

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 656
SECOND QUARTER, 2017



Bulletin



68TH QUADRENNIAL CONVENTION

HOLLYWOOD, FLORIDA • JULY 17-21, 2017

WWW.IATSECONVENTION.COM

#IATSE2017

INSIDE: ▶ COUNTDOWN TO CONVENTION ▶ GROWTH EQUALS STRENGTH

Stand Up, Fight Back!

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

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

Help Support Candidates Who Stand With Us!

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

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



Join The *Stand Up, Fight Back* Campaign!

IATSE Political Action Committee
Voucher for Credit/Debit Card Deductions



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

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

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

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

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

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

THE OFFICIAL IATSE BULLETIN

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

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

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

Canadian Publications Mail Agreement No.: 40845543.

Canada Post: Return undeliverables to P.O. Box 2601, 6915 Dixie Rd, Mississauga, ON L4T 0A9.

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

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DID YOU KNOW?

The Diplomat Hotel was a successful hotel in the Hollywood Area. Hollywood celebrities which include Bing Crosby, Maurice Chevalier, Woody Allen and more stayed at the Diplomat Hotel. Harry Truman also took visits to the Diplomat. In 1984, Bob Hope and Ronald Reagan visited the Diplomat as well. Due to financial problems, The Diplomat was closed and sold to the United Association of Journeymen. The Diplomat was demolished in 1998. Recently the hotel was renamed Diplomat Resort.

The IATSE has held five conventions, including this years, at The Diplomat Hotel since 1978.

**Cover of the
Convention
issue from
1980 – 55th
Convention**



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IATSE Training Trust Fund: www.iatsetrainingtrust.org

GROWTH = STRENGTH

Why should your union organize? It's a fair question, especially when some members view the balance of available work and opportunity to be favorable to them. But we've learned through experience that the effects of failing to organize can be devastating.



 @matthewloeb

Conversely, the positive returns and advantages for a union that organizes and grows are numerous. And ultimately this all boils down to how we best represent the membership.

One thing we know for certain is that there will always be an expanding workforce that creates competition between workers. That only helps employers who continue to hire these new people. Non-union companies set their own set of low standards without worker protections, and that can anchor us down. It weakens the union. And it makes it more difficult for good union employers to compete. It's our job to level the playing field.

When we organize, we raise up our standards and improve the lot of the new people we represent at the same time. When the employers' workers are represented by the union and there is no competitive alternate non-union option, we end up in a stronger bargaining position. That means better

contracts, improved conditions, additional protections and crucial benefits.

Some think that if we take people into membership there will be less work for them, since the competition inside the union might increase. This is not the case. When we organize a new employer, the new members have jobs. Often the current members gain employment because they may now work in a new union facility. And let's not forget our purpose and our obligation as set forth in the International Constitution. "To better the social and economic conditions" of entertainment industry workers. Non-union workers deserve a union and the security that comes with the protection of a collective bargaining agreement. Organizing them is, simply stated, the right thing to do.

So why should your union organize? Because it makes you stronger. It makes you stronger and growth equals strength.





OFFICIAL NOTICE

This is to advise that the regular Mid-Summer Meeting of the General Executive Board is scheduled to be held at The Diplomat Resort, 3555 South Ocean Drive, Hollywood, Florida 33019, at 10:00 a.m. on Monday, July 10, 2017, and will remain in session through and including Friday, July 14, 2017. 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 Diplomat Resort by calling 1-855-689-2911. Guest room rate for the IATSE is \$199.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

The 68th Quadrennial Convention will convene the week immediately following the Board meeting. In accordance with Article Eleven, Section 8 of the International Constitution, the General Executive Board shall act as the Credentials Committee.

NO BANKING IN CONVENTION CITY

There will be no banking facility for Delegates to cash their compensation checks. You may request your check to be mailed to you by filling out the back of your identification card that is attached to your badge credential and drop it off in front of the Regency Ballrooms during Delegate Compensation on Friday, July 21st.

ALTERNATE HOTEL INFORMATION

Local union representatives can make their hotel reservations at the Crowne Plaza Hollywood Beach Hotel (just 5 buildings away from the Diplomat) by calling 954-454-4334 and ask for the reservation department or 866-818-4970. Guest room rate is \$159.00, plus applicable taxes. In order to ensure you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

<http://www.cphollywoodbeach.com/>

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

BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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



GENERAL SECRETARY-TREASURER'S MESSAGE

A Convention Primer

The final preparations for our 68th Quadrennial Convention are being made and we look forward to welcoming over eight hundred delegates to Hollywood, Florida from across the Alliance.



JAMES B. WOOD

For those members that have the honor of representing their local union as a delegate, one of the first things you will notice as you enter the Convention Hall will be the diversity of the delegates. This diversity will not simply be limited to the standard areas of age, but also the broad diversity of crafts that our local unions represent.

Although most of the delegates are not expected to arrive in Hollywood until Saturday, July 15th, several delegates will have been present for sessions of the General Executive Board meeting which will be held the preceding week.

Official registration for the Convention will open on Thursday, July 13th at 10:00 a.m. in Room 307 of the Diplomat Resort Hotel. Registration will continue on Friday, Saturday and Sunday. During registration, each delegate will receive their delegate bag, which will contain, among other items, a list of Committee Assignments, Report of the President, Report of the General Secretary-Treasurer, Report of the Board of Trustees, Report of the General Executive Board Meetings Books, Proposed Constitutional Amendments and Resolutions Book 1.

For the first time, we are offering delegates the option of a paperless Convention. All of the documents listed above will be accessible through a password protected section of the Conven-

tion website and will be formatted to be viewed on all devices, from PC's and laptops to smartphones and tablets. You will find a form in your delegate packet from your local union that will allow you to register for this option.

At each Convention, there is an opportunity for first-time delegates to get an overview of Convention Week and be introduced to the various procedures and policies of the Convention. This year the Orientation for New Delegates meeting has been scheduled for Saturday, July 15th and will convene at 7:00 p.m. in the Diplomat Ballrooms 1, 2 & 3.

All District Conventions will be held on Sunday, July 16th and caucuses will be held at various times throughout Saturday, Monday and Tuesday (July 15th, 17th and 18th) of Convention Week. Delegates are encouraged to carefully review the following pages for the times and locations of both the District Conventions and any Caucuses that may be of interest to you.

Additional information can also be found on the Convention website (www.iatseconvention.com). This website will contain all the information pertinent to the Convention, including speaker bios, schedule of events (with the capability to add the events to your devices calendar) hotel layout, as well as information on transportation options in Hollywood and a city guide.

Editor's Note:

Since the 3rd Quarter Issue of the Official Bulletin will focus on the highlights of the 68th Quadrennial Convention, the regular departments will be suspended and will return in the 4th Quarter Issue.

Delegate Reminder:

Please remember that in order to complete the final registration process, all delegates must present their original (white copy) credential at the registration office in Room 307 of the Diplomat Resort Hotel.

Canadian Workers Celebrate as Government Announces Enforcement of Westray Law

On April 27, the eve of the National Day of Mourning for workers killed or injured on the job, the Canadian government announced that it will act to ensure effective enforcement of the Westray Law. The Westray Law is named after the May 9, 1992 Westray Mine Explosion, which claimed the lives of twenty-six miners.

After years of lobbying by the miners' families and their union, the United Steelworkers, new Criminal Code provisions were instituted in 2004. These provisions, known as the Westray Law, allow for the criminal prosecution of employers whose negligence puts workers at risk.

The law seemed like a win for workers, but even since its inception, many workplace fatalities have not been properly investigated and only a handful have resulted in criminal charges. The Canadian Labour Congress and its affiliates have been fighting for several years to ensure that the Westray Law is properly enforced and finally, we have something to celebrate. The government's announcement noted that it is marking the 25th anniversary of Westray by committing to work with the CLC and

its members, with employers, and with provincial and territorial partners to finally help ensure that the Westray Law is effectively enforced.

International Vice President and Director of Canadian Affairs John Lewis stated, "The victory is a criti-

cal one for all Canadian workers and an important gesture of respect for all fallen workers who deserved more. The labour movement will continue our efforts to ensure that every level of government works together toward the safety of all workers and workplaces."



ENCORE HONORS INTERNATIONAL PRESIDENT LOEB

On April 27, 2017 at the Annual heart to Heart Awards Benefit, International Vice President/Local One President James J. Claffey, Jr. presented Encore Community Service Gala Honoree IATSE President Matthew D. Loeb with the Encore Heart to Heart award.

IATSE ROCKS IT AT THE ALBERTA FEDERATION OF LABOUR CONVENTION

The Alberta Fed held its convention from April 27-30. Labour showed its true colours as delegates and their unions came together to raise over \$25,000 to help build a new women's shelter in Morinville. The IATSE scored huge representation come election time. Local 210's Siobhan Vipond was re-elected as the AFL's Secretary-Treasurer. Local 212 President/International Vice President Damian Petti was reinstalled as an AFL Vice President, and Local 212 Youth Delegate Kimberly Creller acquired a seat both as the Alternate Youth Delegate as well as Brother Petti's official alternate. At 24 years old, Sister Creller may be the youngest person to sit on the AFL executive! Nice work, team!



National Canadian Film Day – April 19th

For anyone unfamiliar with Reel Canada, they're an organization that the IATSE sponsors and that promotes Canadian film through three different programs, and all three involve offering greater access to Canadian films. The first program is provides film screenings students and the second to new Canadians. The third program is National Canadian Film Day, and on that day, they promote Canadian films by offering screenings all across the country, from bars to retirement homes, for anyone who is interested in hosting. Because 2017 is both Ontario's and Canada's 150th birthday, the program was designated as a "Canada 150 Signature Project" and they were able to secure a combined total of \$2 million in government funding.

For the first time, Reel Canada was

able to do more serious promotion by shooting two commercial spots and buying air-time. They secured Atom Egoyan and Don McKellar to direct one spot each. The spots were being shot in Toronto, and the IATSE motion picture Locals stepped up to help. They supplied the crew for all positions we represent and made donations to Reel Canada for at least half of what their members' wages would be. Thank you to Local 411, which also provided the craft truck at no charge, Local 667, and Local 873.

The spots, which starred Sandra Oh and Vinay Virmani, aired on regular TV and in theatres and were very

well-received. Film Day was promoted on social media on the IATSE Canada facebook and twitter accounts and by many of the Locals, and was a huge success, with over 1,700 screenings. Anyone interested in viewing the spots, called *The Woman Who Can't Lie* and *The Man Who Was Always Late*, can find them on youtube on the Reel Canada channel.



CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) 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 8:30 a.m. on Tuesday, April 18, 2017 at the Tommy Douglas Conference Center in Silver Spring, Maryland.

ROLL CALL

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

MATTHEW D. LOEB,

International President

JAMES B. WOOD,

General Secretary-Treasurer

MICHAEL BARNES, First Vice President

THOM DAVIS, Second Vice President

DAMIAN PETTI, Third Vice President

MICHAEL F. MILLER, JR.,

Fourth Vice President and Department

Director of Motion Picture and

Television Production

DANIEL E. DI TOLLA,

Fifth Vice President and Co-Director

of Stagecraft Department

JOHN R. FORD, Sixth Vice President

JOHN M. LEWIS, Seventh Vice President

and Director of Canadian Affairs

CRAIG P. CARLSON,

Eighth Vice President

WILLIAM E. GEARNS,

Ninth Vice President and Department

Director of Tradeshow and Display Work

PHIL LOCICERO, Tenth Vice President

C. FAYE HARPER,

Eleventh Vice President

COLLEEN GLYNN,

Twelfth Vice President

JAMES J. CLAFFEY, Jr.,

Thirteenth Vice President

In addition to the members of the Board, present for a part of the meeting were International Trustee and Education and Training Department Director Patricia A. White and Assistant Department Director of Education Robyn Cavanagh.

IATSE EDUCATION AND TRAINING DEPARTMENT

The first item before the Board concerned several general Convention-preparation issues. President Loeb invited Directors White and Cavanagh into the meeting to brief the Board on that week's upcoming staff training, as well as the training and education sessions proposed for the 68th Quadrennial Convention. The Board accepted Directors White and Cavanagh's interim report and President Loeb excused them from the meeting.

APPEAL OF ANTHONY TORTORICE, SR. X-5063-16

The Board next considered the appeal of Anthony Tortorice, Sr. (X5063-16). Except for President Loeb, General Secretary-Treasurer Wood and Vice

President Barnes, the Board had received previously the entire record on appeal on April 3, 2017. President Loeb, General Secretary-Treasurer Wood and Vice President Barnes recused themselves from the deliberations. Vice President Davis chaired this portion of the meeting. Those Vice Presidents who reviewed the appeal voted to affirm the decision of the International President. It was determined that General Counsel Samantha Dulaney would advise Brother Tortorice of the Board's decision.

CONVENTION PLANNING

President Loeb, General Secretary-Treasurer Wood and Vice President Barnes were invited back into the meeting with President Loeb resuming the Chair. The Board next addressed Convention-planning matters of particular pertinence to the GEB.

PERSONNEL MATTERS

Finally, pursuant to Article Twelve, Section 2(a) of the International Constitution, President Loeb advised that he had appointed Special Representative Stasia Savage as an International Representative. Accordingly, the Board approved Representative Savage's salary as required by Article Twelve, Section 2(b) of the International Constitution.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 9:00 a.m.

CALL TO ORDER

In accordance with Article Seven, Section 3 and Article Eleven, Section 2(a) 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 10:30 a.m. on Tuesday, June 6, 2017 in the Timothy Magee Boardroom at the IATSE General Office in New York, New York.

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 (via Conference Call)
THOM DAVIS, Second Vice President (via Conference Call)
DAMIAN PETTI, Third Vice President (via Conference Call)
MICHAEL F. MILLER, JR., Fourth Vice President and Department Director of Motion Picture and Television Production (via Conference Call)
DANIEL E. DI TOLLA, Fifth Vice President and Co-Director of Stagecraft Department (via Conference call)
JOHN R. FORD, Sixth Vice President
JOHN M. LEWIS, Seventh Vice President and Director of Canadian Affairs (via Conference Call)
CRAIG P. CARLSON, Eighth Vice President (via Conference Call)
WILLIAM E. GEARNS, Ninth Vice President and Department Director of Tradeshow and Display Work (via Conference Call)
PHIL LOCICERO, Tenth Vice President (via Conference Call)
C. FAYE HARPER, Eleventh Vice President (via Conference Call)

COLLEEN GLYNN, Twelfth Vice President (via Conference Call)
JAMES J. CLAFFEY, Jr., Thirteenth Vice President (via Conference Call)

In addition to the members of the Board, General Counsel Samantha Dunlany and Department Director of Communications Emily Tao were in attendance.

RESIGNATIONS OF THOMAS J. CLEARY, INTERNATIONAL TRUSTEE AND KELLY MOON, CANADIAN LABOUR CONGRESS DELEGATE

President Loeb advised the Board that on May 6, 2017, Kelly Moon resigned as Delegate to the Canadian Labour Congress ("CLC") and on May 11, 2017, Thomas J. Cleary resigned as International Trustee. President Loeb, General Secretary-Treasurer Wood and the Board expressed their appreciation to Brother Cleary and to Sister Moon for their dedicated and faithful service to the International.

ELECTION OF ANDREW OYAAS, INTERNATIONAL TRUSTEE

Noting the resignations, President Loeb observed that the next items on the agenda concerned filling the vacancies in the Trustee and CLC Delegate positions, pursuant to Article Eleven of the International Constitution. To that end, the name of Andrew Oyaas was placed in nomination for International Trustee. President Loeb advised that Brother Oyaas has been a member of the IATSE since 1983, currently serving as Secretary-Treasurer of IATSE Local 491, representing film and television technicians in North Carolina, South Carolina, and Savannah, Georgia. Since 2008, Brother Oyaas has served as Secretary to District Seven, covering Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi and Louisiana. President

Loeb remarked that in 1999, Brother Oyaas developed a local union Agreement Compliance Audit Program, which has been very successful. He observed that Brother Oyaas' excellent auditing and mathematics abilities make him a natural choice as Trustee. Vice Presidents Michael Miller and John Ford also spoke highly of Brother Oyaas' auditing skills. The Board unanimously elected Brother Oyaas as International Trustee.

ELECTION OF SIOBHAN VIPOND CANADIAN LABOUR CONGRESS DELEGATE

To fill the vacancy occasioned by Sister Moon's resignation, President Loeb recommended Siobhan Vipond. He advised that Sister Vipond has been a member of IATSE Local 210, representing stage and film technicians in Edmonton, Alberta, since 2001. He observed that Sister Vipond is an extremely active and dedicated trade unionist representing Local 210 as well as serving as Secretary-Treasurer of the Alberta Federation of Labour, to which she was elected in 2013. Sister Vipond is also strongly committed to women's issues and politics. Vice Presidents John Lewis and Damian Petti added that Sister Vipond has strong leadership skills; an archetype to represent the International in the CLC. The Board unanimously elected Sister Vipond as CLC Delegate.

Brother Oyaas and Sister Vipond were invited into the meeting and advised of the Board's actions. They thanked President Loeb, General Secretary-Treasurer Wood and the Board for their consideration. President Loeb administered the oaths of office. Sister Vipond and Brother Oyaas immediately took up their positions as International Officers.

ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 11:00 a.m.

GROWTH EQUALS

THE IATSE'S CULTURE OF ORGANIZING WAS KICK-STARTED IN THE EARLY 1990'S IN THE MOTION PICTURE AND TELEVISION DEPARTMENT. SOME 25 YEARS LATER THE CONCEPT THAT WAS PIONEERED – “GROWTH EQUALS STRENGTH” – HAS PAID MAJOR DIVIDENDS IN ALL SECTORS OF THE ALLIANCE.

Business Agent Michael W. Akins, who joined Local 479 [Studio Mechanics] some thirty years ago as a grip, vividly remembers the turning point in his union's organizing history. While membership for the Georgia-based Motion Picture/Television Local has grown more than 350 percent in the last nine years due to lucrative state tax incentives, Akins says the work is now solidly in the IATSE's hands because of a sea change in organizing tactics years before the incentives began.

“In the mid '90's, Matt Loeb, who was then an International Representative, along with [International Representative] Scott Harbinson came up with an organizing model that not only revolutionized our industry, but I feel became a template to help eliminate the 'race to the bottom' mentality by employers in other IA departments,” Akins recounts.

Looking to organize 18-30 day MOW's and low-budget episodic, movies and miniseries shooting in the Southeast, Loeb and Harbinson worked to standardize contracts through the International, rather than individual Locals. “Instead of the IA Business Agent having to bargain with a producer coming into Atlanta, who would then play those numbers off another IA Local in North Carolina,” Akins explains, “the playing field was leveled. By creating the Sixteen Southeastern States Agreement,

which the studios all signed onto, [IATSE] Locals in the Southeast were treated equally. It was a game-changer.”

That may be an understatement. Prior to the Southeast Area Standards Agreement (and then later the National Area Standards Agreement) created in the Motion Picture & Television department, wages were driven down to the lowest bidder, increasing non-union jobs just to pay the rent.

“Once the International became the bargaining agent,” Akins continues, “producers all had to operate under the same agreement, and couldn't build a wedge between us. They could not go from Georgia to North Carolina to Louisiana looking for a cheaper contract, or a way to avoid paying benefits and degrade working conditions. It unified this region and helped create the strong union workforce the Southeast has today.”



STRENGTH

BY DAVID GEFFNER

Michael F. Miller, Jr., International Vice President and Department Director, Motion Picture & Television Production, says the organizing model that debuted twenty-five years ago became the cornerstone of a foundation (along with education/training, and political activism) that has demonstrated the value of “strength through growth” for this Alliance down through the years.

“There’s really no better example in this organization of how to build and sustain growth for the long-term,” Miller relates, “than what was accomplished in regional and national area standards contracts in motion pictures and television. We now have tremendous union density in this industry across the board – commercial production, reality television, streaming media channels, and of course, feature film and episodics – because of the groundwork that was laid back when the response to a culture [of organizing] was arguably, lukewarm. Now there is an expectation that shows will be organized by the International if producers attempt to shoot them non-union – that’s a seismic shift.”

The template of bargained regional and national contracts, which can be tiered according to budget and crew size, has been emulated in other IATSE departments, namely Stagecraft, Live Event and Tradeshow. Sandra England, Department Director, Broadcast, says she’s used the model to combat the challenges for IATSE members who cover live sports, most of whom have held an IA union card in the five short years since the Broadcast Department was created.

