George J. Hollier, iatse260@juno.com; 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) (Fax: 337-598-3455) Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

S 298 SHREVEPORT-Bobby Griffie, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. Bus. Agt.: Russell Wingfield (318-227-2914).

SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Michael McHugh.

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-933-9256) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

M 668 MONROE-Dan Saterfield, d.saterfield@yahoo.com; 401 Lea Joyner Memorial Express, Monroe, 71201. (318-355-0522) Bus. Agt.: Ross Slacks, rossslacks@aol.com.

TWU 840 NEW ORLEANS-Lesly Davi, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Stephen Price, sprice@maine.rr.com, P.O. Box 993, Portland, 04104 (207-657-7100) Bus. Agt.: Dave Herrman, hardtail@maine.rr.com.

TBSE 926 AUBURN-Sarah Quaintance, 99 Danville Corner Rd, Auburn, 04210 (207-782-1800). Bus. Agt.: Sharon Deveau-Handy.

MARYLAND

S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman, Jr., IATSE19BA@aol.com.

S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseur.

MPP,O&VT 181 BALTIMORE-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-788-2856) Bus. Agt.: Karl O. Gilbert.

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 101 N. Haven Street, Suite 202, Baltimore, MD 21224. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

TBSE 833 BALTIMORE-James Coxson, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE-Lauren Ruth Spriggs, Ispriggs1@netzero.com; 1558 A. Bollinger Road, Westminster, 21157 (410-935-9883). Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-795-1590).

MASSACHUSETTS

S 011 BOSTON/WALTHAM/PLYMOUTH/CAPE COD-Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larese, viarese@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

M 083 NORTH ADAMS-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair, ialocal83@verizon.net.

M 096 WORCESTER-Robert Roy, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068. (508-882-3339).

O 182 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

M 195 LOWELL, MA./NEW HAMPSHIRE-Dwain Hammett, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

M 232 NORTHAMPTON/AMHERST-Brenda Shepard, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Ted Hodgen.

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

T&T 753 BOSTON-Diane M. Blaskovich, iatse753@aol.com; 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 888-207-3092) Bus. Agt.: Carol F. Colantuoni.

T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128) (Fax: 617-868-8194) Bus. Agt.: Beverly McCormack.

APE B935 WORCESTER-Mike McKenzie, 24 Toria Heights Road, Oxford, 01540 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).

MICHIGAN

M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH-Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Stasia Savage.

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Edwin J. Miller, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: Calvin Hazelbaker.

M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN-Gail Stroh, P.O. Box 474, South Bend, IN 46624. (574-292-1871) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

MPP, VT&CT 199 DETROIT-William J. Fagan, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: George R. McCoy.

S 201 FLINT/OWOSSO-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-239-8547) (Fax: 810-239-8547) Bus. Agt.: Daniel Collick, dancollick@gmail.com.

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA-John McDaniel, mcdani13@msu.edu; 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) Bus. Agt.: Matthew Woolman, balocal274@gmail.com.

M 395 ANN ARBOR/MONROE-Mark Berg, markberg@iatse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380). Bus. Agt.: Dean Neeb, ba@iatse395.org.

MPP,O&VT 472 FLINT/OWOSSO-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Tina Bell, 165 S. Opdyke, #126, Auburn Hills, 48326. (248-373-9557) Bus. Agt.: Sandra Sobotka.

TWU 786 DETROIT-Margaret Thorp, peggity11@aol.com; 1645 Pinecrest Drive, Ferndale, 48220. (248-399-1379) (Fax: 248-399-0034) Bus. Agt.: Beverly Lombart, bewmarie2556@gmail.com.

T B179 DETROIT-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479) (Fax: 586-754-6883). Bus. Agt.: John Nesbitt.

MID-ATLANTIC AREA

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 101 N. Haven Street, Suite 202, Baltimore, MD 21224. (410-732-0414) (Fax: 636-223-3205) Bus. Agt.: David O'Ferrall.

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL-Jamie Ostertag, Jamie_ostertag@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Matt Rice, matt_rice@iatse13.org.

S 032 DULUTH-James Rigstad, jim@jrigstad.com; 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Jay Milbridge, stagelocal32@gmail.com.

MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Scott R. McGee, P.O. Box 9095, Rochester, 55903-9095. (651-235-7737) Bus. Agt.: Paul Sund, ba416iatse@gmail.com, (507-226-8926).

SM 490 STATE OF MINNESOTA-Edward Cohen, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) Bus. Agt.: Brian Simpson.

M 510 MOOREHEAD, MN/FARGO, ND-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

TBSE 745 MINNEAPOLIS-JoAnn Fisher, iatse745@gmail.com; P.O. Box 3278, Minneapolis, 55403 (612-619-9113) Bus. Agt.: JoAnn Fisher.

T B26 MINNEAPOLIS-ST. PAUL-Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980). Bus. Agt.: Sue Lundquist.

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Mike McHugh.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI- Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Peter Kurland.

M 589 JACKSON/VICKSBURG/NATCHEZ- Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) (Fax: 601-856-2197) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

M 616 MERIDIAN- Jerry Tucker, P.O. Box 2903, Meridian, 39302-2903. (601-481-5942). Bus. Agt.: Jerry Tucker.

M 674 BILOXI/GULFPORT- Paul J. McNally, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

MISSOURI

S 006 ST. LOUIS- Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: Joseph M. Rudd.

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS- Dan Pfizner, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

MPP,AVE&CT 143 ST. LOUIS- Miron Vulakh, 5214 Chipewa Street, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: Gordon J. Hayman.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, iatse421@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

SM 493 STATE OF MISSOURI- Greg Goad, P.O. Box 410151, St. Louis, 63141. (314-469-4931) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen, iatse493@aol.com.

T&T 774 ST. LOUIS- Mary Althage, 556 Hickory Manor, Arnold, 63010 (314-570-3575). Bus. Agt.: Angie Walsh, (314-647-9424).

TWU 805 ST. LOUIS- Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: Karen Stone, 2433 Romaine Creek, Fenton, MO 63026 (314-712-7013).

TWU 810 KANSAS CITY- Judith McElroy, 5113 West 70 Street, Prairie Village, KS 66208. (816-225-6131) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

T B2 ST. LOUIS- Robert Horan, rh5250@aol.com; 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Robert Young, 2647 Meadowlane Drive, Granite City, IL 62040. (314-503-3706).

MONTANA

M 240 BILLINGS- Deborah J. Richard, P.O. Box 545, Billings, 59103. (406-670-7321). Bus. Agt.: Dave Bakker (406-855-1664).

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA- Ian Bundi, secretary@iatse339.com, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Darrell Ogg, Local339@gmail.com.

NEBRASKA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA- Joe Carter Lee, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: Bob Lane, Omaha@iatse42.org.

M 151 LINCOLN- Erik Holy, P.O. Box 30201, Lincoln, 68503-0201. Bus. Agt.: T. Perry Gillaspie, iatse151@me.com, (402-429-3213).

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA- Alice George Holmes, nehomesfam@msn.com; 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) (Fax: 402-933-6585). Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

NEVADA

M 363 RENO/LAKE TAHOE- Joe Crocco, 200 South Virginia Street, 8th Floor, Reno, 89501. (775-786-2286) (Fax: 775-686-2401) Bus. Agt.: Charlotte Picerno.

M 720 LAS VEGAS- Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Jeff Foran.

NEW ENGLAND AREA

SM 481 NEW ENGLAND AREA- James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

NEW HAMPSHIRE

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S 919 HANOVER/LEBANON, NH/BURLINGTON, VT- Madalaine A. Baer, sec.local919@gmail.com; P.O. Box 951, Burlington, 05402-0951 (802-355-4541). Bus. Agt.: Theodore John Calhoun, ba.local919@gmail.com, .

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA- Jonathan Tortorice, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH- John Seubert, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

SM 052 STATES OF NEW JERSEY/ NEW YORK/ CONNECTICUT/NORTHERN DE. /GREATER PA.- William McGavin, 19-02 Steinway St., 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. (516-596-9610) (Fax: 201-863-8551) Bus Agt.: Richard Hancox

M 077 ATLANTIC CITY/VINELAND- Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-335-7532) (Fax: 609-350-6335) Bus. Agt.: Wilfredo Custodio.