“When you’re a ground-up Department that’s been around a short time, you are literally always organizing,” the Seattle-based England says with a smile, “every minute of every day.” She points to the many new Broadcast Locals (added since the last IATSE Convention in 2013) that have been chartered in an industry where, historically, there are competing unions that do not work together. To wit, the 20-year contract NABET signed with NBC Sports, which England describes as protectionism. “The key to organizing, as it was in motion picture and TV,” she adds, “is to follow a model that favors collectively bargained regional and/or national contracts, so pay rates, working conditions, benefits, etc. all get equalized out for our members.”

A recent Broadcast agreement with one of the industry’s largest players, Fox Sports, is a prime example. “Instead of having four separate RSN [Regional Sports Network] contracts for the Southwest – Texas, Arizona, Los Angeles, and San Diego,” England explains, “we bargained all four into one regional agreement – without asking anybody to go backward.”

That contract, England notes, then became a template for new Broadcast Locals in other areas of the country, like Local 317 in Indiana, which was put under the Fox RSN pattern regional agreement when they were organized in 2015. “The goal, as we saw so well in Motion Picture & Television, is to take individual contracts that have existed for many years and bring them up to date under single national agreements,” England continues. “With the assistance of the International, individual broad-



cast Locals, many of which are just forming, now have strength at the table.”

Minneapolis, MN Local 745, led by Business Agent Charlie Cushing and President Chris Tveitbakk, has seen the benefits of strength through growth in the last few years. But organizing in one of only a handful of U.S. markets that televises all four major sports (as well as professional soccer and college sports) has not been easy. Local 745, which was chartered in 2009 by a group some 50 members at Fox Sports North, was born in what Tveitbakk describes as a “very divided environment” towards union organizing.

“Because workers in this industry historically see themselves as independent contractors,” he outlines, “it can be a challenge to convince a majority they really are part-time employees who often work more than forty hours for the same employer without health care or a 401(k).”

“After we won a close election and got the one contract with Fox Sports North,” Tveitbakk continues, “people looked around and said: ‘why am I getting benefits on some shows but not others?’ That led to successful organizing drives with Mobile TV Group, which operates the TV trucks we work on and is partially owned by Fox. That was another close vote because the guys were worried the one person that crews for Mobile TV would be displaced if they went union and it would cost them assignments! The fears are based on reality but it makes [Local 745’s] job that much harder.”

Despite the challenges, Cushing and Tveitbakk also organized the Big 10 Network (also owned by Fox), as well as labor contractors like Program Productions, LDM, and Clarion, all of whom offered voluntary recognition and contracts that mirror the main FSN agreement.

“As an industry, we’re just now going from crawling to walking,” observes Tveitbakk, who came into sports broadcasting as

an audio mixer. “It’s a given with the stagecraft or Hollywood motion picture Locals, that when a non-union employer comes into town, everyone will stand together and get a deal. That’s not yet the case in live sports, where people don’t fully appreciate the protections they have with a union. Charlie [Cushing] and I are continually working on changing the culture so that everyone understands we are stronger together.”

England says the success of broadcast technicians in Minnesota has created a ripple effect in other locations, namely Local 414 in Milwaukee, WI, which was organized in 2014 with a contract patterned after Local 745’s deal with Fox. Local 414 President (and Robotic Camera Operator) Will Tinsley says organizing efforts in Wisconsin started off relatively slow.

“A few of us had read through Local 745’s contract with Fox Sports North and noted significant benefits that we, in Milwaukee, did not have,” Tinsley recounts. “When another union tried to organize our market for us, we realized we had to educate ourselves before moving forward, whether it was organizing with a union or not at all.”

That education included reaching out to Locals 745 and 762 in Chicago, to, as Tinsley describes, “see what IATSE” was all about. “We really liked the idea of representing ourselves, and the chance to receive employee benefits we had been missing out on for years,” he states. “We were able to draw a lot of similarities from Local 745 being that they shared the same employers. Also, having IATSE International Representative Fran O’Hern living only ninety miles away in Chicago was a key resource.” Local 414 secured its first contract in December of 2014 with Fox Sports Wisconsin and have since organized Program Productions, Big Ten Network, and Clarion. “We’ve come a long way in a short amount of time,” Tinsley concludes, “and we’re grateful for the help and guidance of our neighboring broadcast Locals.”



The gains in less mature industries like Sports Broadcasting

have been dramatic, but Miller cautions that an IATSE culture built around organizing is “not yet a universal reality,” even in motion picture and television, which has tremendous union density. That’s why stories of Locals digging in for the long haul, essentially refusing to allow work in their jurisdictions to remain non-union, should serve as an inspiration for any union member who questions the proposition of strength through growth.

Take Local 44, where Business Agent Ed Brown has represented Affiliated Property Craftspersons in the motion picture and TV industry for many years. The Hollywood-based union, which was chartered in 1939, covers a wide variety of on-set crafts, including set decorators, upholsterers, greens, prop-makers, prop-masters, and according to Brown, culinary workers who have provided food on camera since the union was chartered. That last fact was essential in the Local’s long battle, starting in 2013, to organize the FOX Networks reality show, *Masterchef*, after producers of the hit competition program refused to cover the 17 culinary employees prepping food for the show’s contestants.

“If you’re going to organize a show that is staffed with unrepresented workers,” Brown explains, “then you have to be dedicated to going the distance, no matter how long that may be. In the case of *Masterchef*, we had history and precedent on our side, given that food on camera is considered a prop, and we’ve had food property workers since the Local’s inception. But that still didn’t mean it was easy to accomplish.”

Brown describes how employers refused to provide self-recognition for the show’s food workers, triggering a long struggle that garnered the full support of Miller and the International’s West Coast Office. “We had to file grievances and undertake some difficult conversations with the show’s attorneys,” Brown recalls. “It literally took years to get there, but we finally reached

“WE REALLY LIKED THE IDEA OF REPRESENTING OURSELVES, AND THE CHANCE TO RECEIVE EMPLOYEE BENEFITS WE HAD BEEN MISSING OUT ON FOR YEARS”

WILL TINSLEY, LOCAL 414 PRESIDENT

a settlement agreement that covered the entire culinary department – from the Executive Chefs on down through the dishwashers – including back wages and benefits.”

The success achieved on *Masterchef* laid the groundwork for other competition cooking shows that followed, including hits like *Masterchef, Jr.*, *Hells Kitchen*, and *The F Word*. All told the culinary departments on eight food competition programs are fully covered under a collectively bargained union contract that includes wages, benefits, and pension.

“There’s a learning curve with every one of these shows because the producers all come from a non-union world,” Brown shares. “It requires patience to convince producers that we are indeed partners in the show’s success, not adversaries. It can take some handholding for them to understand that hiring union members makes their product more successful in all respects. It’s an organizing concept that’s new [for reality TV].”

Brown says that after the successful organization of *Masterchef*, the new Local 44 members asked where they should go next — there were no other union cooking shows. “Our promise to that first group of workers was to be aggressive in organizing every cooking competition show that followed, and to dedicate ourselves to increasing the options for the newly unionized culinary workers in [Hollywood],” Brown concludes. “And we have kept our promise.”



Vanessa Holtgrewe, Assistant Department Director, Motion Picture & Television Production, has kept the promise she made to her union brothers and sisters years ago when she was a Local 600 director of photography in reality television. Holtgrewe, who led a groundbreaking work action on NBC's *The Biggest Loser*, says "it is now the exception to have a network reality show attempt to work non-union," not the rule. "Crews in reality TV, and hopefully now Basic Cable, expect to be working under an IA agreement," she describes. "Many companies now approach the IATSE to get a contract in place ahead of time, because they know they will be risking an expensive work action if they attempt to go non-union. The crews fill out union paperwork before they start work, and that's a huge change since [The Biggest Loser strike] in 2010."

Miller agrees, pointing to a large unscripted reality/competition show that NBC had slated to shoot in Local 479 and Local 600's jurisdiction in Georgia, without a union contract. "Scott Harbinson was on the ground for the International to intervene and help the Locals there organize that production in Georgia and bargain a contract," Miller recalls. "But absent that organizing foundation laid in the 1990's, we would not have been able to shoot union in the Southeast in 2017. So the history of creating effective [organizing models] cannot be stressed enough."

Miller's sentiments are echoed north of the border, where John M. Lewis, International Vice President and Department Director, Canadian Affairs, says membership growth has spiked some twenty-five percent (to more than 20,000 members) since the 2013 Convention. While some of that growth is directly attributed to an increase in motion picture and television production in the production hubs of Vancouver and Toronto, Lewis notes there has been an unprecedented level of organizing across the country, including 53 separate organizing campaigns undertaken by Canadian Stage Locals in the last four years.

"Two of the best examples of our Stage Locals creating the necessary internal structures to organize are Local 56 in Montreal and Local 58 in Toronto," Lewis reflects. "Both have been reaching out to the unrepresented younger workforce in their respective cities and have been successful in organizing a number of venues."

In the last few years, Local 56 launched five campaigns, while Local 58 was successful in six of the eight campaigns it commenced, with one application still before the Labour Board. Other Locals that were particularly active include Local 63 in Winnipeg, Local 210 in Edmonton and Local 262 in Montreal. "Even Local 709, recently chartered in April of 2013," Lewis says, "has experienced growth. Although it is primarily a motion picture Local, it was successful in organizing Production Rigging Inc., which services Mile One Arena in St. John's, Newfoundland and Labrador, as well as a number of other stage venues throughout the province."

Speaking of Canadian Locals being able to pivot with the times, Lewis references the effort his International office put in with Local 634 in Northern Ontario and Quebec, where a new thriving base has developed in motion picture and television work. "Local 634 has been a small stage Local since its inception [some 40 years ago]," Lewis explains. "Now they have more than 200 members and are servicing the majority of motion picture and television productions in this large geographic area. The Local saw the need to be viewed as part of the motion picture community; with our help, they identified the need for Local decision-making, a focus on training, and the introduction of health and retirement benefits as keys to long-term success, and it's worked."

Lewis says the four pillars IATSE President Loeb has introduced over the years – Leadership, Skills & Safety, Activism and Communication – have created a deep cultural change throughout the bulk of Locals in Canada. He points to the IA's oldest union, Local 58, as having completely altered its makeup from



the top down, bringing in new leadership that is now focused on growth through new organizing campaigns.

“While some organizing opportunities were initiated by workers approaching us, other campaigns have been strategically planned over a number of years,” Lewis adds.

The best example of that is Local 461 in St. Catharines, Ontario, which was made aware of a new entertainment complex being developed by the city in conjunction with Brock University. “The Local worked with the International and certified Brock University, where it had a number of members working,” Lewis recalls, “and then they used that agreement to claim successor bargaining rights for the state-of-the-art First Ontario Performing Arts Centre when it was opened in 2015. The strategic planning that had taken place five years prior, allowed the Local to eventually secure a CBA when the facility came online.”

While Lewis acknowledges that the value in having an IATSE card is now readily seen across Canada, the challenge moving forward is to educate those unrepresented workers (as well as nonunion contractors) why they need to see that same value thousands of others already have.

“When people come to us, we are generally pretty receptive,” Lewis notes. “Employers understand the perils of relying on rate cards and contracts that are not collectively bargained – they get that. But we need to proactively identify targets and start knocking on the doors of those who don’t know or appreciate the value the IATSE can bring to their lives.”

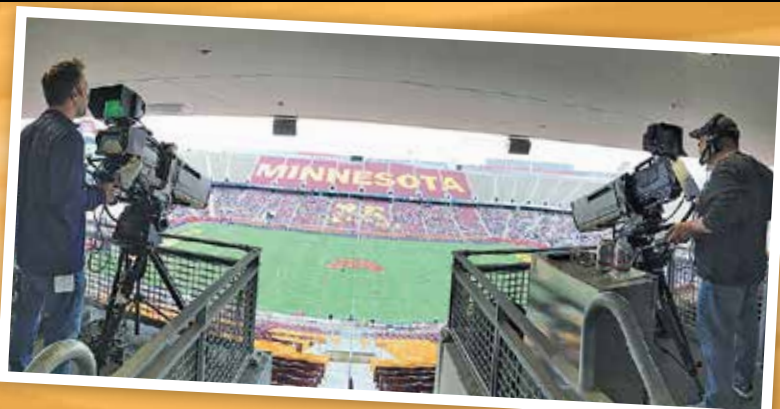
The kind of cultural evolution Lewis talks about is already underway in Western Canada, where motion picture and television production has reached historically high levels. Organizing efforts have focused on three areas: low budget productions, new production centres, and technology developments. “The main challenge has really been to secure agreements on the lower budgeted productions,” Lewis adds. “And the ability to do

that is largely a result of our members’ resolve to insist on working under the protection of a collective agreement.”

Resolve like that shown by Local 669 [Cinematographers Guild], which made a concerted effort in 2016 to educate its members on the need to take on the expanding low budget industry in British Columbia. The Local created a low budget agreement and introduced a system of progressive discipline if members accepted work on non-union productions without first obtaining permission. Lewis says Local 669’s efforts have been “incredibly successful,” securing agreements on over 70 low budget productions and bringing into the membership a new generation of camera personnel.

There are even stories of Canadian motion picture Locals who have literally fought to the death for their members’ rights to organize. Local 849 [Studio Technicians] in Halifax, Nova Scotia, secured the International’s help in attempting to organize Egg Films, the largest producer of commercials in Atlantic Canada. Although Local 849 members were primarily interested in securing health and retirements benefits, Egg responded by going to the media to paint the actions of the IATSE as being somehow illegal. “849 won every single legal challenge, both at the Labour Board and at every level of the courts, including the Supreme Court of Canada,” Lewis bristles. “And they secured a first collective agreement by virtue of First Contract Arbitration legislation, which had been introduced by the provincial NDP government.”

However, when that first agreement expired, Egg refused to bargain in good faith and illegally locked out 849 members. “We were successful in having the actions of Egg ruled to be unlawful. Damages were awarded and eventually a successor agreement was reached,” Lewis notes. “But by that point, Egg had made the decision to cease operating.” Lewis says that while the actions of the IATSE were “vindicated at every level of the judicial system,” it’s of little comfort to those Local 849 members who worked



for Egg Films. “The bravery and resolve of Local 849 members helped to create an important legal framework for organizing our commercial industry,” he concludes. “We must ensure that the time and resources spent on this fight were not wasted” by pursuing “strength through growth” across Canada.

Organizing efforts in Tradeshow, according to William E. Gearn, Jr. International Vice President and Department Director, have been impacted by an industry already dispersed among multiple unions. “In Stagecraft you typically have the work being done by the IATSE or it’s non-union, with no in-between,” Gearn explains. “But Convention and tradeshow work, has, historically, been carved up amongst many different players – that means there are very few cities in this country where a major employer like Freeman Decorating doesn’t already have a union contract, whether it’s with the IATSE, the Painters, or the Teamsters. The one exception to that rule is audio-visual work, which is either non-union or handled by the IA. A/V has been the focus of our organizing efforts in recent years because it’s still wide open.”

In regions with a rich history of organizing, like Philadelphia, PA, AV workers have been targeted with a laser-like focus. International Vice President and New Jersey AFL-CIO Vice President Michael J. Barnes has been a member of Local 8 [Stagehands] since 1987, and Local 8’s Business Agent since 1991. Gearn describes the recent election Barnes won with PSAV, the industry’s largest technology provider for hotel, resort and conference center events, as a “footnote to the tremendous organizing success Local 8 has had in the last twenty-seven years.”

Local 8’s victory with PSAV (certifying some 60 full-time AV employees this past February) really began in 2012, after a national IATSE leadership meeting with President Loeb in New York City. “That meeting inspired us to organize Swank Audio-Visual, which had roughly 300 hotels under their domain and

was the dominant AV player in Philadelphia,” Barnes explains. “Swank announced publicly they’d go out of business before they’d sign a union contract, and sure enough, at the end of that year, they sold all their operations to PSAV, which had some 900 hotels. The merger created the nation’s largest AV employer, with more than 1200 venues.”

Through President Loeb’s urging, the Tradeshow Department struck a national contract with PSAV in 2013, covering varying groups of AV workers in cities around the country. In the four years since, more than twenty cities have been added to the contract. But in 2013, Local 8’s agreement with PSAV (although mirroring the national contract in terms) was Locally administered. It covered supplemental and casual AV workers (employees working under 780 hours per year) in PSAV facilities, representing some 300 shifts per year for Local 8. It did not cover the sixty plus full-time or regular part-time employees working for PSAV.

“Since we were working right beside the full-time AV workers [as a casual workforce],” Barnes continues, “we made it known that Local 8 was interested in representing them. Our rates were upwards of 100 percent higher than what [full-time PSAV workers] were getting for the same work. And our package included health and welfare annuity contributions, guaranteed breaks, minimums and overtime conditions they currently didn’t have.”

When many of those sixty plus PSAV independent contractors came to Local 8 seeking representation, Barnes says the decision was made to step up the organizing drive, even though there was not a guaranteed majority if it went to an election. “We were concerned that with the change in leadership in Washington, the current rules in place at the NLRB that are favorable to union organizing would go away,” he adds. “We filed authorization cards this past January and had an election on February 13. Ten days later the NLRB declared that we represented the majority of workers by a vote of 30-25. We knew there would be an aggressive cam-



paign by the employer to dissuade the unit from going union; so we used many of the techniques we learned at the Officer Institute to let the workforce know what to expect in advance. Those tools included emails, mass texting, websites, and social media.”

Barnes says he hopes the victory Local 8 achieved with PSAV in Philadelphia will produce an organizing template for other cities to follow. “My personal feeling is that [PSAV] was resistant to this contract because it represents a majority of their AV workers, unlike the deal we struck in 2013 for the casual workforce. Total shifts for the current casual AV workers covered under that agreement were 800 in 2016. The sixty-plus full-time workers recognized in this recent election will represent an increase of 1500 percent or 15,000 shifts. And those numbers may well be consistent throughout the country once we have similar AV elections in other cities.”

Local 28 [Stagehands] in the Pacific Northwest have also had some promising organizing gains. Under the leadership of previous Business Agents – Christopher “Radar” Bateman and Roger Gayton II, the examples include Portland State University, White Bird Dance, and, in just the last few months, the AV unit at the Oregon Convention Center (OCC). Current Business Agent Rose Etta Venetucci (who succeeded Gayton and is the first woman to hold the job in the Local’s 122-year history) describes the culture of Local 28 as an organizing loop that never ends.

“We still have a lot of unrepresented work in our jurisdiction,” Venetucci offers, “so we are constantly working with other nearby jurisdictions – like Seattle and Eugene – to make sure nonunion contractors are always in our sights. When I started in January [Venetucci had served a three-year term as Local 28 President], it had been an 18-month process to gain a contract for the AV unit at the OCC, and everyone was fatigued. This was complicated by a small handful of anti-union employees shouting for decertification; it was a very tough situation.”

Venetucci says her copious union training was key to resolution. “I’m a walking commercial for IATSE education,” she laughs. “I’ve done Officer 1 and 2, Train the Trainer, and everything at GEB. We talked to everyone in the 22-person AV Unit and were able to pass a contract [reconfirmed due to procedural errors on the first ballot], with just two holdouts. We’ve started working on our extras list for them and they’ve come to our Unionism class, which breaks down their rights and responsibilities before they become IATSE members. We want total transparency when it comes to organizing so everyone is on the same page with our goals.”

Educating prospective members about the IATSE’s organizing model has been vital to Local 28’s growth. Venetucci says the Local even updated its Constitution & Bylaws to require all new members to pass a test on Unionism. “We use the class as an organizing tool,” she continues. “We talk about [Portland employers like] Rhino Staging, Showcall and Crew One and why you, as an unrepresented stagehand or AV worker, should want to work with the IATSE. Word gets out among job sites about these classes and people have been coming to us asking how they can organize their worksites. We were approached by crews working for True West, which do live concerts at the Zoo, and the Rhino stagehands working at the Amphitheater.”

Venetucci also points to recent organizing drives of AV workers with De Novo Creation, based in Seattle, WA and expanding into Portland, and More Than Light, which facilitates

“WE WANT TOTAL TRANSPARENCY WHEN IT COMES TO ORGANIZING SO EVERYONE IS ON THE SAME PAGE WITH OUR GOALS.”

ROSE ETTA VENETUCCI, LOCAL 28 BUSINESS AGENT



both stage and AV work at Nike's world headquarters in Beaverton, OR.

"Even without a signed agreement, Nike has always honored our contract and rates," Venetucci says by way of a history with the state's most prominent employer. "We've had a longstanding contract with Acme and Hollywood Lights, both of whom work at Nike. More Than Light is a newer labor contractor [at Nike] who was taking some of our AV and electric work. When I approached Nike to revisit the contract and emphasized our concerns about health care, Nike basically told [More Than Light] to bring in union labor. That's when More Than Light called me and said they want to sign a contract! The organizing loop at Nike is such that all of the contractors that work on the Nike campus have signed IA contracts."

That includes the most recent addition, Germany-based live event giant satisfy, already active in numerous other markets around the U.S. "They had been using a non-union labor company that doesn't have our level of training or education [in stage and AV] and offers no health care," Venetucci adds. "Now we're in the final stages of working out a contract with them because their corporate culture believes in health care. The work at Nike is truly hybrid as they have a large theater on campus, as well as all the breakout rooms and corporate presentations. They also do corporate parties all over Portland, which we provide labor for as well."

Gearns says other AV success stories, like Local 107 in Oakland, CA. who recently bargained a contract with Seattle-based Audio Visual Meeting Solutions [see accompanying article, page 50], are the tip of the iceberg. "There are major AV markets still targeted for growth, namely Southern California and Florida," Gearns offers. "The draw for independent AV workers to join the IATSE is similar to the broadcast unit – benefits, job security, and higher pay. Some of the work is facility oriented, like Local 28 in Portland at the OCC, but a lot of the organizing

efforts are aimed at these highly skilled independent contractors."

As for more traditional work on the tradeshow floor, Gearns says organizing opportunities mostly revolve around new technology. "Augmented reality [AR] is in its infancy, but it will be coming to the tradeshow floor," he concludes. "That means you don't see the exhibit until you put the glasses on." Gearns says AR could cut back on the traditional set-up work, but it will also create new jobs in maintaining, operating, and directing the technology. "We saw a presentation [on AR technology] at a conference for the general service contractors – Freeman, GES, etc.," he concludes. "It's definitely coming, and Locals need to get out in front of it."

On the stagecraft side, Dan Di Tolla, International Vice President and Co-Department Director, says that since the 2013 Convention, there's been a much greater willingness by Locals, large and small, to undertake organizing drives. "That increase has been [the Locals] organizing on their own, as well as requesting assistance from the International," Di Tolla describes. "With the downward pressure on wages – due to a proliferation of nonunion venues and nonunion labor pools – it's now more difficult to protect those mature contracts. I think the biggest change has been that the Locals understand it's not only important to represent everyone in their crafts, but also to preserve what they've achieved."

That increase in nonunion labor contractors has hit particularly hard in the live concert sector. "We've seen them compete with our stagehands all over the country by driving down wages, not offering benefits and essentially accelerating a race to the bottom that once was so prevalent in motion picture and TV," Di Tolla adds. "In markets where there is high union density, the big [live event] employers will make deals with our IATSE Locals. But in markets where the density is low, they'll seek out alternative workforces in lieu of our Locals."



Such was the case in Atlanta, GA, where Local 927 recently concluded a decade-long struggle with the concert's industry biggest player, Live Nation, and overcoming its perennial nonunion labor contractors, Crew One and Production Arts Workshop (PAW). Organizing efforts by the stage Local first began in 2007 when every live music venue in the city was staffed nonunion, (with all employees being treated as independent contractors/1099). When no headway was made, organizing drives were renewed again in 2013, including face-to-face visits with a multitude of live event stage workers at various facilities around the region.

In 2014, the Local secured enough pledge cards (roughly 140) to hold a representation election at the NLRB. The closest precedent for the NLRB to establish who would constitute the bargaining unit was a past IATSE organizing drive in Birmingham, AL, which calculated a ratio of five shows or ten working days. But the NLRB selected a different formula – two shows or five days – certifying an Atlanta unit of 407 prospective union members, roughly 36 percent of the representation cards Local 927 had secured. Crew One challenged the NLRB's decision, further delaying the process until a certified election yielded a 2-1 victory for Local 927.

Unfortunately for Atlanta stagehands, the story does not end there. Crew One appealed the decision several more times – to the national NLRB in Washington D.C., and then later to the 11th Circuit Court of Appeals – pushing the battle into the early months of 2016. Di Tolla details how the Judge's decision in the 11th Circuit later invalidated Local 927's election, requiring the International to leverage their existing contracts with Live Nation (in roughly seventeen other states/venues around the nation) to help Atlanta stagehands finally be recognized.

"We were able to bargain with Live Nation for recognition at three of the amphitheaters they oversee – Lakewood, Verizon Wireless, and Chastain Park," Di Tolla recounts. The first Live Na-

tion contract, for Lakewood Amphitheater, was ratified in September 2016 with a path to secure agreements for Verizon and Chastain the following season. That path also required Local 927 to get one hundred stagehands OSHA certified, twenty-five ETCP riggers and five ETCP electricians. Through the IATSE Training Trust, the Local was able to host three OSHA 10 classes (at the Fox Theater) and a rigging training class, in conjunction with Locals 479 and 834. In April and May of this year, Local 927 crewed up IATSE stage teams at the 7,000-seat Chastain Park and the 12,000-seat Verizon Wireless for concerts for the first time in decades.

Another protracted, but ultimately successful stage organizing drive leads back to Oregon, where Local 28's Venetucci describes how the four venues at the Portland Center for the Performing Arts (recently rebranded as Portland's) were taken out of IATSE control nearly a decade ago. "We fought to keep our 15 heads of department," she explains, "but all of the stage labor went rate-card. For years we've been fighting to get it back under a signed CBA because we know it's always been one single employer, but we could never get that in writing."

In the last few years Venetucci, who is an Executive Board Member of the Northwest Oregon Labor Council, and serves on the Oregon AFL-CIO Committee on Political Education (COPE), began working on the political side of the battle, talking to the Metro Commissioners, while Gayton concentrated on the employer. "Just before I started as Business Agent," she recalls, "we got all of the stagehands back in as an LLA, with the heads agreement. That meant all of the stage labor in all four venues were finally back in the IA's hands – hundreds of Local 28 members are now working under a signed agreement. It was ginormous!"

Ginormous is probably a good way to describe what Local 8 has accomplished in stage organizing in the last twenty-five years. Even though Michael Barnes' family has been in the IATSE



since 1916, he couldn't secure membership in Philadelphia until the International overturned decades of exclusionary practices. "The first venue I organized as Business Agent was Penn's Landing, in April 1993," Barnes says proudly, "and we've had a pathway toward membership ever since."

While growth has skyrocketed from 75 to more than 750 members, since Barnes became the B.A., it hasn't been easy or quick. "We had a lot of early successes in the high-end work – Broadway theaters, arenas, and amphitheaters," he shares. "But the lower end work – clubs, regional theater, and the shops – was escaping our grasp."

The solution was to apply the same model pioneered by the International in motion picture and TV –tiered contracts for different venues and workforces. "Once we had a model that fit," Barnes continues, "we went out to the workers to combat their concerns about being organized, namely that they would be displaced, or that us imposing a Broadway-level contract would put their regional theater out of business. We told them stagehands deserved the same type of representation as everyone else in the building, and that the contracts were being tiered to reflect that. We lowered initiation fees or waived them entirely for those that signed authorization cards and were part of an organizing drive. We set up the proper environment and then we waited."

Barnes is quick to emphasize that the latter point is key for any IATSE Local seeking growth. "Management is often the best organizing tool we have because they invariably will push the labor force beyond where they are prepared to go," he explains. "If you have done the groundwork, and made it very clear what union membership involves, the workers will come to you. That's what happened in 2013 when we got our first regional theater contract, which went to an election that we won. We did the same thing for clubs, like the Tower Theater, where the house workers and loaders were non-union. We won that election 28-1."

Growth equals strength, particularly in Local 8's jurisdiction, where election victories have led to voluntary recognition by music behemoth Live Nation in clubs like the 2,500-seat Fillmore Philly, as well as successful organizing drives of non-union shops like Clear Sound, Pinpoint Lighting, and Visual Sound. Local 8 has filed more than seven RC Petitions since President Loeb urged IA unions to create a targeted organizing list at the 2013 IATSE Convention.

And the role model Local 8 presents for organizing has not gone unnoticed in other stage Locals around the Alliance. As per Di Tolla's comments about the sea change many Locals have experienced in recent years toward the proposition of strength through growth, no better example can be found than Local 122 [Stagehands] in San Diego, CA. IATSE International Representative and Trustee Carlos Cota, who was 122's former B.A. (former Assistant Business Agent Richard Disbrow succeeded him) says that for many years his home Local, comprised of 75-100 members, was content with the contracts they had and didn't organize.

"We were a semi-closed group who fell into the natural instinct of protectionism and not wanting to open up," Cota details. But, he adds, as San Diego experienced growth, and the unrepresented workforce, grew with it, Local 122 had to choose whether to organize and enter areas of work they hadn't previously been involved with, or get passed by.

"We shifted to a mindset of doing everything we could to represent as many people as possible working within our jurisdiction," Cota explains. "And over the last 10-15 years, we've organized new venues and pursued new opportunities in audio visual and tradeshow work."

Local 122's largest undertaking came last year with the organizing of the La Jolla Playhouse, bringing in nearly seventy new members, with even more slated for the busy summer season. Nautilus Entertainment and Design Inc., a Local design firm



that specializes in Audio, Video, Lighting and Rigging designs for new installations of Theatres, Amusement Parks, Cruise Ships, and Hotels was another successful organizing drive. Cota says the company brings a high level of talent into the Local through their CAD, Programming and Design skills.

“We also organized the up-and-coming scenic studio, DM Scenic Productions,” he adds, “which has brought in increased work opportunities for current members, and more highly skilled workers into the Local. Business Agent Richard Disbrow shares the same vision of growth equals strength [Local 122 just reached 400 members], and remains committed to organizing and education.”

That kind of commitment is now being demonstrated across the Alliance; as far as organizing veterans like Miller and Barnes are concerned, history is a term that should be defined in the present tense. Referencing the television industry’s dynamic new distribution platform — streaming media — where the proliferation of new content has helped sustain and build union crews, Miller notes: “Because of our past organizing successes and the way our contracts have been structured, work in streaming TV production isn’t any less union than all of our other types of TV production. Netflix, Amazon, Hulu all entered into a business with incredible union density, and with their eyes wide open about the strength of trade labor. They all know they have to work within that union structure in order to be competitive. But the reason for that is predicated on IATSE’s history of organizing that has laid the groundwork in commercials, reality TV, and ongoing episodic production. As more channels and outlets continue to proliferate, it’s understood — because of our organizing success — that work will be done union.”

Barnes notes that the organizing message Local 8 broadcasts across the Alliance is as old as organized labor itself. He says the concept dates back to the founding of the IATSE in 1983, and

“AS MORE CHANNELS AND OUTLETS CONTINUE TO PROLIFERATE, IT’S UNDERSTOOD — BECAUSE OF OUR ORGANIZING SUCCESS — THAT WORK WILL BE DONE UNION.”

MICHAEL F. MILLER, INTERNATIONAL VICE PRESIDENT

those forefathers who struggled mightily to create a world that gave trade unionism a voice.

“The idea that speaking in a collective voice offers working people a better chance to improve their lives is not new,” Barnes insists. “It’s still as useful in 2017 as it was in 1893 when the challenges they had were more formidable than anything we have to face today. Protections we now enjoy, like the 40-hour workweek, overtime, Social Security, and OSHA safety guidelines, didn’t even exist in 1893, and had to be fought for and gained over many years. Those protections are being challenged by this current administration and we can either see that as a threat or like our forefathers did, the best opportunity for organizing. If workers truly understand and welcome the power of unions, nothing can stand in their way.”

International President Loeb stated, “We have learned throughout our history that organizing is the lifeblood of our union. The successful strategies we have employed in all areas of entertainment have secured increased strength and security for our members and their families. Yet the industry continues to evolve and grow, and so must we to stay powerful. It has been proven through our own vast experience that there is no replacement for aggressive organizing, and that growth equals strength.”



Convention Schedule

Listed below is a schedule of the days and hours of the Convention and various caucuses and events. This information will be posted at the General Office in the Diplomat Resort Hotel, and will also be listed on the Convention Program which will be included in all Delegates' kits.



SATURDAY, JULY 15, 2017

1:30 - 2:45 p.m. or 3:00 - 4:15 p.m.	Developing a Craft Skills & Safety Training Program	Atlantic Ballrooms 2 & 3
1:30 - 2:45 p.m. or 3:00 - 4:15 p.m.	Developing a Leadership Training Program	Diplomat Ballrooms 1, 2 & 3
4:30 p.m.	Script/Accountants/ Office Coordinators Caucus	Room 303
	Tradeshow/AV/Projection Caucus	Atlantic Ballroom 1
7:00 p.m.	Orientation for New Delegates	Diplomat Ballrooms 1, 2 & 3
9:00 p.m.	Young Delegates Meeting	Diplomat Ballrooms 4 & 5

SUNDAY, JULY 16, 2017

4:00 p.m.	Women's Committee Event	Regency Ballrooms 1, 2 & 3
7:00 p.m.	PAC Fundraiser (Contribution Required)	Great Hall Foyer 1 & 2

MONDAY, JULY 17, 2017

10:00 a.m.	Opening Ceremonies of the 68th Quadrennial Convention	Great Hall 1-4
2:00 p.m.	Studio Mechanics Caucus	Atlantic Ballrooms 1 & 2
	Treasurers & Ticket Sellers Caucus	Room 214
	TV & Radio Broadcasting Caucus	Diplomat Ballroom 5
	Wardrobe Caucus	Diplomat Ballrooms 1 & 2
4:00 p.m.	Canadian Caucus	Regency Ballroom 2

68th Quadrennial
Convention

TUESDAY, JULY 18, 2017

10:00 a.m.	Convention Convenes	Great Hall 1-4
12:30 p.m.	Interfaith Memorial Service	Regency Ballroom 2
2:00 p.m.	Front of House Caucus	Room 214
	Stage Caucus	Atlantic Ballroom 1 & 2
	VFX/CGI/Animation Caucus	Room 303
4:00 p.m.	Secretary-Treasurers Caucus	Diplomat Ballroom 3

WEDNESDAY, JULY 19, 2017

10:00 a.m.	Convention Convenes	Great Hall 1-4
7:00 p.m.	President's Reception <i>(Tickets Required and received at Registration)</i>	Infinity Pool Deck

THURSDAY, JULY 20, 2017

10:00 a.m.	Convention Convenes	Great Hall 1-4
11:00 a.m.	Nominations of Officers	Great Hall 1-4
7:00 p.m.	Official Family Hospitality	Portico

FRIDAY, JULY 21, 2017

8:00 a.m. - Noon	Election of Officers	Atlantic Ballroom 1, 2 & 3
*2:00 p.m.	Convention Convenes Awards Presentation Installation of Officers	Great Hall 1-4
Immediately Following Adjournment	Delegates' Compensation	Regency Ballroom 1, 2 & 3

** If there is no election, the Convention will convene at 10:00 a.m.*



ROOMS TO KNOW

**General Executive
Board meeting:**
Diplomat Ballrooms 1, 2 & 3
(July 10 - 14, 2017)

Delegate Registration:
Room 307
(opens July 13, 2017)

Convention Hall:
Great Hall 1-4

IATSE General Office:
Rooms 312-313

Convention Resolutions

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

When resolutions are properly submitted, in accordance with Article Three, Section 8 of the International Constitution, it allows us to compile them and have them printed and bound in pamphlet form so they can be placed in the Delegate's kits.

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

The submission of all resolutions to the General Office at least fifteen (15) days prior to the opening

of the Convention will also enable the resolutions to be referred to the proper committee in order that they will have sufficient time to act upon them and report to the Convention in a timely manner.

It is not necessary to hold your resolution for a District endorsement. However, if your Local wants that endorsement you should still send the resolution to the General Office at least 15 days prior to the opening of the Convention so it can be printed and ready for committee referral. Then take a copy to your District meeting for its possible endorsement.

In order for the Convention to act upon a resolution supported by a District, the resolution must be submitted to the General Office at the Convention by no later than 6:00 p.m. on Monday, July 17, 2017.

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



WANT TO LIGHTEN YOUR LOAD AT THE CONVENTION?



GO PAPERLESS!

Find the Paperless Option form in your Delegate's Packets and review all Convention materials through your iPad, Laptop or Smartphone.

District Convention Schedule

Conventions of all thirteen Districts of the Alliance will be held at the Diplomat Resort Hotel in Hollywood, Florida, on Sunday, July 16, 2017. Listed here is a schedule of the start times of each District Conventions and the respective meeting rooms.

DISTRICT NO. 1

(Montana, Idaho, Oregon,
Washington & Alaska)
Secretary-Treasurer:
Delia Mulholland
10:00 a.m.,
Room 303

DISTRICT NO. 2

(California, Nevada,
Arizona & Hawaii)
Secretary-Treasurer:
Ed Brown
9:00 a.m.,
Atlantic Ballrooms 1, 2 & 3

DISTRICT NO. 3

(Maine, New Hampshire,
Vermont, Massachusetts, Rhode Island
& Connecticut)
Secretary-Treasurer:
John Gates
10:00 a.m.,
Rooms 212-213

DISTRICT NO. 4

(Pennsylvania, Delaware,
Maryland, Virginia, West
Virginia & District of Columbia)
Secretary-Treasurer:
John Page
9:30 a.m.,
Diplomat Ballroom 5

DISTRICT NO. 5

(Wyoming, Colorado,
Utah & New Mexico)
Secretary-Treasurer: Doug Acton
10:00 a.m., Room 220

DISTRICT NO. 6

(Texas, Oklahoma & Arkansas)
Secretary-Treasurer: Steve Belsky
10:00 a.m., Room 214

DISTRICT NO. 7

(Tennessee, Alabama, Georgia,
North Carolina, South Carolina,
Mississippi & Louisiana)
Secretary-Treasurer:
Andrew Oyaas
9:30 a.m.,
Diplomat Ballroom 2

DISTRICT NO. 8

(Michigan, Indiana, Ohio & Kentucky)
Secretary-Treasurer:
Michael Lehane
9:30 a.m.,
Regency Ballroom 1

DISTRICT NO. 9

(Wisconsin, Iowa, Illinois, Missouri,
Minnesota, North Dakota, South
Dakota, Nebraska & Kansas)
Secretary-Treasurer:
Chris Gauthier
9:30 a.m.,
Diplomat Ballroom 1

DISTRICT NO. 10

(New York & New Jersey)
Secretary-Treasurer:
John K. Hill
9:00 a.m.,
Regency Ballroom 2

DISTRICT NO. 11

(Ontario, Quebec, Prince
Edward Island, Nova Scotia,
New Brunswick, Newfoundland
& Labrador)
Secretary-Treasurer:
Cheryl Batulis
9:00 a.m.,
Diplomat Ballroom 3

DISTRICT NO. 12

(Manitoba, Saskatchewan,
Alberta, British Columbia,
Yukon, Northwest Territories
& Nunavut)
Secretary-Treasurer:
Peter Gerrie
9:00 a.m.,
Diplomat Ballroom 4

DISTRICT NO. 14

(Florida, Puerto Rico &
the U.S. Virgin Islands)
Secretary-Treasurer:
Kimberly Holdridge
9:00 a.m.,
Regency Ballroom 3

ALL DELEGATES AND GUESTS ARE CORDIALLY INVITED TO A
SPECIAL EVENT PRODUCED BY THE IATSE WOMEN'S COMMITTEE

PLEASE JOIN US ON SUNDAY, JULY 16TH
BEGINNING AT 4:00 P.M. FOR

"A Celebration of the Unlimited Potential of IATSE Women"



The event will include video presentations, guest speakers and a lively panel discussion comprised of IA rank-and-file female members who will speak candidly and share their challenges and success stories.

The program will conclude around 6:00 p.m.
followed by an hour of social networking
with wine, beer and snacks.

The event will take place in the Regency
Ballroom and the networking reception will be
in the Diplomat Ballrooms 1, 2 and 3.