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, gerybakal.iatse632@gmail.com; 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani. Villani13@yahoo.com.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA- Stacey McBride, 200 Plymouth Place, Merchantville, NJ 08109. Bus. Agt.: Elisa Murphy, showbiz57@aol.com; 901 Llanfair Road, Lower Gwynedd, PA 19002 (215-643-1282).

CHE 917 ATLANTIC CITY- Gilda Passarella, ia917sec@comcast.net; 927 N. Main Street, Suite A-5, Pleasantville, 08232.

(609-241-8794) (Fax: 609-241-8964) Bus. Agt.: Darrell Stark, ia917ba@comcast.net.

NEW MEXICO

M 153 EL PASO, TX/LAS CRUCES, NM- Raul Vigil, 3349 Dungan Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Ignacio Flores, viviflowers@sbcglobal.net.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE- Brian Shaffer, secretary-treasurer@iatse423.com; P.O. Box 81376, Albuquerque, 87198. (505-883-6055) (Fax: 505-255-1970) Bus. Agt.: Daniel Gonzales, business-agent@iatse423.com.

SM 480 STATE OF NEW MEXICO- J. Frank Garcia, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

TWU 869 ALBUQUERQUE- Darlene Jones, cdarlenejonz@hotmail.com; 369 Playful Meadows Dr., NE, Rio Rancho, 87144. (505-681-0601) Bus. Agt.: Ann Schreiber (505-247-8474).

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES - Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) 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.: Lewis Resnick, lresnick@iatselocal4.org

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S 054 BINGHAMTON- Daniel Sonnen, 1405 Livingston Place, Vestal, 13850. (607-777-2531) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).

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M 121 NIAGARA FALLS/BUFFALO - John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr., scar264@aol.com.

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M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA- Eric Bolling, local266unionsec@gmail.com; 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh, grp6944@hotmail.com, (716-761-6944).

M 289 ELMIRA/HORNELL/WATKINS/ITHACA/CORNING/CORTLAND/BINGHAMTON-Florence Lovell, P.O. Box 1147, Elmira, 14902. Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

MPP,O,VT&AC 306 NEW YORK-John Seid, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Carol Bokun.

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O 324 ALBANY-Stanley Blakeman, P.O. Box 71, Knox, 12107 (518-872-2378). Bus. Agt.: John K. Hill.

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M 510 FARGO, ND/MOOREHEAD, MN-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

OHIO

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TWU 886 DAYTON-Sharleen Rafferty, raffertyhouse@yahoo.com; P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser, cc886@att.net.

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T B148 AKRON-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

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M 152 HAZELTON-Nicholas St. Mary, 403 Lori Drive, Beaver Meadows, 18216. (570-459-1602) (Fax: 570-453-0887) Bus. Agt.: Nicholas J. St. Mary.

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S 140 CHATTANOOGA-Robert Hobgood, rhobgood@me.com; P.O. Box 132, Chattanooga, 37401. (423-933-4658) (Fax: 423-629-4826) Bus. Agt.: Bob Hasselle, brassel53@yahoo.com.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-Charles J. Flenniken, stage197@yahoo.com; P.O. Box 946, Knoxville, 37901. (865-256-6001) Bus. Agt.: Ronald Carrell.

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M 699 JOHNSON CITY/KINGSPORT, TN/BRISTOL, VA-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

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TEXAS

S 051 HOUSTON/GALVESTON-Jonathan Lowe, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Mark Rhoads.

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S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Senita Peck, 2710 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: David Newman.

M 153 EL PASO, TX/LAS CRUCES, NM-Raul Vigil, 3349 Dungan Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Ignacio Flores, vivflowes@sbcglobal.net.

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O 330 FORT WORTH/DENTON/GAINESVILLE-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-599-1517) Bus. Agt.: Coleman Bennett.

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M 378 WICHITA FALLS-Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman.

SM 484 STATE OF TEXAS-Jason Keene, 1514 Ed Blues-tein Blvd., #106, Austin, 78721 (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

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UTAH

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EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO-Nancy Trowse, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Nancy Trowse.

VERMONT

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S 919 BURLINGTON, VT/HANOVER/LEBANON, NH-Madalaine A. Baer, sec.local919@gmail.com; P.O. Box 951, Burlington, VT 05402-0951 (802-355-4541). Bus. Agt.: Theodore John Calhoun, ba.local919@gmail.com.