#IATSEWomenUP

www.iatse.net/member-resources/womens-committee

Unions Defend Arts Funding

Twelve unions that represent workers in the arts delivered a letter to Congress on April 5, 2017 that pushes back against the Trump administration's proposal to nix federal funding for the National Endowment of the Arts (NEA), the National Endowment for the Humanities (NEH), and the Corporation for Public Broadcasting (CPB).

In the joint letter, the arts and entertainment affiliate unions of the Department for Professional Employees, AFL-CIO (DPE) stressed the importance of the NEA, NEH, and CPB to the nation's economy and American culture. The coalition emphasized that middle-class jobs in smaller, rural communities will be impacted the most by the federal funding cuts, not those in Hollywood or on Broadway, and urged Congress to maintain current funding levels for all three institutions.



GREAT IA REPRESENTATION AT THE CLC CONVENTION

Toronto played host to the Canadian Labour Congress Convention, held from May 8-12. The IATSE had representation from across the country, with Locals 58, 63, 210, 212, 262, 411, 514, 580, 634, 856, 873, 891 and the International all sending delegates. One highlight of convention was a picket held in front of the Scotiabank Theatre, in solidarity with Local 262 Cineplex employees who do not yet have a contract, three years after organizing, and despite legal decisions in their favour. Hassan Yussuff was acclaimed as the CLC President, and Marie Clarke Walker was elected to a first term as Secretary-Treasurer.



MEMBER SPOTLIGHT

How an IATSE member and Vietnam Vet found peace of mind with the help of MPTEF

Local 728 member James Etter has worked on over 300 television shows and movies including long runs with MTM Enterprises and Stephen J. Cannell, met four U.S. Presidents, was a NASCAR racer at the age of 18, and served in Vietnam. An accomplished union worker, he's collaborated with the best of the best in the entertainment industry providing lighting and electrical work. As he is a member of the industry, MPTEF, the Motion Picture & Television Fund, was able to help James gain his much-deserved veteran benefits.

A California native raised in Burbank, Jim was drafted into the military in 1964 at the age of 21 and ended up in the "6x2" program, which meant he'd train for up to two years and, if he didn't go into active duty, would be sent in. "I had a total dislike for the thought of the foxhole," he recalls. "I was sure I wouldn't get a shower for weeks on end, so I decided to look around and got on the waiting list for the Air Force. I like cars and mechanical things, so working with airplanes could be unique."

Like so many other vets, Jim was traumatized by some of his experiences in service. One of his good friends, Lieutenant Brown, was likened to a school-mate or a buddy in your neighborhood, the kind of officer who would take a soldier out for a beer on R&R. "It was really one of my worst days when he didn't come back," Jim says. He and his fellow

"I pledged that every month, I'd do something good for someone I don't know and who doesn't know me for the rest of my life, and I have."

JAMES ETTER
IATSE LOCAL 728

officers were charged with prepping the hazardous herbicide/defoliant chemical Agent Orange for napalm attacks. "You could get what we named beach crud: prickly pinpoint sores all over your body."

"I'd sit in a fog once I got home," he says of his life once returning to the states. "They didn't know what PTSD was, and I couldn't bounce back." "I tried

four times with the VA to get my benefits," he adds, with his first attempt just after his discharge in 1967. "They'd always want one more thing you couldn't provide. I was fighting a war in the Gulf of Tonkin, and you can't always give an exact date when you've been exposed to Agent Orange. Even today they deny my diabetic condition from contact with it because there's so much hair-splitting involved."

Jim isn't alone in his inability to receive the benefits from service and combat duty to which he was entitled. "We veterans lost a lot of our benefits because we were declared a police action, not an official war," he explains. "Working with bullets, bombs, and rockets was considered a fiction because we weren't under the flag of war."

Being in California was a good way for Jim to get jobs in the entertainment

industry, including a multi-episode stint as a dancing gorilla on *The Captain and Tenille* variety program. He became close friends with Gladys Knight and the Pips, worked as an electrician on Elvis Presley's comeback tour, and even met Presidents Richard Nixon (who extended an inauguration invitation to Jim), Gerald Ford, Jimmy Carter, and Ronald Reagan. From the 1970s through 2005 he worked on many shows and films including *The Mary Tyler Moore Show*, *Rhoda*, *Remington Steele*, and *The Blues Brothers*.

Jim also had a long-running career with TV creator and producer Stephen J. Cannell, a powerhouse of '80s TV programming behind such well-remembered TV series as *The A-Team*, *The Commish*, *Silk Stalkings*, *Riptide*, and *The Greatest American Hero*.

However, Jim's career in the industry came to a halt when he suffered a catastrophic fall in 2005. "I broke my body into little pieces on *Mr. & Mrs. Smith*," he explains. "I broke one shoulder, took out both knees, and messed up my back. It took sixteen years of lawyers to get one thing done, a single knee replacement."

In the interim he was still dealing on and off with the VA, with obstacles including lost paperwork and other stonewalling that eventually led him in August of 2015 to the Veterans' Benefits Assistance program at MPTF. This specialized program aids entertainment community workers who are U.S. military veterans, their surviving spouses, and the veteran parents of industry members obtain VA pension benefits for which they qualify but have been unable to secure.

MPTF social workers managed to weave through these roadblocks, with money starting to appear in Jim's bank account after a new appeal and filing of all the necessary paperwork. "You should be rated close to 100% because of the time you've gone without your benefits," he was told. He received a 70% rating in August 2016, which was then converted to 100% in February 2017; the extra monies from the VA have effectively doubled his monthly income and given him the financial freedom to live beyond month-to-month. After years of social isolation due to hearing loss, he's

now about to get state-of-the-art hearing aids and is planning a camping trip to Yosemite for the first time in decades.

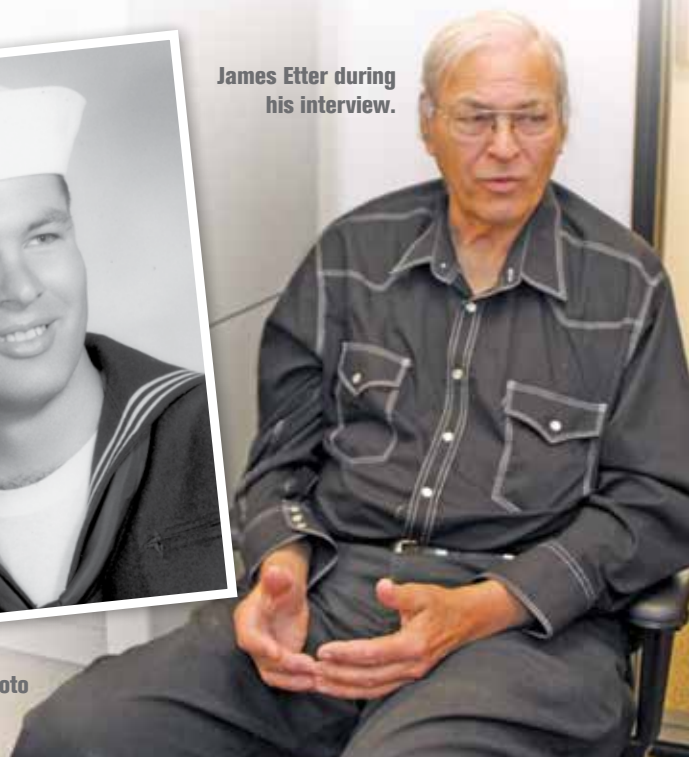
"I pledged that every month, I'd do something good for someone I don't know and who doesn't know me for the rest of my life, and I have," Jim says. "A kid that needs a prom dress, a boy who wants to take his prom date to Disneyland, 25 cents to a person on the street, treating a vet to dinner; it isn't the amount, it's the matter of the intent of your heart. Even with my pains and aches, my PTSD, my diabetes, God is good. Now I have hope."

MPTF's Veterans' Benefits Assistance program connects veterans and their surviving spouses to their earned monetary benefits, enabling them to afford critically needed support for caregiving or placement in an assisted living facility. Since 2014, this program has screened over 1800 veterans/surviving spouses, secured over \$475,000 in retroactive benefits, and secured over \$56,000 in ongoing monthly benefits on behalf of those who qualify. For more information about MPTF's Veterans' Benefits Assistance program, please contact Naomi Rodda at naomi.rodde@mptf.com.



James Etter's military photo

James Etter during his interview.



47th Annual Scholarship Awards

of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation have announced the winners of the annual scholarship offered to children of IATSE members. They are: Devynn Butterworth, Miki Hanse, Hallie Williams, Finn Moore Bicknell and Jeremiah S. Bermel.

Devynn is the daughter of Jeffrey Butterworth of Local 891 (Motion Picture Studio Production Technicians). Miki is the daughter of Edward Hansen of Local 52 (Motion Picture Studio Mechanics). Hallie is the daughter of Beauveau Borie Williams of Local 479 (Motion Picture Studio Mechanics). Finn is the son of Michael Bicknell of Locals 52 and 478 (Motion Picture Studio Mechanics). Jeremiah is the son of Guy Bermel of Local 481 (Motion Picture Studio Mechanics).



DEVYNN BUTTERWORTH

Devynn is a force to be reckoned with. She has her sights on Social Justice. She sees her continuing education as an opportunity to build a higher platform to be heard and gather support from her community to benefit other communities, and to encourage a greater social responsibility in us all. Devynn has been very purposeful in the areas that she chose to support and does it with passion and understanding.

MIKI HANSE

Miki exemplifies pride, honor and spirit in everything she does. She is someone who puts others first and always leads by example. She's an accomplished musician and goes out of her way to assist younger members of their high school band. The band feature her during a performance. She was the only drum major to play a solo during the show in the last twenty-five years.



HALLIE WILLIAMS

Hallie has strong leadership skills, self-motivated and a commitment to community betterment. She has a flare for advertising who possesses the instincts to engage and incite interest in any topic. Hallie is the kind of student teachers wish they could have in their classroom every year, and soon she will grace the classrooms of one very lucky university with her dynamic presence.



FINN MOORE BICKNELL

Finn is an intelligent, honest and hard-working young man who gives one hundred percent effort one hundred percent of the time. His Biology teacher stated, "His work ethic will make Finn a success at whatever he tries, because hard work is what sets a true scholar apart from a student who is merely intelligent."

JEREMIAH S. BERMEL

Jeremiah is headed to Massachusetts College of Art and Design. He has been focused on finding ways to bridge his interests in visual and performing arts. But no matter what degree program he ends up pursuing, he will continue to grow personally while exploring and improving his artistic and academic achievements. He is creatively gifted and ready to pursue his dreams.



The IATSE congratulates Devynn, Miki, Hallie, Finn and Jeremiah on their impressive careers to date, and wishes them every success in college. Good luck!

Those IA members with children now attending their senior year of High School should review the scholarship information on the following page. We encourage you to become candidates for the 48th Annual Awards.

48th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation are pleased to offer five scholarship awards each year in the amount of \$2,500 totaling \$10,000 over a four-year period. Counting the year 2017 awards, the Foundation will have had 70 scholarship recipients. This year's awards will be granted to five high school students graduating in 2018.

ELIGIBILITY

The rules of eligibility for the 48th Annual Scholarship Awards of the Richard F. Walsh/Alfred W. Di Tolla/Harold P. Spivak Foundation state that an applicant must:

- a) Be the son/daughter of a member in good standing of the IATSE;
- b) Be a high school senior at the time of application; and
- c) Have applied, or about to apply for admission to an accredited college or university as a fully matriculated student, which will lead to a bachelor's degree.

3. A complete copy of the applicant's high school transcript is also to be submitted to the Foundation.
4. The record of scores achieved by the applicant on the Scholastic Aptitude Test, College Entrance Examination, or other equivalent examinations may also be submitted, either by the student or by the testing organization.
5. Letter(s) of recommendation may also be submitted for inclusion in an applicant's file and will be accepted from any of the following: Teachers, Counselors, Clergy, Community Service Organizations, employers, etc.

HOW TO APPLY

1. An application is to be requested by completing the coupon below and forwarding same to the Foundation at the address below or go to the IATSE's website (www.iatse.net/member-benefits/scholarship-foundation) and download the application.
2. The application is then to be completed and returned to the Foundation Office.

DEADLINE

The deadline for filing all of the above required materials with the Foundation is December 31, 2017. The winners of the scholarship awards will be notified by the Foundation in June, 2018, and will be announced in a future issue of *The Official Bulletin*.

RICHARD F. WALSH/ALFRED W. DI TOLLA/HAROLD P. SPIVAK FOUNDATION REQUEST FOR APPLICATION

Please send me an application for the 48th Annual Scholarship Awards. I understand that this request itself is not an application and that the application must be completed by me and filed with the Foundation.

Name: _____

Address: _____

City: _____

State/Province: _____ Zip/Postal Code: _____

Parent(s) Name/Local Union No.: _____

Mail to: IATSE, 207 West 25th Street, 4th floor, New York, NY 10001 • Telephone: 212-730-1770



The IATSE TTF will have a booth at the IATSE 68th Quadrennial Convention in Hollywood, FL

Visit us at our table:

- Browse all TTF curriculum
- View the TTF Safety First! PowerPoints, Instructor and Student Manuals and place your orders for review and/or course copies.

- Learn more about our programs and courses

Find out how the TTF can support your local's new or existing training efforts

- Apply for courses
- Talk with our staff about your training related interests/questions/concerns

View the complete TTF Calendars:

TTF Website: www.iatsetrainingtrust.org

Courses page: www.iatsetrainingtrust.org/ttf-calendar/

TTF Supported Courses:

www.iatsetrainingtrust.org/supported-calendar/TTF

Website: www.iatsetrainingtrust.org

Questions? Email us at info@iatsetrainingtrust.org



**Not covered under the 2015-2018 IATSE
Area Standards Agreement?**

**Check out our website to learn about our
other programs!**

www.iatsetrainingtrust.org

AVAILABLE NOW!!!

FREE ONLINE SAFETY TRAINING FOR MOTION PICTURE WORKERS COVERED BY THE 2015-2018 IATSE AREA STANDARDS AGREEMENT

Everybody deserves to feel safe and secure at work. When IATSE workers know the basics of workplace health and safety we can help to prevent accidents, injuries and illnesses on the job. All working people should feel confident that they will be able to go home safely at the end of the day to the people they love, and all workers are encouraged to educate themselves regarding basic on-the-job best practices.

The IATSE Training Trust Fund is excited to be offering free, online, safety training for all workers covered by the 2015-2018 Area Standards Agreement. The free training consists of the General Safety Training ("A") and Environmental Safety ("A2") classes developed by Contract Services. The Training Trust Fund is working with local unions and employers signatory to the 2015-2018 Area Standards Agreement to make sure all eligible workers are able to access and take these classes.

ELIGIBILITY

These online courses are available to individuals performing work under the 2015-2018 IATSE Area Standards Agreement. You will receive flyers and applications for this program through the Training Trust Fund, your local and international union and your employer(s). All applications need to be returned to the Training Trust Fund.

ENROLLMENT

Information about the training can be found on our website and flyers are being sent out through Locals and employers signatory to the 2015-2018 Area Standard Agreement. Individuals eligible for the General Safety Training "A" and Environmental Safety "A2" classes available through the IATSE TTF are able to find enrollment information and applications on our website at: www.iatsetrainingtrust.org/asa.

COURSE DESCRIPTIONS:

A: GENERAL SAFETY TRAINING/INJURY AND ILLNESS PREVENTION PROGRAM (IIPP)

This course explains safety orientation, employee/employer rights and responsibilities, hazard communications, use of personal protection equipment, proper lifting techniques, emergency action procedures, and general production safety procedures. **The course takes an average of one hour to complete.** You do not have to complete the class all at once.

A2: ENVIRONMENTAL SAFETY

This course covers a wide range of subjects, including studio lot & location safety, heat illness, severe weather, disaster/emergency response, environmental awareness, transportation of dangerous goods, electrical safety, and workplace cleanliness. **The course takes an average of 3 hours to complete.** You do not have to complete the class all at once.

When you take these classes, you are protecting yourself, the person working next to you, your co-workers and your family.

Visit the TTF website for more information - www.iatsetrainingtrust.org/asa



THE IATSE TTF SAFETY FIRST! CURRICULUM FOR USE BY ALL LOCALS IS AVAILABLE

IATSE TTF SAFETY FIRST! curriculum modules developed by UCLA are available for use by all Locals conducting training. These customized safety modules with detailed instructor's notes are designed to be taught by any and all trainers. The modules address best safety practices and are lecture/small group activity based. These modules do not deliver hands on training.

Local Officers and/or Training Directors/Coordinators are encouraged to apply for review copies of the modules:

#1 - Basic Safety (4 hrs.)

#2 - Biological Hazards (1 hr.)

#3 - Hazard Communication (5 hrs.)

#4 - Chemical Protection (3 hrs.)

#5 - Electrical Safety (3-4 hrs.)

#6 - Fall Protection & Prevention (2 hrs.)

#7 - Elevated Work Platforms and Aerial Lifts (1.5 hrs.)

#8 Scaffold Safety (1 hr.)

#9 Ergonomics (2 hrs.)

#10 Noise Exposure (2 hrs.)

#11 Confined Spaces/Small Spaces (1 hr.)

#12 Firearm Safety (3 hrs.)

#13 Hand and Power Tools (1 hr.)

#14 Compressed Gas (1 hr.)

#15 Rigging Safety (3 hrs.)

#16 Welding and Cutting (1 hr.)

Resource Tools Guide (RT)

Case Study Guide (CS)

More information on the curriculum modules, descriptions of each module and how to apply for them, can be found on the TTF website at www.iatsetrainingtrust.org/curriculum

EDUCATION AND TRAINING

I.A.T.S.E. OFFICER INSTITUTE APPLICATION 2017

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

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	
MIDDLE INITIAL			
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:		JACKET SIZE Women's S M L XL Men's M L XL	
STREET ADDRESS		HOME PHONE ____ - ____ - ____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE ____ - ____ - ____
CELL PHONE ____ - ____ - ____	EMAIL ADDRESS (please print)		
2. IATSE OFFICER INSTITUTE			
<input type="checkbox"/> Orlando, FL (Both US and CANADIAN Locals) October 16 - 20, 2017			
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION ADDRESS	POSITION AT LOCAL	HOW LONG IN CURRENT OFFICE
OTHER UNION POSITIONS PREVIOUSLY HELD:			
4. APPLICANT SIGNATURE			
I certify that all of the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. Local _____ endorses the enrollment of the above named applicant in the I.A.T.S.E. Officer Institute.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION	INITIALS	

Return Completed Application via Email or Mail to:

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

I.A.T.S.E. Organizing and Secretary-Treasurers 2.0 Training 2017

LOS ANGELES, CA (NOV. 29 – DEC. 1, 2017)

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

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

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

PLEASE PRINT LEGIBLY

1. APPLICANT				
LAST NAME		FIRST NAME		MIDDLE INITIAL
NAME AS YOU WISH TO APPEAR ON DIPLOMA, if different from above:				
STREET ADDRESS			HOME PHONE _____-_____-_____	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE _____-_____-_____	
CELL PHONE _____-_____-_____	EMAIL ADDRESS (please print)			
2. SESSION (CHOOSE ONE. IF YOU WISH TO ATTEND IN BOTH CITIES, SUBMIT SEPARATE APPLICATIONS FOR EACH.)				
<input type="checkbox"/> LOS ANGELES, CA (NOV. 29 – DEC. 1, 2017)				
3. CLASS CHOICE (CHOOSE ONLY ONE)				
<input type="checkbox"/> ORGANIZING 2.0 (MUST BE AN IATSE O.I. GRADUATE)		<input type="checkbox"/> SECRETARY-TREASURERS 2.0 (MUST BE A LOCAL UNION SECRETARY-TREASURER AND/OR IATSE O.I. GRADUATE)		
4. LOCAL UNION INFORMATION				
LOCAL NUMBER	LOCAL UNION ADDRESS		POSITION AT LOCAL	
5. 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	
6. 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 2.0.				
SIGNED			DATE	
TITLE				
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE				
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS	

Return Completed Application via Email or Mail to:

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

Email: officerinstitute@iatse.net

EDUCATION AND TRAINING

Pictured here are the attendees from the 3-day Educational Staff Training Session at the Conference Center at the Maritime Institute held in Linthicum, Maryland, April 18-20, 2017.



APPLICATION FOR OFFICER INSTITUTE 1.0 2017 SUBSIDY FOR LOCAL WITH LESS THAN \$250,000 IN GROSS RECEIPTS

Applicant Name (please print) _____

Applying To: Orlando, FL

LOCAL UNION INFORMATION

Local Union _____

Mailing Address of Local Union _____

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

Contact's phone and email: _____

Local Contact Signature _____

CERTIFICATION

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

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

Applicant's Signature _____

FOR OFFICE USE ONLY:

Rec'd by _____ Approved Y N

Notified _____

Notes: _____

THIS FORM MUST BE ACCOMPANIED BY THE APPLICATION FROM A SPECIFIC LOCAL UNION OFFICER FOR ENROLLMENT IN THE 2017 SESSION OF THE IATSE OFFICER INSTITUTE 1.0, TO BE HELD IN Orlando, FL (Oct. 16 – 20). SUBSIDIES ARE AWARDED ON A FIRST-COME, FIRST SERVED BASIS TO QUALIFYING CANDIDATES. SUBSIDIES, WHEN AWARDED, ARE NON-TRANSFERABLE. SUBSIDIES ARE NOT AVAILABLE FOR THE ADVANCED OFFICER INSTITUTE (2.0).

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jhartnett@iatse.net



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



EDUCATE

The Road Show: Why Unions Still Matter
<http://www.iatse.net/roadshow-schedule-request>



LEAD

Officer Institute
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- ✓ Would you like someone else to do all the work of keeping track of your Local's safety & skills training records?
- ✓ Would you like an easy way to run reports to see who and how many people from your Local have taken a specific course?
- ✓ Do you want your Local's courses to be counted in the larger universe of IATSE training courses?

If you answered yes to any of these questions, try the IATSE TTF Training Tracker.

Let us do the work of tracking course records for you.

Visit www.ttftracker.org for more information

or call Melinda at 818-655-0737

IATSE Entertainment & Exhibition Industries Training Trust Fund
10045 Riverside Drive, Toluca Lake, California 91602

T: (818) 655-0737 | F: (818) 980-3496 | E: tracking@iatsetrainingtrust.org | www.iatsetrainingtrust.org

EDUCATION AND TRAINING

OFFICER INSTITUTE – DENVER, COLORADO MAY 8 – 12, 2017

Ilana Alazzeah, Local 800	Matthew Dicken, Local 17	Michael Massimo, Local 720	Roxanne Rosas, Local 504
Joseph Anderson, Local 7	David Erdei, Local 764	Kenneth Montgomery, Local 204	Jason Rosin, Local 491
David Arellano, Local 7	Robin Grant, Local 919	Patrick Murphy, Local 16	Katie Ryan, Local 16
Deborah Barker, Local 887	Benjamin Hague, Local 2	Jennifer O'Neill, Local 784	Gina Salamon, Local 62
David Behm, Local 600	Lisa Hardin, Local 346	Gregg Pearlman, Local 127	Jeremy Schonwald, Local 728
Doug Boney, Local 871	Douglas Hart, Local 600	Nhu-Y Phan, Local 600	Rebecca Stair, Local 480
Dana Calanan, Local 783	Matthew Heinz, Local 728	William Preston, Local 665	Rachael Stanley, Local 892
Gregory Campbell, Local 17	Robin Jones, Local B-4	Greg Reeves, Local 728	Ivy Thaide, Local 892
Andrea Cline, Local B192	Steven Kaplan, Local 839	Nicholas Reider, Local 26	Scott Waldhalm, Local 62
Joel Cohen, Local 800	Holly Kelley, Local 7	Todd Robbins, Local 720	Martin Weeks, Local 728
Danielle Craig, Local 217	Michael Key, Local 487	Rhiannon Rodriguez, Local 28	Jessica Westra, Local 26
Richard Crum, Local 665	Terry Lavada, Local 764	Brigitta Romanov, Local 892	Michael Williams, Local 871
Richard Crum, Local 665	Jason Lord, Local 728		Aaron Winegard, Local 30
Courtney Cunningham, Local 154	Robert Machlin, Local B192		Nathan Yeoman, Local 504
Teresa Day, Local 745	John Macho, Local 127		
	Jason MacLeod, Local 839		





SAFETY ZONE

CANADIAN EVENT SAFETY SUMMIT

The Canadian Event Safety Summit was held on April 12th in Toronto. The event is designed to provide practical insights for production suppliers, event production companies, festivals, roadhouses, municipalities, colleges and universities, labour organizations, and all those who

provide support to the live event industry. The IATSE was well represented, with attendees from Locals 58, 357, 461, 822, and 873. In addition, Local 58 Education Coordinator Morgan Myler, offered a presentation called "After the Fall: Do you have a Rescue Plan?" and International

Representative Jim Brett was one of the panelists for a discussion on "Safety for Casual Workers – A Shared Responsibility." Congratulations to all participating locals for continuing to place an emphasis on safety.



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.

2	15	41	66	118	200	322	461	690	887
3	16	42	67	122	205	329	470	707	924
4	17	46	69	125	210	339	488	720	927
5	22	48	76	127	212	347	500	751	USA829
6	25	50	78	129	229	357	504	764	
8	26	51	84	143	232	363	558	772	
9	27	53	85	151	251	399	600	798	
10	28	55	87	158	285	412	614	822	
11	30	58	99	168	300	415	631	828	
12	31	60	100	161	306	417	647	834	
13	33	62	105	190	320	423	665	835	
14	39	63	115	195	321	442	675	838	

ATTENTION ALL IATSE LOCALS!

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

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

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

Contact us at:

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

Hot Fun in the Summertime

Usually this Safety column is directed to local unions and members regarding occupational health and safety. However, this summer a delegation of over 800 members will convene at the IATSE Convention in Hollywood, Florida. A few words about health and safety in the heat are below.

Travel and Safety Tips for the Convention and Vacations:

- Weather changes constantly and it can cause travel disruptions. As you get ready for your trip(s), check the forecast at both your origination city and destination.
- While patronizing restaurants, hotels and city attractions – know your surroundings and locate the nearest exit(s). While checking into your hotel room, look down the halls for the exit signs and plan an emergency route. Inside your hotel, there should be a floor plan on the back of the door, with safety guidelines.
- Sun, heat and humidity are all concerns. When venturing outside, heat illness is a serious issue. Florida weather coupled with a sightseeing

walk or some playing on the beach can bring on the early stages of heat illness. Headache, dizziness, fainting, weakness, wet skin, irritability, thirst, nausea, or vomiting are all early signs. If you feel faint, confused, or if you vomit, get help fast. Heat stroke is another heat illness and these are signs: confusion, unable to think clearly, passing out, collapsing, seizure, and sweating. If these signs occur, move to a cool place and call for help.

- Drink plenty of fluids, preferably water. Wear light, loose clothing. Don't overdo the fun stuff. If you are feeling overheated, get into the shade or a cool place and take a rest.
- Sunburn can be very painful and spoil your trip. Apply and reapply sun block to protect you from sun

damage. Wearing a hat and covering up is also helpful. The reflection of the sun off of the water at the beach can also cause eye problems. A good pair of sunglasses that provide UV protection are necessary.

- Strong currents are a hazard. For protection in the waves, some beaches use a system of warning flags. Yellow and red flags warn of tide and current dangers. A purple flag indicates a marine life hazard.
- Beware of the critters especially the mosquito. Use repellants to protect yourself.
- Being in a new or unfamiliar city is always exciting but you should also go a little slower and use good judgement. Enjoy your vacations, enjoy the Convention, enjoy your summer!

For more information: www.osha.gov/heat

OSHA provides a plethora of resources which may be helpful for workers and local union, including posters and other hand-outs; <https://www.osha.gov/SLTC/heatillness/edresources.html>

There are training tools, and even a social media toolkit with sample tweets, hashtags, etc. that can help increase

worker awareness around this completely preventable form of workplace illness: <https://www.osha.gov/SLTC/heatillness/trainingresources.html>

OSHA also has a Heat Safety Tool app for both iPhone and Android Smartphones, so that people on-the-job can get instant information and tips: https://www.osha.gov/SLTC/heatillness/heat_index/heat_app.html

IATSE LOCALS AND MEMBERS IMPORTANT TO ESTA TECHNICAL STANDARDS PROGRAM

Standards are the basis for what makes our work and our workplaces safer and more consistent, and aid in the interoperability of equipment that we work with and around daily. These standards inform the work we do and set the bar for the industry. From rigging to stage floors and from lighting fixtures to networking protocols, these ANSI standards are used in one way or another every day in our business.

Most of us go to work giving little thought as to how our equipment is designed or how the guidelines around using it are developed. Yet there is an army of dedicated people including workers, manufacturers, and dealers working together behind the scenes to develop guidelines for engineering our equipment and the recommendations for using them. This is the world of standards which affect each one of us every day we go to work whether we realize it or not. The ESTA Technical Standards Program (TSP) is the only ANSI-accredited standards program dedicated to the needs of the Entertainment Technology industry. These standards prevent accidents, protect lives and property, save time and money, solve problems, and enhance creativity.

The TSP began in 1994 to enable manufacturers to work together to en-

sure their products function in a safe and efficient manner to the benefit of the entertainment industry. With the pace of technology expanding so rapidly and so many new items coming on the market, these standards are more important than ever. Without the TSP, the industry would revert to an environment where equipment compatibility would be nonexistent, or worse, an environment where standards for our industry would be set by people from outside our industry. This scenario would be particularly disastrous in areas such as rigging where accidents would prompt individual cities and states to attempt to write their own standards, resulting in a nightmare for the industry and especially anyone who works in multiple locations such as on tour with a live show or on motion picture/television productions.

The TSP doesn't work or exist in a vacuum—it needs help from IATSE Locals and members to continue its important work. Fortunately, joining ESTA and the TSP working groups is easy and very low cost. The easiest way to help is to become a member of ESTA either as a Local and/or as an individual. You can also volunteer to participate. If a standard is not useful to the end-users, then all the time and money invested into the stan-

dard is wasted and the industry is denied an opportunity to increase efficiency and safety. So, having input from people who are doing the work is essential.

The TSP currently has nine Working Groups: Control Protocols, Electrical Power, Event Safety, Floors, Fog and Smoke, Follow-Spot Position, Photometrics, Rigging, and Stage Lifts. The Working Groups and Task Groups meet four times per year: usually in January, March, July and November in various locations around the United States. Attendance at Working Group meetings is also available remotely, through the WebEx platform so your time and financial commitments can be kept low.

You may also participate in the process by commenting on standards in Public Review. As part of the process each standard is opened for a period of time for people affected by the standard to make comments. This is a very important part of the process and we need more participation in the Public Review process.

For more information on ESTA and the TSP and how you can help, please visit the website at www.esta.org. The technical standards themselves are available for free download at http://tsp.esta.org/tsp/documents/published_docs.php.

TRAIN THE TRAINER CLASS IN CHICAGO

On March 20, 2017, the IA's "Train the Trainer Class" was held at Local 2's office in Chicago. Included in the photo is Local 2 Vice President Thomas Herrmann, Michael Robinson, IA Training Trust Trustee, class instructor, Professor Mark Johnson and International Vice President/Local 2 Business Agent Craig Carlson.



CREW SHOTS



Here is a photo of the crew for John Cleese at Powell Hall in St. Louis on January 24, 2016. Pictured from left to right are Local 6 members with John Cleese: Rich Wood, Ron Bolte, Norma West, John Cleese, Tim Dees, Mark Schilling, Josh Riggs, and Jack Snider.

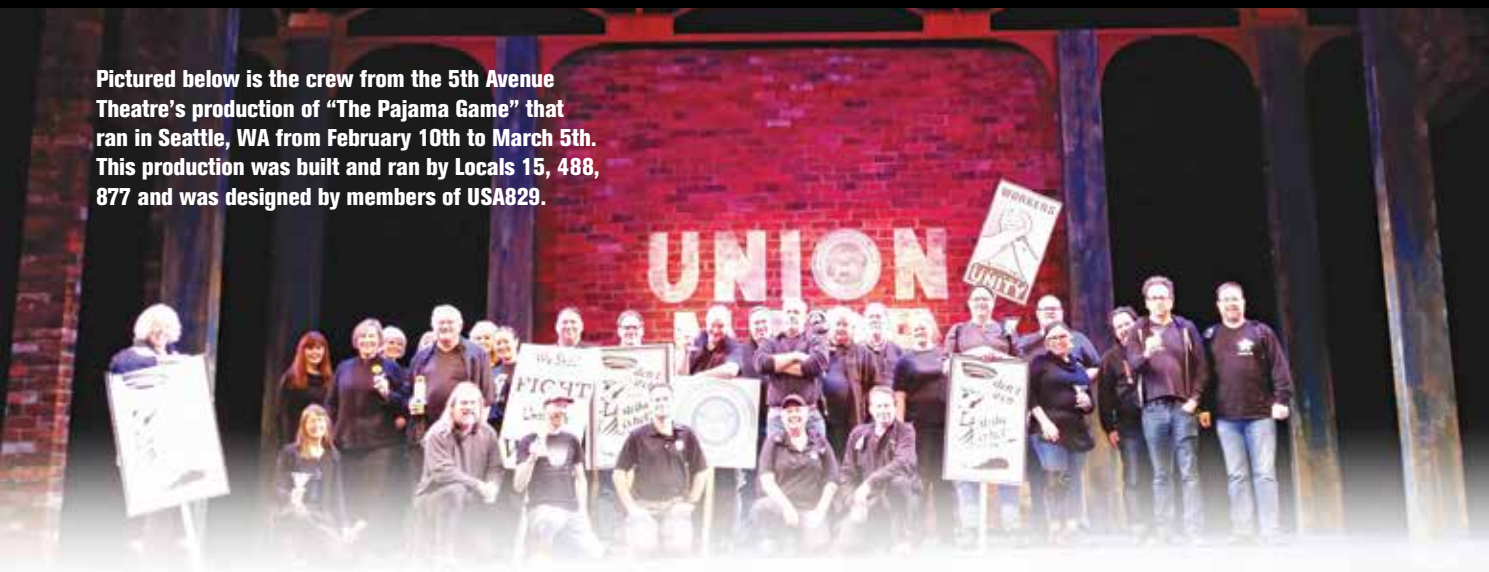


Local 2 Stage Crew of the Lyric Opera of Chicago



The Local 471 backstage crew for the 2017 Indspire awards, which took place March 24, 2017 at the National Arts Centre in Ottawa. The Indspire awards celebrated Indigenous artists and accomplished leaders from the Canadian First Nations, Inuit, and Métis communities.

Pictured below is the crew from the 5th Avenue Theatre's production of "The Pajama Game" that ran in Seattle, WA from February 10th to March 5th. This production was built and ran by Locals 15, 488, 877 and was designed by members of USA829.



The IA crew representing Stage Local 30 and Wardrobe Local 893 with stage management for the Yuletide Celebration 2016 by the Indianapolis Symphony Orchestra starring Mr. Josh Kaufman, Indianapolis native, and winner of the "Voice". Thirty-one sold out performances in 21 days.



Pictured here are Local 768 crew members for this year's Academy Awards show at the Dolby Theatre, LA. From left to right: Kaye Nottbusch, Mary Jane Hetrick, Sandra Kirn, Diane Weisman, Jennifer Ladd, and Donna Maas

Local 107 Oakland Wins AVMS Organizing Drive!

In mid-2015, Local 107 was approached by workers from the Marriot/Oakland Convention Center seeking representation. The Officers of the Local wrote a letter to President Loeb requesting assistance with Organizing. After some discovery, it was determined that the employers regional work area comprised over forty employees and spanned three IATSE local union jurisdictions.

In May of 2016, representatives from the Tradeshow department and Officers from Locals 16, 107 and 134 Held a meeting to discuss strategy. By the end of the month Local 107 had held two sessions with the workers and collected one third of the pledge cards needed to move to an election. Using all of the tools available to them including the Alameda County Labor council California State AFL/CIO and local politicians the officers of the Local drove forward educating, inculcating and empowering the AVMS workers. The organizing committee held meetings on a regular basis to assign tasked to committee members, set goals and timelines for the drive. Once Local 107 had enough workers on

board they had them sign the petition for card check as well as pledge cards.

In anticipation of the potential increase in Audio Visual work, Local 107 with the assistance of the IATSE training trust held the A/V Essentials class at the Marriot/OCC in September of 2016. The course was well received and gave the workers a chance to interact with the members of the Local. By February of 2017, the Local had met its goal for comfortable election numbers. With donations from the Alameda labor council, Locals 16 and 107 held a Solidarity event for the AVMS workers and their families. The event was well attended by labor and political figures from the local area. Food and music provided by members of the organiz-

ing drive made for a pleasant interaction that further bonded the Members of the crew.

In early March, Josie Camacho, Treasurer of the Alameda Labor council, led members of the AVMS crew, officers of Local 107 and representatives from multiple trades in a delegation to the offices of the employer to request voluntary recognition for the workers. The company refused and the election was unavoidable. On April 21st the bargaining unit votes were counted and in true solidarity the vote was 100% in favor of IATSE 107 being the bargaining representative. The members of this organizing drive never wavered when the company tried to single them out. We as members of the IA have all seen some of the tactics that companies use to discourage workers trying to organize. This is a shining example of how solidarity and persistence will win the day!



ACTIVISM ATLANTA LOCAL 834

Dunbar Elementary School is located in the historic neighborhood of Mechanicsville in Metro Atlanta. It's one of the poorest communities in the state of Georgia. Dunbar qualifies for Title 1 federal funding under the No Child Left Behind Act. Under Title 1, the school is able to provide free breakfast and lunch to the 389 elementary students enrolled there.

The Atlanta-North Georgia Labor Council, in collaboration with the United Way of Metro Atlanta, has developed a program throughout the area to address the needs of schools like Dunbar. As part of its community outreach, IATSE Local 834 made the commitment to get involved in the program. The Labor Council was instrumental in arranging a meeting between Local 834, Principal Karen Brown-Collier and Dunbar students. Following the meeting, Local 834 committed to a partnership with Dunbar Elementary School.

Further discussions with school counselors identified some basic needs. They shared their concerns that often families of students have a difficult time providing food for dinner at home. The Local volunteered to provide food bags

for the students especially during term breaks. In addition, Local 834 collected winter coats that were distributed to the students. They also presented Principal Brown-Collier with a \$500 Visa Card to purchase much needed supplies.

This year, Dunbar will be arranging end of the school year field trips. For many of the students, it will be the first time they have ventured outside their community. In order to cover the cost of these trips,

Dunbar was seeking "Dream Makers" to sponsor students. Once again, Local 834's membership stepped up and approved sponsoring four students. In addition, the Local has been hosting fundraisers to cover the cost of sending more students.

IATSE Local 834 has become an influential force in its community and is providing a guiding light for these students – the future of the Labor Movement.



Pictured here, front row, Principle Karen Brown-Collier, Dunbar student, International Vice President/Business Agent of Local 834 C. Faye Harper. Back row, left to right: Local 834 Vice President David Mosley, School Counselor Anita Ragland, Local 834 Financial Secretary Michael Paveligo and Local 834 Job Steward Erik Charles.



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IATSE-TR-06-12-17

Be Prepared For The Union Busters

No matter how big or how small your organizing campaign may be, employers will often use any strategy they can to dissuade the employees from joining the union. In a recent campaign in Detroit, a bargaining unit of five employees was surprised when the employer hired a union busting management company. The motto of the company is “The only election you are guaranteed to win is the one you don’t have.”

This out of state company was brought in two weeks prior to the election to employ classic diversion practices, costing the employer thousands of dollars that could have been used on employee wages, benefits and conditions.

Employers hiring an outside company to come in and practice union avoidance techniques has been around since the days of using thugs and baseball bats. One of the most well-known strategies is the Mohawk Valley Formula. Formulated in the 1930’s, this strategy was created by James Rand, Jr., President of the Remington Rand Company. Rand created a guideline for union avoidance using threats of violence, job loss, intimidation and discrediting union leadership. The basic concepts are still in use today and have been updated for social media usage, advancing anti-union legislation, political campaigns.

Some employers require managers and supervisors to attend union avoidance training at the onset of their employment. One popular firm teaches what they call “war games” training for supervisors and managers. Defining themselves as the most effective firm in the country the firm takes managers through a mock 100-

day union organizing campaign. Starting with a common organizing scenario, the managers work in small groups to learn how to respond to worker actions using effective messaging to the employees as well as the public. The firm believes that educated, confident managers are the key to a union-free workplace.

So, what can you expect? Most of the union busting tactics come from the same “playbook” and try to utilize fear and discrediting the union.