VIRGINIA

S 022 NORTHERN VIRGINIA/WASHINGTON DC SUBURBS, MD/WASHINGTON, DC-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseux.

M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA-Charles J. Hartsook, Jr., P.O. Box 100, Sandston 23150. Bus. Agt.: John Fulwider (804-746-1601) (Fax: 804-746-1601).

M 264 NEWPORT NEWS/HAMPTON/WILLIAMSBURG-Dawn Nicely-Hicks, P.O. Box 7467, Hampton, 23666. (757-825-9685) (Fax: 757-825-9685) Bus. Agt.: Dorian Nicely.

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH-Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 101 N. Haven Street, Suite 202, Baltimore, MD 21224. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINS-

BURG, WV-Michael E. Clem, clemkm@verizon.net; 0300 Moxley Road, Damascus, MD 20872. (301-651-0150). Bus. Agt.: John Nichols, jbnia22@msn.com.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-743-0945) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW-Katy Fogg, secretary@ia15.org, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Rep.: Mylor Treener.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jay" Nording, ajnordling@aol.com; Bus. Rep.: Pat Devereau, patdevereaux@outlook.com, (509-999-5073) (Fax: 208-623-6496).

SM 488 PACIFIC NORTHWEST-Linda Bloom, financial@iatse488.com; 5105 SW 45th Avenue, Suite 204, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen, Charlie@iatse488.com; (Washington) Robert Riggs, bobriggs@iatse488.com.

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WEST VIRGINIA

M 064 WHEELING, WV/STEBENVILLE, OH-Tony Asaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scamechia (304-639-2516) (Fax: 304-242-6134).

S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

M 369 HUNTINGTON, WV/ASHLAND, KY/IRON-TON, OH-Kevin D. Bannon, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

M 578 NORTH CENTRAL WEST VIRGINIA-R.A. Nethken, iatse.local578@live.com, P.O. Box 293, Morgantown, WV 26507. Bus. Agt.: William Delbridge, wrdelbridge@gmail.com, (703-868-3154).

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WISCONSIN

S 018 MILWAUKEE/WAUKESHA-James Luljak, 1110 N. Old World Third Street, Suite 650, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Thomas Gerg-erich.

M 141 LaCROSSE-Kit Mayer, kmayer218@gmail.com; 625 Riders Club Road, Onalaska, 54650. (608-792-2710) Bus. Agt.: Trygve Zielke, trygvez@aol.com.

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TWU 777 MILWAUKEE-William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, N11163 County Road, Tomahawk, 54487 (414-312-0646).

T B46 CHICAGO, IL/MILWAUKEE, WI- Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

WYOMING

S 229 FORT COLLINS, CO/CHEYENNE/LARAMIE, WY-Dan Schoonover, sec@iatse229.org; P.O. Box 677, Fort

Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

M 426 CASPER- Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

DISTRICT SECRETARIES

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District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)- John Gates, 10 Tower Office Park, Suite 218, Woburn, MA 01801 (508-651-7886). Email: litguy@gmail.com.

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia)- John Page, 1810 Hamlin Street, NE, Washington, D.C. 20018-2459. (301-943-2908) (Fax: 202-635-0192) Email: iatse-d4@comcast.net.

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District No. 11 (Ontario, Quebec, Prince Edward Island, Nova Scotia, New Brunswick & Newfoundland)-Cheryl Batulis, 2 Neilor Crescent, Toronto, ON M9C 1K4 (416-622-8555) (Fax: 416-620-5041) Email: iad11@bellnet.ca.

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NOTICE TO IATSE MEMBERS WORKING UNDER IATSE AGREEMENTS

The following are the rules and policies to be applied by the IATSE and affiliated locals in connection with Financial Core Status:

1) The term Financial Core Status refers to a person who works under a collective bargaining agreement which contains a union shop provision that obligates such person to pay initiation fees and dues to the union after thirty days of employment and applies to (a) a member who resigns and who is obligated to pay initiation fees and dues or (b) a person entering employment who elects not to become a member of the union but is obligated to pay initiation fees and dues.

2) An employee who takes Financial Core Status is obligated under the terms of the collective bargaining agreement to pay initiation fees and dues, including work dues, to the union subject to a reduction for fees and dues used by the union for political or ideological objectives.

3) A member who 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.

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