The most common and often most intimidating tactic is the captive audience meeting. Managers or supervisors will pull employees into closed door meetings, either alone or in small groups, to lecture them about the evils of the union and discourage a vote of support. Also, called union avoidance classes, the attempt is to make the employees feel included in the work process and show that the union is not needed to maintain a better work place. A representative of the employer will attempt to bond with the employees by listening to their complaints and promising action.

Another common tactic is the distribution of letters and flyers. Sometimes done by email the company will distribute

messaging blasting the union. These letters often highlight the union’s financial status, how dues are spent and information about the National Labor Relations Act and Right to Work laws. This is done to create a distance between the worker and leadership of the union. Paper messaging may be sent to the employee’s homes or distributed at the workplace.

If the union has any issues that could be considered detrimental to the drive be prepared to be upfront and honest about what happened and how the union addressed the issue. If the employer is able to find any “skeletons in the closet” they will think nothing of sending an unflattering letter or announcing the issue to the employees.

Short-term fixes may be offered as a sign of good faith between management and employees. Supervisors may begin to pay attention to longstanding problems, offer raises or improved benefits. They may ask the employees to take a wait and see approach. Their goal is to show empathy to the workers and convince them that they can solve the employee grievances without a union. In reality, it’s just another tactic to generate anti-union sentiment and prevent a successful election.

Just as pro-union employees encourage support for the union there will be anti-union employees as well. Management will often seek these people out and provide them, sometimes legally sometimes not, with documentation and scripts to lead a “no union” campaign. These anti-union employees maybe former union members or someone who is philosophically opposed to unions. The most obvious is someone who is a friend of management. These people may promise raises, bonuses, or promotions.

Who doesn’t enjoy being appreciated as an employee? Employers may throw appreciation events or invite upper level management in to try and sweet talk employees. Employers will do everything they can to show new found interest in the employees’ wellbeing.

Unfortunately, it is legal for the employer to run an anti-union campaign but there are limitations as to what actions they can take. Any of the following actions would be considered an unfair labor practice and the employee should contact the union’s organizing committee or union representative immediately if they occur.

- Threaten, fire or discipline an employee for suspected union activity.
- Promise wage increases, conditions

or benefits to employees to keep the union out.

- Tell the employees they will refuse to bargain with the union.
- Ask the employees if they have signed an authorization for representation card or how they intend to vote.

The union’s best response to these tactics is to educate the employees on what to expect. By inoculating the employees it reduces the impact of fear that the employer is trying to generate. Assure them that this activity is normal and in no way threatens their right to organize. Remind them that the union busting company was hired by the employer to stop them from organizing and the employer could be spending those valuable resources on the employees.

Lastly, the importance of research cannot be stressed enough in an organizing campaign. It is important to gain as much information about your target as you can to counter these union busting strategies. Researching key individuals in management, the company’s financials and business practices puts the union and the employees in the best possible position to respond to the information the employer puts out.

In the Detroit situation, when the employees were faced with financial in-

formation about how the union spends money they were able to respond by asking about the business practices of the firm hired to dissuade them. It came to light that one of the shareholders of the union busting firm was convicted of security fraud charges, served 33 months in federal prison and was ordered to pay \$1.5 million in restitution. What was an attempt by the employer to discredit the union quickly put them in an embarrassing situation. As a result, the employees felt empowered and became skeptical of all the information presented to them.

Research and preparing the employees will be an ongoing task throughout the organizing campaign. As the campaign progresses hold regular status meetings with the employees to combat the employers’ union busting tactics and to boost morale. By doing this you ensure that the employees continue to be an active part of the organizing process, resulting in a positive outcome.

As employers become more desperate and union busting firms become more aggressive, the union needs to become more diligent in keeping up with their dissuasion tactics. If your organizing drive has encountered any of these “labor management consultants” please contact the General Office.

LOCAL ORGANIZING ACTIVITY

WON ELECTION

LOCAL	EMPLOYER	UNIT
LOCAL 28	METRO OREGON CONVENTION CENTER	AUDIO/VISUAL TECHNICIANS

VOLUNTAY RECOGNITION

LOCAL	EMPLOYER	UNIT
LOCAL 28	DE NOVO	AUDIO/VISUAL TECHNICIANS

RATE CARD TO CONTRACT

LOCAL	EMPLOYER	UNIT
LOCAL 28	SATIS & FY	STAGEHANDS/AV TECHNICIANS
LOCAL 28	MORE THAN LIGHTS	STAGEHANDS/AV TECHNICIANS

5 W's of the Young Workers Committee

WHO

The IATSE International Young Workers Committee (YWC) is a resource to connect and advise IATSE young workers across the U.S. and Canada. The Committee works to set up the infrastructure to help young workers continue or start to get active.

The IATSE YWC has had various local union young workers help us through the years, and right now, the YWC is made up of Emily Tao (Director of Communications), Joe Hartnett (Assistant Department Director of Stagecraft), Jason Vergnano (International Representative), and Molly Katchpole (Senior Communications Coordinator).

WHAT

Send us your young worker activism stories and photos! Tell us about your

activism, whether its within your local union, politically, in your community, or in the workplace.

IATSE young workers have:

- Raised hundreds of thousands of dollars for charities,
- Arranged a movie-themed picket line for a local union organizing campaign,
- Worked to reduce member apathy and help membership meetings reach quorum,
- Supported each other by communicating directly with each other to solve problems and share best practices,
- Continued being active! Young workers have stayed involved and keep improving their activities, whether its an annual beach cleanup, charity toy drives/BBQ fundraisers/kickball

tournaments, or holding regular young worker meetings.

WHEN

The YWC wants to hear from all young workers about their experiences, at all times! If there's something you need to support your young worker activities, please let us know.

WHERE

The AFL-CIO defines young workers as age 35 or under. Email us at ywc@iatse.net, or connect with us on the IATSE Facebook group at facebook.com/groups/IATSEYWC, or Twitter at [@IATSEYWC](https://twitter.com/IATSEYWC).

If you are sending in photo or video, be sure to include as much information as you can about it! This includes the names of the members, what local union they are in, what event this is



from, and anything else relevant to the content.

Young workers are invited to attend the Young Delegates Meeting at the 68th Quadrennial Convention in Hollywood, Florida, on Saturday, July 15, 9:00 p.m., in Diplomat Ballrooms 4 & 5.

WHY

Young workers are the future of our union, and we want to continue growing on the strong foundation that members before us have built. Part of that is to stay active in the local union, politically, in communities, or in the workplace. High-

lighting those activities allow our union to share ideas and best practices, as well as giving the praise that active union members deserve! It can be difficult to balance the stresses of life, work, and throwing activism on top of that – but this is to ensure the future of our great Alliance, and the futures of all entertainment workers that come after us.

One of the hallmarks of the IATSE young workers is the level of support coming from their peers, fellow members, and leaders. Local unions are showing tremendous leadership by providing

resources to young workers to grow and take ownership of goals and successes. Because the local unions are stronger, the IATSE is stronger.



Local 800 Young Workers group meeting.



Local 476 Young Workers group.

Organizing is entering the electronic age!

If you've ever been on an organizing drive you're likely familiar with the 3"x 5" authorization for representation cards your local Business Agent or IA Representative will ask you to sign. For those who haven't seen one of these cards, they are collected when we start organizing a production, venue, or facility. The card serves a number of purposes. One is to judge the enthusiasm of the crew for organizing. Another is to meet the legal requirement to prove we represent the majority of the IA-covered crafts.

If a card count is requested by the employer (which happens very rarely as we tend to show our strength when the crew refuses to continue work), a neutral third party is engaged to count the cards. The employer doesn't get to see who signed a card and the identity of the crew who signed cards is thus confidential. The employer simply gets notified whether a majority of the crew signed cards to be represented. In more rare circumstances, the cards can be used to establish a bargaining unit with the National Labor Relations Board. Once the NLRB determines that there is an appropriate bargaining unit and showing of interest, they will order an election. This process is rarely used in Motion Picture Production but is very common in fixed facility organizing drives in all departments.

In Canada, rules and laws regarding representation vary from province to province, so if your part of an or-

ganizing campaign in Canada, be sure to contact your Local Union or Representative regarding the process in your province.

Recent changes to U.S. law have enabled us to utilize electronic authorization for representation "cards". Oftentimes in the past, the most difficult part of the organizing drive has been coordinating meet ups around work schedules to distribute the physical cards to the crew, and then collect them. The new system enables us to set up a portal to collect the cards electronically. This can be done from mobile devices and desktop computers, simply by visiting a link that takes you to a webpage with all the usual language of a paper representation card. You fill in your name, mailing address, email address, craft, and employer and hit send. Your IA organizer will receive confirmation you signed and can easily tally up who is in support of the organizing drive. It's become an

incredibly helpful tool in an organizer's tool kit!

Though the authorization card collection has gone digital, traditional organizing is still important. Regular communication with the organizers remains the single most important element of a successful campaign.

Organizing has both short-term and long-term benefits. Securing a contract for the production or facility for which you're currently working will provide safe working conditions, union benefits, and area standard wages. In the long term, organizing grows our union and growing our union will make us stronger. The stronger the union, the stronger the contracts. Stronger contracts put money in your pocket, improve your quality of life through reasonable working conditions, and take care of your family with health benefits and a secure retirement.



DEALING WITH DIRT (AND THEN SOME)

Sometimes the “perfect” location for a project is not so perfect to work in. The IATSE safety hotline has received inquiries from members concerned about the cleanliness of their shooting location, and what the protocol is for potentially unsanitary conditions on set.

Titled “Preparing Urban Exterior Locations for Filming,” there is a Safety Bulletin created by The Industry Wide Labor-Management Safety Committee that addresses these issues. These areas are defined as “...alleyways, beneath bridges, tunnels, abandoned structures, storm channels and other locations [that] may present health risks and other hazards.” Anyone who has worked in an industrial area knows how filthy these locations can be.

Prior to filming at such a location, the Production Company is responsible for assessing any potential bio-hazards, chemical hazards or physical hazards, as well as minimizing exposure of the cast and crew to such elements.

If there is human or animal waste, mold, fungus, bacteria, body fluids, excessive vermin or insects present on location, the company should secure the services of an industrial hygienist or other such professional. This expert can conduct a

survey of the area to determine if such hazards are present, and how to treat them.

It is the company’s responsibility to power wash or steam clean the area, remove rubbish, fumigate, or clean with disinfectants any hazardous areas. Broken glass, discarded medical waste, or utility and electrical lines that can put crew at risk should be removed prior to the crew’s arrival.

A consistent effort to protect cable, props and other filmmaking equipment from excessively dirty flooring should be instituted. Cables should be supported off the ground if possible. Layout board or similar cover can be utilized as floor covering. Washing facilities should be easily available for all personnel. Proper PPE (personal protective equipment) needs to be provided when necessary and crew should wear hard-soled shoes, long pants, and long sleeved shirts when practical.

Dirty locations are different from dangerous locations. If you have concerns that a production company has not done their due diligence to protect you from environmental hazards, call your Local and speak with your Business Agent. Everyone deserves a safe workspace.

LEVERAGE, LEVERAGE, LEVERAGE!

Bargaining successor agreements to our term agreements is a never ending cycle for union leadership and the Locals. Improving working conditions, wages and our benefits is the goal in every negotiation and there is much work to be done before the parties sit across from one another at the bargaining table. Bargaining committees are convened, suggestions compiled, benefit plan projections calculated, and proposals drafted.

Another important part of preparing for negotiations is the continued push to organize non-union productions around the country. Negotiations are all about leverage, and having the vast majority of features, commercials, television series and new media productions under contract is important. Imagine if all low-budget productions were non-union, and we only represented members working on tentpole features and big-budget network scripted series. Hundreds of features (including Oscar winning pictures) and TV shows would be non-union, all made for less money than union productions, undercutting our term signatories. Well, that was where we found ourselves

in the 1980’s and 90’s before the IA devoted itself to organizing all levels of production, and created contracts to address a variety of budgets. Our health plans were struggling and our membership was dwindling. We fought back. Today contributions into the health and pension plans are at an all-time high, and our membership is steadily growing across North America. Bringing skilled technicians into membership makes us stronger. If there was a large, skilled non-union workforce standing by, we would be weakened in the bargaining room. Instead, we control the workforce and provide skills training across the country, making IA members even more valuable in the workplace.

Organizing translates into higher wages, stronger working conditions, and more money into our health and pension. The cumulative power of every IA strike line you support has reverberations that can be felt in negotiations years later and will help to improve our paychecks, working conditions, health-care and retirement. Who knew turning in a non-union call sheet to your Local could mean so much?

IATSE LEADS THE WAY IN FIBER OPTIC TRAINING

In early fall of 2015, International Representative John Culleeney was at Safeco Field in Seattle visiting with an IATSE television crew. He met with the Senior Video Engineer, who essentially is the Director of Photography. He could see frustration in the man's face while barking into a radio. The Senior Video first responsibility on that day was to make 14 cameras fire up and get their signals back to the truck. When all were working, the process of painting colors into the cameras to make them look the same, decide on filters and prepare for the paint down began. The paint down is when the game starts in daylight and proceeds into darkness and the stadium lighting takes over. The Senior Video live begins to change the colors and filters in the cameras while also constantly changing F stops as cameras move from dugout, to dark stands and back to the diamond.

The Senior Video person, a very good one, turned when he saw the Rep. "I'm getting killed today, these are fiber cameras", said the Senior Video. "None of my camera operators or my second knows anything about fiber."

This was a set, shoot and strike show. Put out the equipment, get it working and then broadcast that night at 7:00 p.m. Then put it all back in the truck at the end of the ballgame. It was 4:00 p.m. and half his cameras weren't working. The cameras were powered up but the pictures were not showing up. Culleeney began listening to him try and work with camera operators, but it was clear the Senior Video did not have people on the other end who understood how to trouble shoot fiber optics, read a meter and clean the fiber optic tips that were dirty. Not the dirt that the eye can see but microscopic dirt that block the almost invisible pin hole that passes

the light that brings the digital signals back to the truck. Time was getting late and the crew could not break for lunch.

Culleeney suggested, "Let me go out and give these guys a quick lesson on cleaning tools and reading meters."

The video engineer eagerly agreed.

The incident was troubling. At the network level, crews had been using fiber optic for several years, but it was now coming to the regional sports networks and, with the exception of a few people, most of the regions were unprepared. In one hour Culleeney met with the second video and the five camera operators imparting just enough skill to get their cameras up and working from their end of the stadium. From that day, the idea began to form to develop training to keep workers relevant, prepared and ready for the future.

The incident at Safeco Field alarmed Culleeney, "we had to get our members up to speed", he thought. Employers do not train anymore but he knew IATSE training is one of the Pillars and in our industry, not knowing this technology would weaken the Union.

That fall he began in earnest to design a course for a one-day training class. He called the broadcast Locals to see if they would be interested in a one-day training on how to trouble shoot fiber optic cables. The response was very positive. He reached out to one of our members at broadcast Local 745 in Minneapolis, Jesse Madison. Jesse, a long-time friend who Culleeney knew from ABC Monday Night Football, was a fiber expert who owns his own fiber install company and is a very active member of Local 745 (and former officer). Jesse loved the idea and he had also realized that our members were lacking in trouble-shooting skills and

fiber science basics. They began to design a course syllabus.

Culleeney reached out to Liz Campos at the IA Training Trust Fund. With her valuable support and knowledge, a one-day class was designed. He also spoke with Assistant Department Director of Stagecraft Joe Hartnett and International Representative Ben Adams who teaches the AV classes for stagehands and they agreed fiber training for stagehands was needed. With that, Madison and Culleeney decided to hold classes (with the Training Trusts approval) to train ten stagehands and ten broadcast technicians throughout the country.

In January of 2016 in St. Paul, Minnesota, Jesse Madison taught the first class with the cooperation of the Xcel Energy Arena, home to the Minnesota Wild of the NHL. Ten stagehands from Local 13 and ten from broadcast Local 745 spent the day building their skill sets for the future.

Since January of 2016, over twenty fiber optic trouble shooting classes have been held from New York to Spokane Washington - mostly mixed stagehands and broadcast technicians. Jesse Madison said it best: "This class is designed by your union, taught by your union to strengthen our union. Training creates value!"

If you would like a fiber optic trouble shooting class for your Local call either:

Jesse Madison
612-310-4450
jmad789@gmail.com

John Culleeney
602-820-7616
jculleeney@iatse.net

Opéra de Montréal TD Writes Letter of Praise For Locals 56 and 863

March 11 saw the world premiere of Roger Waters' *Another Brick in the Wall* by the Opera de Montréal. It was a big undertaking, requiring highly skilled and talented technicians to pull it off. IATSE Locals 56 and 863 rose to the challenge. Opéra de Montréal Technical Director Patrick Belzile praised the crew in the form of a letter written to the Executive Board of Local 56. M. Belzile wrote, "The staging of this large-scale creation required an exceptional commitment and collaboration on the part of the technical team ... I am delighted to be able to count on a technical team that

is competent and involved. It is clear that through their hard work, this group has contributed greatly to the success of this project." Thank you to M. Belzile and the

Opéra de Montréal for taking the time to express their appreciation for the talent that so often goes unrecognized behind the scenes.



IATSE WELCOMES 4WALL MEMBERS



Employees of 4Wall receiving the membership oath for Local 632 from International Vice President/Co-Director of Stagecraft Department Daniel Di Tolla (not shown).

LOCAL UNION NEWS

OHIO LOCAL HONORS LONGTIME MEMBER

Local 101 presented Brother Harry Haddox with a Gold Card. Brother Haddox was granted membership in Local 70 (Local 101 was created by the International in 2000 by merging Youngstown, Ohio Locals 70 and 132 Warren/Niles Ohio) in 1973. Brother Haddox worked until December of 2015 before declaring his desire to retire at 90 years of age. Over the years Brother Haddox mentored and taught very generously and graciously all members who came after him. He is a past Business Agent, and President of Local 70. He served as a member at large of Local 101's executive board until his retirement.



Brother Haddox with members of Local 101 at his Gold Card presentation.

MAKE-UP AND HAIR LOCAL HOLD FIRST-EVER CEREMONY FOR LONG-TIME MEMBERS

On Sunday, February 26, 2017, Local 798 had the first-ever Anniversary Pin Ceremony. Assistant Department Director of Motion Picture & Television Production Dan Mahoney attended to assist the Local in handing out the 25 and 50-year pins.



Honorees, officers and Brother Mahoney are pictured here in front of Local 798's Charter from 1949 in the entrance to the Local's meeting hall.

Middletown Local Cleans Up for a Good Cause

Members of Local 311 in New York is taking part in the New York State Department of Transportation's ADOPT A HIGHWAY program.

Local 311 has adopted a two mile stretch of highway, for two years. On Earth Day, April 22, 2017, the Local performed its first clean up event and it was very well attended.

The Local hopes this will inspire other Locals to engage in community activism.



NEW VENUE FOR NEW YORK STAGE LOCAL

Prior to the opening of the NEW Nassau Coliseum on May 5, 2017, Officers and crew of Local One posed for a photo in the new Local One venue. Pictured here are the crew, International President Matthew Loeb, International Vice President/President of Local One James J Claffey, Local One Business Managers Kevin McGarty and Paul Dean, Treasurer Toby McDonough, and Trustee Frank Lazarto.



IN MEMORIAM

LOCAL 311 REMEMBERS MICHAEL RONALD BRENNAN

Michael R. Brennan died peacefully at home on March 27, 2017. He was 72.

Born in New Forest, England on July 3, 1944, He spent his early life on the Isle of White in England, where he was chosen to play soccer for the professional South Hampton F.C. Academy because of his great talent.

Michael immigrated to the United States at the age of 16 and joined the Air Force in 1963. He became a proud U.S. citizen in 1966 and credited his military service for making him the man he became.

His career in the Air Force spanned decades. He served in the Vietnam War and was awarded medals for his service. He was a Master Sergeant who trained other soldiers and later worked as an AF Recruiter.

Always a guy who got things done, he was always involved in something. After his discharge from the service, he continued working as a recruiter as well as working for Local 311 in the Theater industry. He served in many offices and capacities



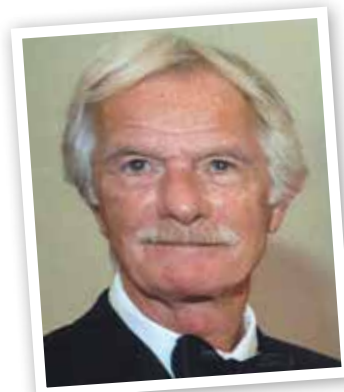
in his Union, the Air Force and the Town of Wallkill American Legion Post 1181. Due to his own love of soccer, he was instrumental in starting the Kiwanis Youth Soccer league in Middletown. His personal sense of duty led him to him to coach and become trained as an O.C.A.A. referee to help with soccer, and he was always available to help out in whatever sport he was needed in. He stayed involved with sports as his sons grew, but kept himself out of their age groups to remain impartial.

Michael recently became involved with the American Legion Post again and when he and a colleague saw the necessity for an informative program in the schools, he helped to implement the Patriot Program.

He will be remembered for his energy, willingness to work with, teach and help others make things happen. Memorial contributions in Michael name may be made to American Legion Post 1181, c/o Jim Scali, 901 Goshen Turnpike, Circleville, NY 10918 to benefit the Patriot Program that he so loved.

LOCAL 772 REMEMEBERS THOMAS F. TIMLIN JR.

Brother Thomas F. Timlin Jr. passed away suddenly on Sunday, April 30, 2017. He was President of TWU Local 772 in Washington D. C., a position he had held for many years. He was 65 years old. In addition, he was also the Wardrobe Supervisor for the Washington National Opera at the John F. Kennedy Center for the Performing Arts, a position he had held for the past seventeen years. Many will remember him as a touring road supervisor with many musicals with which he travelled with his wife Martha who survives him. "Tim" as he was known will be missed by his brothers and sisters of Local 772 as well as the many friends he made around the country.



IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
James G. Billings February 16, 2017	1	Joseph F. Pytel February 5, 2017	23	Harold Naiderman December 24, 2016	52	Bert Vandehaar January 19, 2017	129
William E. Cole-Kiernan March 31, 2017	1	Walter A. Midcalf Jr March 21, 2017	33	Ronald H. Ottesen, Sr. February 20, 2017	52	Michael S. Porrazzo, Sr. January 11, 2017	166
Gary Dutcher January 23, 2017	1	John L. Nafus February 7, 2017	33	Robert A. Supino December 17, 2016	52	Richard J. Hallman May 16, 2016	199
Timothy Foley March 21, 2017	1	Alvin L. Wilson January 15, 2017	33	Rene Auger January 1, 2017	56	Dale R. Burrill January 10, 2017	212
Alwyn D. Lassiter, IV February 12, 2017	1	Mathew F. Azzarone March 10, 2017	44	Gerard Francoeur February 1, 2017	56	Benjamin Davenport March 3, 2017	212
Dermot Lynch March 6, 2017	1	Jason J. Bond March 2, 2017	44	Hugh Maclachlan February 24, 2017	58	William O'Brien April 4, 2017	285
Albert E. Mark March 6, 2017	1	Dale E. Cowart January 16, 2017	44	Robert Otis December 31, 2016	58	Hank A. Williams March 16, 2017	285
Mark Menard January 27, 2017	1	Chester Dilallo January 14, 2017	44	Gordon Karl Rose February 28, 2017	58	Windsor Ray Martin January 1, 2017	298
Gerald Savitch March 31, 2017	1	Edward G. Fitzgerald March 20, 2017	44	Paul Ward February 3, 2017	58	Winona A. Wilkins March 8, 2017	298
James J. Scheuring February 25, 2017	1	Celso Garay February 25, 2017	44	Ferdinand Cumberbatch January 2, 2017	59	Donald Farr January 15, 2017	306
Oliver J. Oakes March 14, 2017	2	Richard A. Griffis, Jr. March 2, 2017	44	William J. Randall March 6, 2017	80	Michael R. Brennan March 27, 2017	311
Thomas Gorman January 5, 2017	3	John H. Hollis February 10, 2017	44	Charles E. Spoerri February 22, 2017	80	Claire M. Seager February 18, 2017	321
Ferninand Cumberbatch January 2, 2017	4	Gerald Hopkins March 2, 2017	44	Suzie Van Dyke March 10, 2017	80	William J. Randall March 3, 2017	336
Stanley Gershon October 6, 2015	4	John Keller February 12, 2017	44	Nancy Wray March 14, 2017	80	J. D. Duty February 15, 2017	354
Larry J. Jauregui January 12, 2017	7	Michael P. Landauer December 23, 2016	44	Paul J. Barlow January 17, 2017	99	William Hance, Sr. December 29, 2016	363
Michael Frampton March 5, 2017	8	Lee W. Runnels December 28, 2016	44	Adam Geller January 4, 2017	100	Oliver J. Oakes March 13, 2017	476
Michael S. Locurcio January 15, 2017	9	Roy A. Sherwood January 22, 2017	44	Charles P. Kaufman February 10, 2017	102	William M. Bohlen March 12, 2017	491
Charles Jo Maguire, Jr. February 25, 2017	14	Michael J. Smith March 19, 2017	44	Paul James O'Neal February 4, 2017	105	Michael J. James February 25, 2017	491
Thomas J. Cheles January 2, 2017	16	Robie S. Stevens November 28, 2016	44	Arnon L. Osborn October 1, 2016	107	Michael A. Wells March 3, 2017	491
Frank J. Krumenaker March 20, 2017	16	Jack Teufel March 5, 2017	44	Calvin Smith January 30, 2017	112	Jorge F Rodriguez-Figueroa January 1, 2017	494
Lynn P. Mc Kee January 3, 2017	16	Paravano Vincenzo January 18, 2017	44	Norman A. Rickard October 1, 2016	115	George Geogorian March 16, 2017	500
Charles H. Wiley February 1, 2017	16	Dan W Lewis Jr March 19, 2017	51	Marlen B. Crist March 28, 2017	126	James Letts, III February 1, 2017	536
Robert Widdoss September 1, 2001	21	Charles Federmack January 24, 2017	52	D. Gregory Blackburn March 4, 2017	127	Robert Byrne March 9, 2017	600
Richard M. Talbott March 8, 2017	22	Leslie Lazarowitz January 6, 2017	52	Joe H. Sharber January 29, 2017	127	Frank L. Carroll March 30, 2017	600

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Richard Favazzo March 30, 2017	600	Patrick J. Fennell March 10, 2017	728	Dave Harse February 21, 2017	793	(John) David Morrison February 28, 2017	891
Jennifer A. Henry February 20, 2017	600	Warren Gerrard January 1, 2017	728	Manlio Rocchetti January 1, 2017	798	Thomas C. Oates February 16, 2017	891
Arthur I. Schwab January 24, 2017	600	Randolph P. Glass March 3, 2017	728	Vincent J. Roppatte December 13, 2016	798	Ken Pineo February 8, 2017	891
Don Oard November 16, 2016	618	Bruce Brewer January 2, 2017	729	Fred Harpman January 1, 2017	800	Robert Reilly March 15, 2017	ATPAM
John Jay Medeiros January 9, 2017	695	Ernest Millanponce February 15, 2017	729	Soo An Kim January 20, 2017	839	Edward Burbidge February 13, 2017	USA829
Daniel Mossbarger March 11, 2017	695	Martin L. Ortiz December 20, 2016	729	Ken Pineo February 8, 2017	849	Jeanne Button Eaton March 15, 2017	USA829
Santo Sam Bernardo March 3, 2010	700	Randal D. Wesley March 4, 2017	729	Victor Stevens February 13, 2017	849	Edward Garzero January 16, 2017	USA829
Donald Finamore January 23, 2017	700	John Reid February 23, 2017	751	Mark J. Johnson February 2, 2017	873	Mark Menard March 16, 2017	USA829
Richard Kupper June 22, 2010	700	Dmitry Chernyavsky December 7, 2014	764	Thomas J. Mcmonigle January 9, 2017	873	Carrie Wood January 4, 2017	USA829
William O. Mochon, Sr. October 3, 2016	700	Millicent Hacker February 11, 2015	764	Stuart Mitchell March 16, 2017	873	Charles Zsiday January 26, 2017	USA829
Jerry Perlman February 5, 2017	700	Pierre Parisi February 27, 2017	764	Donald G. Young January 31, 2017	873	Mary M. Atkinson January 20, 2017	B29
Steve Artmont February 28, 2017	706	Mattie J. Hackler November 18, 2016	780	Nathan McCowan January 10, 2017	891	Ray Zielinski November 5, 2016	B192
Frank J. Schmidlin March 31, 2017	720	Charles R. Kaiser October 16, 2016	780	Dale Menzies February 17, 2017	891		

THANK YOU

The Trustees of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation would like to take this opportunity to thank all the friends, colleagues, members and officers that have made donations in memory of their dearly departed.

For those who would like to make a donation, please send your check to the IATSE General Office to the attention of the Richard F. Walsh/Alfred W. Di Tolla/ Harold P. Spivak Foundation.

Contributor

Brian Lawlor
Daniel M. Mahoney
Andrea Sweeney
Local No. One
Big City Girl, LLC

In Memory Of

John Matthew Cahill
Sol Negrin
Lorraine McGarty
John Matthew Cahill
Fund Contribution

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees

ADG Art Directors Guild (inclusive of Scenic, Title and Graphic Artists, Set Designers, Model Makers, and Studio Arts Craftpersons)

AE Arena Employees

AFE Arena Facility Employees

AG&AOE&GA Animation Guild and Affiliated Optical Electronic and Graphic Arts

AMTS Admissions, Mutual Ticket Sellers

APC Affiliated Property Craftpersons

ATPAM Association of Theatrical Press Agents and Managers

BPTS Ball Park Ticket Sellers

CDG Costume Designers Guild

CHE Casino Hotel Employees

EE Exhibition Employees

EE/BPBD Exhibition Employees/Bill Posters, Billers and Distributors

ICG International Cinematographers Guild (inclusive of Publicists)

M Mixed

MAHS Make-Up Artists & Hair Stylists

MAHSG Make-Up Artists & Hair Stylists Guild

MPC Motion Picture Costumers

MPEG Motion Picture Editors Guild (inclusive of Story Analysts, Motion Picture Laboratory Film/Video Technicians and Cinetechnicians)

MPP,AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians

MPP,O&VT Motion Picture Projectionists, Operators and Video Technicians

MPP,O,VT&AC Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts

MPP,VT&CT Motion Picture Projectionists, Video and Computer Technicians

MPSELT Motion Picture Studio Electrical Lighting Technicians

MPSG Motion Picture Studio Grips (inclusive of Motion Picture Crafts Service and Motion Picture First Aid Employees)

MPSP&SW Motion Picture Set Painters & Sign Writers

MPSPT Motion Picture Studio Production Technicians

MPST Motion Picture Studio Teachers and Welfare Workers

MPVT/LT/AC&GE Motion Picture Videotape Technicians/Laboratory Technicians/Allied Crafts and Government Employees

MT Mail Telephone Order Clerks

O Operators

PC,CP&HO Production Coordinators, Craftservice Providers and Honeywagon Operators

PST,TE,VAT&SP Production Sound Technicians, Television Engineers, Video Assist Technicians and Studio Projectionists

S Stage Employees

S&FMT Sound & Figure Maintenance Technicians

SA&P Scenic Artists and Propmakers

SM Studio Mechanics

SM&BT Studio Mechanics & Broadcast Technicians

SS/C,C,A&APSG Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild

SS,PC,CC&PA Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants

T Theatre Employees

T&T Treasurers & Ticket Sellers

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

TSA Ticket Sales Agents

TW,MA&HS Theatrical Wardrobe, Make-Up Artists & Hair Stylists

TWU Theatrical Wardrobe Union

USA United Scenic Artists (inclusive of Theatrical Sound Designers)

CANADA

ALBERTA

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MANITOBA

M 063 WINNIPEG, MB-Stuart Aikman, 2nd Floor - 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Stuart Aikman.

MPSPT 856 PROVINCE OF MANITOBA-Nicolas Phillips, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

NEW BRUNSWICK

M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.

NEWFOUNDLAND AND LABRADOR

ICG 671 PROVINCE OF NEWFOUNDLAND AND-LABRADOR-David Rumley, P.O. Box 13075, Topsail Stn. Main, Conception Bay South, NL A1W 2K1 (416-368-0072). Bus. Rep.: David Rumley.

M 709 PROVINCE OF NEWFOUNDLAND AND LABRADOR-Debbie Vatcher, secretary@iatse709.com; P.O. Box 29134, St. John's, NL A1A 5B5. (709-754-1746) (Fax: 709-754-1774).

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-Raymond MacDonald, 15 McQuade Lake Crescent, 2nd flr., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Shelley Bibby.

T B848 GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

ONTARIO

S 058 TORONTO, ON-Bryan Godwin, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.

M 105 LONDON/ST. THOMAS/SARNIA, ON-Stephanie Gonyou, secretary@iatse105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-661-8639) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.

S 129 HAMILTON/BRANTFORD, ON-Doug Nightingale, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (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-Chandra-Li Paul, 2087 Dundas Street, East, Unit 104, Mississauga, ON L4X 2V7. (905-232-6411) (Fax: 905-232-6412) Bus. Agt.: Chandra-Li Paul, businessagent@iatse411.ca.

M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-Christine Smith, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905 341-3210) Bus. Agt.: Stacey Bonar.

S 467 THUNDER BAY, ON-Keith Marsh, keith@tbaytel.net; 380 Van Norman St., Thunder Bay, ON, P7A 4C3 (807-473-7672). 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.

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T B173 TORONTO/HAMILTON, ON-Ari Leponiemi, 241 Danforth Avenue, Toronto, M4K 1N2. Bus. Agt.: Chastity Brooker, chastitydawn@gmail.com, 200 Bay Street, South, #1111, Hamilton, ON L8P 4S4.

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M 906 CHARLOTTETOWN, PE-Robert Leclair, leclair.rob@gmail.com; P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Barry Vessey, bvessey@bellaliant.net.

T B906 CHARLOTTETOWN, PE-Ashley Peck, P.O. Box 1032, Charlottetown, PE, C1A 7M4. (902-628-1864) (Fax: 902-566-4648).

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S 056 MONTREAL, QC-Carl Godin, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Karl Kreutzer.

O 262 MONTREAL, QC-Meaghan Hill, Priscilla.meaghan.hill@gmail.com; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-272-5763) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

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M 523 QUEBEC, QC-Sylvia Bernard, 2700, Jean Perin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage/Riggers) Dave Sanchagrin; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard; (Riggers) Sebastien Beaulieu.

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M 295 REGINA/MOOSE JAW, SK-Joanna Vollhoffer, 1849 Park Street, #3, Regina, SK, S4N 2G4. (306-545-6733) (Fax: 306-545-8440).

M 300 SASKATOON, SK-Andrew Forrester, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-370-5744) Bus. Agt.: Kim Warden.

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S 078 BIRMINGHAM-Dennis Parker; iatse78secretary@gmail.com; P.O. Box 10251, Birmingham, 35202. (205-251-1312) Bus. Agt.: Jay Parker.

S 142 MOBILE-Philip Tapia, P.O. Box 2492, Mobile, 36652. (251-622-0233) (Fax: 251-625-2655) Bus. Agt.: John Brown.

M 900 HUNTSVILLE-Howard L. Hicks, III; P.O. Box 12, Huntsville, 35804. (256-690-1622) Bus. Agt.: Kelly McManus.

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S 918 ANCHORAGE-Danielle Evans, P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Eric Lizer.

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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.

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S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA-Jane E. Leslie, jel042@iatse33.com; 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Randolph Pitkin, rpitkin@iatse33.com; (Legit) William Ford, Sr., bford@iatse33.com.

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S 050 SACRAMENTO/CHICO/STOCKTON/MARYSVILLE-Betsy Martin, ia50secretary@sbcglobal.net; 1914 Terracina Drive, Suite 120, Sacramento 95834. (916-444-7654) (Fax: 916-444-6550) Bus. Agt.: John Kelly, iatselocal50@sbcglobal.net.

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S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Marc Campisi; 7700 Edgewater Drive, Suite 600, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Omar Sabeh.

TBSE 119 SAN FRANCISCO BAY AREA-Liz Farkas, P.O. Box 911, San Carlos, 94070. (510-375-2417) Bus. Agt.: Daniel Nicholson.

S 122 SAN DIEGO/ PALM SPRINGS/PALM DESERT/ HEMET/BANNING/ELSINORE/29 PALMS-Rachel Eaves, madamsecretary@iatse122.org; 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-3840) Bus. Rep.: Paul McDonnell, ba@iatse122.org.

M 134 SAN JOSE/SANTA CLARA-Elizabeth Overstreet, secretary@iatse134.org; 300 South First Street, Suite 325, San Jose, 95113. (408-294-1134) (Fax: 408-294-1250) Bus. Agt.: Bill Fairweather, businessagent@iatse134.org.

S 158 FRESNO/MODESTO/STOCKTON-Torn Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) Bus. Agt.: Pebbles Rapp.

O 166 SAN FRANCISCO/SAN MATEO/PALO ALTO/ MARIN COUNTY-Mark Woodall, 4909 Railroad Flat Road, Mountain Ranch, 95246. (209-754-9966) (Fax: 209-754-9977). Bus. Agt.: Donald E. Johanson.

O 169 ALAMEDA/SOLANO/NAPA AND CONTRA COSTA COUNTIES-Stephan Shelley, P.O. Box 29284, Oakland, 94604-9284. (510-470-2424) Bus. Agt.: Stephan Shelley.

M 215 BAKERSFIELD/VISALIA-Ray Grens, Jr., P.O. Box 555, Bakersfield, 93302. (661-862-0215) Bus. Agt.: Matt Bernon.

M 363 LAKE TAHOE and RENO, NV. (See Nevada)

M 442 SANTA BARBARA TRI-COUNTIES(SANTA BARBARA/VENTURA/SAN LUIS OBISPO COUNTIES)-Paul Kaessinger, secretary@iatse442.org, P.O. Box 413, Santa Barbara, 93102. (805-878-0013) Bus. Agt.: Frederick Flores.

M 504 ORANGE COUNTY/PARTS OF CORONA-David Earick, 671 S. Manchester Avenue, Anaheim, 92802-1434. (714-774-5004) (Fax: 714-774-7683) Bus. Agt.: Sam Bowers.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also Georgia, Illinois and New York) Eddie Avila; National Executive Director, Rebecca Rhine; Western Region Director, David Behm, 7755 Sunset Blvd., Hollywood, 90046. (323-876-0160) (Fax: 323-878-1162) Eastern Region Director, Chaim Kantor (New York: 212-647-7300); Central Region Director, Nhu Phan (Chicago/Atlanta: 312-243-3841 / 404-888-0600).

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Arman Boyles, P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Rep.: Patrick Fitzsimmons, businessrep@iatse611.org.

S 614 SAN BERNARDINO/ RIVERSIDE/ BARSTOW/ POMONA/ REDLANDS/ ONTARIO/ BISHOP-Windy J.Maxon, windylocal614@gmail.com; P.O. Box 883, San Bernardino, 92402. (909-888-1828) (Fax: 981-769-9160) Bus. Agt.: David Walker, local614ba@gmail.com.

PST,TE,VAT&SP 695 HOLLYWOOD-Laurence Abrams, edu@local695.com; 5439 Cahuenga Blvd., N. Hollywood, 91601. (818-985-9204) (Fax: 818-760-4681) Bus. Agt.: Scott Bernard, scottb@local695.com.

MPEG 700 MOTION PICTURE EDITORS GUILD (see also New York)-Diane Adler; Nat'l Exec. Dir.: Catherine Repola; Western Exec. Dir.: Scott George. 7715 Sunset Blvd., #200, Los Angeles, 90046, (323-876-4770) (Fax: 323-876-0861); Eastern Exec. Dir. (New York): Paul Moore (212-302-0700) (Fax: 212-302-1091).

MPC 705 HOLLYWOOD-Bethany Jane Bohatila, 4731 Laurel Canyon Blvd, #201, Valley Village, 91607-3911. (818-487-5655) (Fax: 818-487-5663) Bus. Agt.: Bob Iannaccone.

MAHSG 706 HOLLYWOOD-John Jackson, 828 N. Hollywood Way, Burbank, 91505. (818-295-3933) (Fax: 818-295-3930) Bus. Agt.: Tommy Cole.

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T 818 SAN FRANCISCO-Johnny Moreno, 450 Harrison Street, Suite 208, San Francisco, 94105. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Johnny Moreno.

T 832 SAN JOSE-SANTA CLARA COUNTY-Lucinda Stride, P.O. Box 2832, Santa Clara, 95055. (408-464-3640) Bus. Agt.: Nancy Williams.

T 866 SACRAMENTO-Doris Goodwin, doris.goodwin@att.net; P.O. Box 19063, Sacramento, 95819. (916-927-5141) Bus. Agt.: Francina Stevenson, roncina@frontiernet.net.

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M 412 BRADENTON/SARASOTA-Jeffrey Ellis, P.O. Box 1307, Tallevast, 34270. (941-914-1553) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen, ia412ba@verizon.net, (941-914-1553).

SM 477 STATE OF FLORIDA-Nancy Flesher, sec-treas@ia477.org; 3780 SW 30th Avenue, Fort Lauderdale, 33312 (305 594 8585) (Fax: 954-440-3362) Bus. Agt.: James Roberts, II.

M 500 SOUTH FLORIDA-Terrence McKenzie, 1001 NW 62nd Street, Suite 220, Fort Lauderdale, 33309. (954-202-2624) (Fax: 954-772-4713) Bus. Agt.: Terrence McKenzie.

M 631 ORLANDO/CAPE CANAVERAL/COCOA/MELBOURNE/LAKE BUENA VISTA/DAYTONA BEACH-Dawn Scott, 5385 Conroy Road, Suite #200, Orlando, 32811-3719. (407-422-2747) (Fax: 407-843-9170) Bus. Agt.: Joseph Shelton.

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Larry McDonald, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: Peter Browning.

MPVT/LT/AC&GE 780 (See also Illinois)-Jaroslaw Lipski, jerry@iatse780.com; 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Mgr.: Jerry Lipski.

EE 835 ORLANDO/DAYTONA BEACH-Mark Hardter, 7131 Grand National Drive, Suite 102, Orlando, 32819. (407-649-9669) (Fax: 407-649-1926) Bus. Agt.: Mark Hardter.

AE AE938 JACKSONVILLE-Andy Canady, 1000 Water Street, Jacksonville, 32204 (904-626-5324) Bus. Agt.: Mac Brown.

GEORGIA

M 320 SAVANNAH-Matthew Haddock, iatse320treasurer@gmail.com; P.O. Box 5731, Savannah, 31414. (912-232-2203) Bus. Agt.: Matthew Williams, iatse320@gmail.com.

SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)-Frank Hatcher, Jr., fhatcher@iatse479.org; 4220 International Parkway, Suite 100, Atlanta 30354. (404-361-5676) (Fax: 404-361-5677) Bus. Agt.: Michael Akins, mkins@iatse479.org.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, sectres@iatse491.com; 1924 South 16th Street, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin, jrosin@iatse491.com.

S 629 AUGUSTA-Anthony Capaz, 2312 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312) Bus. Agt.: Bruce Balk, bbalk@mindspring.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Illinois and New York) Eddie Avila; National Executive Director, Rebecca Rhine; Central Region Director, Nhu Phan, 1355 Peachtree Street NE, Suite 1060, Atlanta 30309 (404-888-0600) (Fax: 404-888-6593). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60608. (312-243-3841) (Fax: 312-243-4275).

M 824 ATHENS-Peter Fancher, peterfancher@att.net; 160 Madison Street, Athens, 30601. (706-201-6123) Bus. Agt.: William Jackson, xwillbuildx@yahoo.com.

EE 834 ATLANTA-C. Faye Harper, 500 Bishop Street, NW, Suite F-1, Atlanta, 30318. (404-875-8848) (Fax: 404-875-4578) Bus. Agt.: C. Faye Harper.

TWU 859 ATLANTA-Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-757-6242) (Fax: 678-838-1456) Bus. Agt.: Kelly Chipman, atlantalocal859@aol.com.

S 927 ATLANTA-Mary Grove, 449 1/2 Moreland Avenue, Suite 215, Atlanta, 30307. (404-870-9911) (Fax: 404-870-9906) Bus. Agt.: Neil Gluckman.

HAWAII

M 665 STATE OF HAWAII-Kay Carter, carter@iatse665.org; 501 Sumner Street, Suite 605, Honolulu, 96817. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Irish Barber.

IDAHO

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, jillscott141414@gmail.com; P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: A. "Jay" Nordling, ajnordling@aol.com; Bus. Rep.: Pat Devereaux, patdevereaux@aol.com, (509-999-5073).

S 099 STATE OF UTAH/BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, IDAHO-Chuck Blackner, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: James Phelps.

EE 838 SOUTHERN IDAHO/SALT LAKE CITY, UT-Nancy Trowse, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Nancy Trowse.

ILLINOIS

S 002 CHICAGO-Thomas L. Herrmann, 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

MPP,AVE&CT 110 CHICAGO-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Steve Altman.

S 124 JOLIET-Tim Kelly, twk1415@yahoo.com, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch, l_lo-rin@hotmail.com.

S 138 SPRINGFIELD/JACKSONVILLE-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-414-4244) Bus. Agt.: Noel Dalbey, ndalbeylocal138@comcast.net; 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA-Sarah Short, P.O. Box 6355, Peoria 61601. Bus. Agts.: Paul Showalter (Peoria), Kevin Paxton (Bloomington).

M 217 ROCKFORD-Kim Whitmore, P.O. Box 472, Rockford, 61105. (815-670-9264) (Fax: 815-484-1085). Bus. Agt.: Richard Abrams.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, iatse421@digitall.net, P.O. Box 441, Mur-

physboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

SM 476 CHICAGO-Mark A. Hogan, 6309 N. Northwest Highway, Chicago, 60631-0490. (773-775-5300) (Fax: 773-775-2477) Bus. Agt.: Mark A. Hogan.

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Andrew Hall, andyh61801@yahoo.com; P.O. Box 3272, Urbana, 61803-3272. (217-841-2498) Bus. Agt.: Chad Schwenk, cschwenk27@gmail.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Georgia and New York) Eddie Avila; National Executive Director, Rebecca Rhine; Central Region Director, Nhu Phan, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60608. (312-243-3841) (Fax: 312-243-4275). Atlanta Office: 1355 Peachtree Street NE, Suite 1060, Atlanta, GA 30309. (404-888-0600) (Fax: 404-888-6593).

T&T 750 CHICAGO-Joseph Wanderling, jwanderling@teletix.co; 106 W. Calendar Court, #272, La Grange Park, 60525. (708-276-3175) Bus. Agt.: Daniel Garnett, garnett.dan@gmail.com.

TBSE 762 CHICAGO-Mike Maier, thomashoover@comcast.net; 2911 West Eastwood Ave., Chicago 60625. (773-793-3124). Bus. Agt.: Dennis Gates, dennis@gatesdigital.com.

TWU 769 CHICAGO-Kathryn Rubel, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-732-6326) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twulocal769@gmail.com.

MPVT/LT/AC&GE 780 CHICAGO (see also Florida)-Debbie Bedard, debbie@iatse780.com; 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Mngt.: Jerry Lipski, jerry@iatse780.com.

ADG 800 CENTRAL OFFICE (See also California, New York and North Carolina)-Gary Baugh, 5256 N. Magnolia, Chicago, IL 60640. (773-805-1521).

USA829 ILLINOIS REGIONAL OFFICE (See also New York)-111 North Wabash Avenue, #2107, Chicago, 60602. (312-857-0829) Bus. Agt.: Matt Walters.

T 846 CHICAGO, IL/MILWAUKEE, WI-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

INDIANA

S 030 INDIANAPOLIS/KOKOMO/RICHMOND/EARLHAM COLLEGE /LOGANSPOUT/ PERU/CONNORSVILLE/ANDERSON/MUNCIE/PORTLAND-Brian Mulry, 1407 East Riverside Drive, Indianapolis, 46202-2037. (317-638-3226) (Fax: 317-638-6126). Bus. Agt.: Brian Mulry.

S 049 TERRE HAUTE-David G. Del Colletti, dcolletti@ma.rr.com; 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) Bus. Agt.: Dave Targett, davegrtgt@yahoo.com.

S 102 EVANSVILLE-Mark Fehr, 13 Dreier Blvd., Evansville, 47712 (812-467-0287) (Fax: 812-467-0287). Bus. Agt.: Steve VanMeter.

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/FRANKFORT/CRAWFORDS-VILLE-Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8038) Bus. Agt.: Rick D. Wilbanks (219-718-8037), ba125@frontier.com.

S 146 FORT WAYNE-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. (260-494-9765) Bus. Agt.: Michael Barile, mbarile152@comcast.net (260-402-3257).

M 187 SOUTH BEND/MISHAWAKA/ELKHART/GOSHEN/PLYMOUTH/CULVER, IN/NILES, MI-Gail Stroh, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPOUT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE-Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0714) Bus. Agt.: Stephen Blair.

TBSE 317 INDIANAPOLIS-Int'l Representative-in-charge Francis O'Hern, 2911 W. Eastwood Ave., Chicago, IL 60625.

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/FRENCH LICK-Mark R. Sarris, 511 North Fess, Apt. 7, Bloomington, IN 47408. (812-327-4262) Bus. Agt.: Mark R. Sarris, ba618@iatse618.org.

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-696-2595) Bus. Agt.: Joanne M. Sanders.

T 8194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

IOWA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/SIOUX CITY, IA-Destiny Stark, secretary@iatse42.org; P.O. Box 351, Omaha, NE 68101. (402-934-1542) (Fax: 402-504-3584). Bus. Agt.: William Lee, Omaha@iatse42.org.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-Linda Tweedy, gigilt@msn.com; 2000 Walker Street, Suite L, Des Moines, 50317. (515-707-8567) Bus. Agt.: William R. Muniz, Billymuniz81@aol.com.

S 085 DAVENPORT, IA/ROCK ISLAND/MOLINE, IL-Jeff Garnica, jeffgarnica@iatse85.org; P.O. Box 227, Davenport, IA 52805. (563-579-3526) Bus. Agt.: Joseph Goodall, joegoodall@iatse85.org.

S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE-Bruce Croy, brucecroy@imonmail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-521-2507). Bus. Agt.: Jeff Smith, smittygrip@gmail.com.

M 690 IOWA CITY-Charles Scott, sectreas690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolici, antolici@msn.com.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 1321 Swift, North Kansas City, MO 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

M 190 WICHITA/HUTCHINSON/EL DORADO-Charles W. Campbell, st190@iatse.kscoxmail.com; P.O. Box 3052, Wichita, 67201. (316-267-5927) Bus. Agt.: Thomas Harms, ba190@iatse.kscoxmail.com.

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-Melinda McKenzie, 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: Matthew Dicken, 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.: Susan Anderson.

TWU 897 LOUISVILLE-Lisa Green, info@budgetprint-center.net; 27 Arctic Springs, Jeffersonville, 47130. (812-282-8832) (Fax: 812-282-4057) Bus. Agt.: Melissa Gagliardi, 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) Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

S 298 SHREVEPORT-Steven Pyatt, 715 McNeil Street, Shreveport, 71101. (318-227-2914) Bus. Agt.: Debra Graham.

SM 478 STATE OF LOUISIANA/SOUTHERN MISSISSIPPI-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-223-1258) Bus. Agt.: Lewis Rhodes.

M 668 MONROE-Dan Saterfield, dsaterfield@yahoo.com; 401 Lea Joyner Memorial Expy, Monroe, 71201. (318-355-0522) Bus. Agt.: Ross Slacks, rossslacks@aol.com.

TWU 840 NEW ORLEANS-Lesly Davi, coda537@gmail.com; 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase, bonnie_haase@yahoo.com; (225-294-3024) (Fax: 225-294-3024).

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/BANGOR-Stephen Price, sprice@maine.rr.com, P.O. Box 993, Portland, 04104 (207-657-7100) Bus. Agt.: Corey Anderson.

TBSE 926 AUBURN-Sarah Quaintance, 4 Ledgeview Drive, Westbrook, 04092 (207-514-1338).

MARYLAND

S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (443-832-4950) Bus. Agt.: Bruce Holtman, Jr., businessagent19@gmail.com.

S 022 WASHINGTON DC SUBURBS, MD/WASHINGTON, DC/NORTHERN VIRGINIA-John Page, 1810 Hamlin Street, NE, Washington, DC 20018. (202-269-0212) (Fax: 202-635-0192) Bus. Agt.: John Brasseur.

MPP,O&VT 181 BALTIMORE-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-788-2856) Bus. Agt.: Karl O. Gilbert.

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall.

M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150) Bus. Agt.: Michael E. Clem.

TBSE 833 BALTIMORE-James Coxson, jcoxson@wjz.com, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, wpoplovski@wjz.com, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE-Carole Grimsley, stitcher.2@comcast.net; 7327 Springfield Avenue, Sykesville, 21784 (410-795-1254) Bus. Agt.: Mary Beth Chase, mbcb625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-340-0049).

MASSACHUSETTS

S 011 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD-Colleen Glynn, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: Colleen Glynn.

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larse, viarse@iatse53.com; P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto, agent53@comcast.net.

M 096 WORCESTER-Stephen Hoffer, P.O. Box 582, Worcester, 01613. (508-397-2786) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068. (508-882-3339).

M 195 LOWELL, MA/NEW HAMPSHIRE-David Demers, P.O. Box 6642, Manchester NH 03108. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

M 232 NORTHAMPTON/AMHERST-Brenda Shepard, P.O. Box 264, Sudbury, 01776. (781-249-2688) Bus. Agt.: Paul Yager.

SM 481 NEW ENGLAND AREA-James MacDonald, iatse481st@aol.com; 10 Tower Office Park, Suite 218, Woburn, MA 01801. (781-376-0074) (Fax: 781-376-0078) Bus. Agt.: Chris O'Donnell, iatse481ba@aol.com.

T&T 753 BOSTON-Diane M. Blaskovich, ingenue107@aol.com; 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Debbie Holbrook, debba851@aol.com; 15 Bruce Street Tewksbury, 01876. (508-864-1913) Bus. Agt.: Debbie Holbrook.

T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (857-204-5287) (Fax: 617-868-8194) Bus. Agt.: Carol Arlauskas.

AFE B935 WORCESTER-Trustees Darius Pourfarzaneh and Keith Topor, 24 Carroll Hill Road, Charlton, 01507. (508-943-3626)

MICHIGAN

M 026 GRAND RAPIDS/MUSKEGON/BATTLE CREEK/KALAMAZOO/HOLLAND/ST. JOSEPH-Matthew Taylor, 931 Bridge Street, NW, Grand Rapids, 49504. (616-742-5526) (Fax: 616-742-1088) Bus. Agt.: Stasia Savage.

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-John Wendling, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Rep.: E. Joseph Miller.

M 187 NILES, MI/SOUTH BEND/ MISHAWAKA/ ELKHART/ GOSHEN/ PLYMOUTH/ CULVER, IN-Gail Stroh, P.O. Box 474, South Bend, IN 46624. (574-292-1871) (Fax: 574-288-0233) Bus. Agt.: Deborah Mayers, deborahmayers@comcast.net.

MPP, VT&T 199 DETROIT-Paul Bratfish, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: George R. McCoy.

S 201 FLINT/OWOSSO-Steffan Minore, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-577-1541) Bus. Agt.: Michael Weisberg.

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/ TRAVERSE CITY/ALPENA-John McDaniel, mcdani13@msu.edu; 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) Bus. Agt.: Matthew Woolman, balocal274@gmail.com.

M 395 ANN ARBOR/MONROE-Mark Berg, markberg@iatse395.org; P.O. Box 8271, Ann Arbor, 48107. (734-845-0550) (Fax: 734-482-0380) Bus. Agt.: Dean Neeb, ba@iatse395.org.

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T&T 757 DETROIT-Mirena Aliko, 1253 Blairmoor Court, Grosses Pointe Woods, 48236. (313-350-8408) Bus. Agt.: Sandra Sobotka.

TWU 786 DETROIT-Jacqueline Wendling, twulocal786@gmail.com; 27830 Jefferson, St. Clair Shores, 48081. (586-291-1530) Bus. Agt.: Beverly Llobart, bevmarie2556@gmail.com.

T B179 DETROIT-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479) Bus. Agt.: John Nesbitt.

MID-ATLANTIC AREA

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, P.O. Box 16315, Baltimore, MD 21210. (410-732-0414) (Fax: 636-223-3205) Bus. Agt.: David O'Ferrall.

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL-Jamie Osterreich, 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.

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M 416 ROCHESTER/AUSTIN/MANKATO/WINONA-Scott R. McGee, P.O. Box 9095, Rochester, 55903-9095. (651-235-7737) Bus. Agt.: Paul Sund, ba416iatse@gmail.com, (507-226-8926).

SM 490 STATE OF MINNESOTA-Edward Cohen, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) Bus. Agt.: Brian Simpson.

M 510 MOOREHEAD, MN/FARGO, ND-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-306-5026) Bus. Agt.: James Torok.

TBSE 745 MINNEAPOLIS-Mark Mulholland, iatse745@gmail.com; P.O. Box 3278, Minneapolis, 55403 (612-267-8770) Bus. Mgr.: Charles Cushing.

T B26 MINNEAPOLIS-ST. PAUL-Kurt Stocke, 326 E. 44th Street, Minneapolis, 55409 (763-218-7980) Bus. Agt.: Sue Lundquist.

MISSISSIPPI

SM 478 SOUTHERN MISSISSIPPI/STATE OF LOUISIANA-Chandra Miller, 432 N. Anthony St., Suite 305, New Orleans, LA 70119. (504-486-2192) (Fax: 504-483-9961) Bus. Agt.: Cory Parker.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, tmsquared@charter.net; 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492) Bus. Agt.: Peter Kurland.

M 589 JACKSON/VICKSBURG/NATCHEZ-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

M 616 MERIDIAN-Benny Egglar, abegglar@comcast.net 8137 Rosewood Lane, Meridian, 39305. (601-286-5092) Bus. Agt.: Jerry Tucker, jerryglynntucker@aol.com.

M 674 BILOXI/GULFPORT-Paul J. McNally, 22071 Bradis Road, Gulfport, 39503. (228-234-7974) Bus. Agt.: Bobby Saucier.

MAHS 798 NORTHERN MISSISSIPPI/NEW YORK/ STATE OF TENNESSEE-John Curtin, 70 West 36th Street, Suite 4A, New York, NY, 10018. (212-627-0660) (Fax: 212-627-0664). Bus. Reps.: (Theatre) Daniel Dashman; (Film) Rosemarie Levy.

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S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfitzner, 1321 Swift, North Kansas City, 64116. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Jason Taylor.

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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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S 003 PITTSBURGH/NEW CASTLE-Shawn W. Foyle, P.O. Box 352, Pittsburgh, 15230. (412-281-4568) (Fax: 412-281-4571) Bus. Agt.: Robert J. Brown.

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Christopher O'Shea, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Tricia Barnes-Vargo.

SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE. /GREATER PA- Richard Dolan, 19-02 Steinway Street, Astoria, NY 11105. (718-906-9440) (Fax: 718-777-1820) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

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S 113 ERIE-Jillian Orr, P.O. Box 557, Erie, 16512. (814-474-1116) Bus. Agt.: Thomas Catalde.

M 152 HAZELTON-Nicholas St. Mary, nickstmary@verizon.net; 403 Lori Drive, Beaver Meadows, 18216. (570-459-1602) (Fax: 570-453-0887) Bus. Agt.: Nicholas J. St. Mary.

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M 329 SCRANTON/PITTSTON-Pattianne Martin, patcathair@aol.com; 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Benjamin Martin.

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M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/ INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINSGROVE/INDIANA-James Gatehouse, jamesgatehouse@gmail.com; P.O. Box 394, State College, 16803-0394 (814-883-0769) Bus. Agt.: Marina Nau.

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M 604 CORPUS CHRISTI/HARLINGEN/McALLEN/BROWNSVILLE-Doug Hopkins, 13206 Country Dawn, Corpus Christi, 78410. (361 834-0821) Bus. Agt.: Doug Hopkins

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EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO-Troy Rigby, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0701) Bus. Agt.: Troy Rigby.

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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.

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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.

“FROM THE DEPTH OF NEED AND
DESPAIR, PEOPLE CAN WORK
TOGETHER, CAN ORGANIZE
THEMSELVES TO SOLVE THEIR
OWN PROBLEMS AND FILL THEIR
OWN NEEDS WITH DIGNITY
AND STRENGTH.”

CEASAR CHAVEZ