

THE OFFICIAL
IATSE

www.iatse.net

NUMBER 644
SECOND QUARTER, 2014

Bulletin



Play Ball!

No other union is better suited to represent these diverse crafts of daily hires than the IATSE.

Tom Hoover (Local 762)
during a Cubs game at
Wrigley Field for Comcast
Sports Net in Chicago.

INSIDE: ▶ OFFICER INSTITUTE LAUNCHES ▶ SPECIAL GEB ▶ SCHOLARSHIP WINNERS

THE IATSE IS ASKING YOU TO... STEP UP TO THE CHALLENGE



SIGN UP FOR IATSE-PAC – The future of your Union depends on you stepping up.



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- I am making a contribution to fund-raising efforts sponsored by IATSE-PAC and that the IATSE-PAC will use my contributions for political purposes, including but not limited to, the making of contributions to or expenditures on behalf of candidates for federal, and addressing political issues of public importance.
- Federal law requires the IATSE-PAC to use its best efforts to collect and report the name, mailing address, occupation and the name of employer of individuals whose contributions exceed \$200 in a calendar year.
- Contributions or gifts to the IATSE-PAC are not deductible as charitable contributions for federal income tax purposes.
- Any contribution guideline is merely a suggestion and I may contribute more, less or nothing at all without favor or disadvantage from IATSE.
- The IATSE-PAC is unable to accept monies from Canadian members of the IATSE.

RETURN TO: IATSE PAC ~ 207 West 25th Street, 4th Floor, New York, NY 10001

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DID YOU KNOW?



The first telecast football game in history was made at Triborough Stadium, Randall's Island, on Saturday, September 30 (1939), when National Broadcasting Company's television cameras covered the season's opener between Fordham University and Wayneburg College. Two cameras were used, the one shown above on the sidelines for closeups, and another in the press box for broader perspectives. As the electronic eyes of the two cameras scanned action for these two points, viewers within 50 miles of NBC's Manhattan transmitter followed the action without the slightest difficulty. The telecast was relayed from the field by ultra short wave radio to the main transmitter of Station W2XBS before radiated over a 50 mile area. The television images were said to be of newsreel quality (NBC photo, 10/4/39).

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



IATSE Training Trust Fund: www.iatsetrainingtrust.org

Get Political – Step Up, Be Accountable and Be Counted!

The midterm elections this year in the United States are scheduled for Tuesday, November 4. All 435 members of the House of Representatives and 33 Senate seats will be contested.



[@matthewloeb](#)

Also in this year's race are 38 gubernatorial seats, and seats in 46 state legislatures, along with numerous other state, county, and city contests. In creating the 24/7 news cycle, modern technology and social media have encouraged legislators to keep their names in front of the public. It seems now that too many of them are more concerned with getting re-elected than with governing for the greater good, especially governing for the good of the working families of this country.

As the last few election cycles have demonstrated, it is crucial for us to become and stay involved in local, state, and national elections. Among the hot button issues this summer and fall will be, among others, the Affordable Care Act (aka "Obamacare"), climate change, and the income gap. Everywhere we look there is evidence that these issues surround us on a daily basis.

We are all troubled by the alarming rise in health care costs, but many of our legislators are beholden to large insurance companies and huge pharmaceutical firms for campaign support. We need to know who they are and hold them accountable to the working men and women who elect them. Climate change is an undeniable fact. The western part of the country is in the midst of a crippling drought, while the south and east suffer from torrential flooding and the failure of our cities' infrastructures. But many in Congress label those who feel we need legislation to protect the environment as "alarmists." The income gap is more pronounced every day. The Pew Research Center has reported that 65% of Americans think the income gap between rich and poor is growing and that it's a bad thing for the country. President Obama has said that there is "a dangerous and growing inequality" in the nation that now stands as "the defining challenge of our time." Continuing mergers and

the consolidation of corporate power frequently have a direct bearing on our own industry. We watch carefully to see how Comcast's proposed \$45 billion takeover of Time Warner Cable will change the landscape of production and distribution.

A recent Supreme Court ruling striking down the limits that wealthy donors can contribute to political candidates and campaigns will guarantee that the onslaught of political advertising we have been forced to endure will only escalate.

What can we do? We need to define our own positions on the issues so we can argue convincingly for our values. We can educate ourselves and our families and friends about those candidates who support a labor-friendly agenda. We can learn where candidates get their biggest contributions, so we can know where their loyalties are. We can attend rallies and help get out the vote. We can work for local candidates and the local offices of state and national candidates. Most of all, we can join with our union brothers and sisters to ensure that the 114th Congress will have the best interests of labor up front and center.

Since this is not a Presidential election year in the U.S. we must make sure we urge people to get to the polls in November and participate in the midterm federal, and their state and local elections. Getting out the vote will be extremely critical to ensuring that those who are helping us remain in office and those who are not are replaced by candidates who will.

While the Canadian federal elections won't be held until October 2015, the political landscape of Canada finds working men and women regularly facing challenges that are essentially the same as those facing workers in the U.S.

The Canadian electoral calendar over the last year has al-

Continued on page 6

ready seen three provincial elections held, some with less than favourable results for the labour community. As of this writing, Ontario is in the middle of its provincial election, scheduled for June 12. And, from September through December of this year, the calendar continues with the New Brunswick provincial election as well as hundreds of municipal elections in BC, Ontario, Manitoba and PEI.

Legislative proposals put forth in Canada threaten labour and all Canadian workers. Ontario, the nation's largest province, could serve as a template for provinces across the country if voters allow the province to fall to the Conservatives, who have been quite vocal about their intent to hobble the labour movement, if

elected. To help combat the challenges they face, a coalition of labour unions, Working Families, was established over 10 years ago. The coalition, however, is not without challenges itself as the Tories have gone as far as the court system to fight the pro-labour organization's mere existence. While the Tories lost their battle in court, they are leaving options open to take their fight to yet a higher court. This is one example of how far our adversaries are willing to go to decimate the labour movement and the rights of working men and women.

In both the United States and Canada, we must remain active participants in the political and legislative process and continue to step up, be accountable, and be counted.

OFFICIAL NOTICE

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

Local Union representatives planning to attend the meeting must make hotel reservations with The Westin Seattle by calling

(206) 728-1000. Guest room rate for the IATSE is \$209.00, plus applicable taxes, for both single and double occupancy. In order to ensure that you receive the preferred room rate established for our meeting, you must identify your affiliation with the IATSE.

Cut-off date: July 3, 2014

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



BULLETIN AND PHOTO SUBMISSION GUIDELINES

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

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

JPEG or TIFF file formats only please.

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

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

Resources Available For Local Union Officers

In many cases, elected officers begin their terms with mentoring from previous officers, but in some instances, information as it relates to the relationship between a local union and the International is not adequately passed on.

The following is a list of publications available from the General Office that you may find helpful in the performance of your duties. Some are minimally priced and many are available free of charge.

INTERNATIONAL CONSTITUTION AND BYLAWS

Delegates to International Conventions approve changes to this document and therefore new editions are printed every four years. The present 67th edition was adopted July 26, 2013 in Boston, MA and is orange in color. For the first time, this document contains a Table of Contents and a completely reworked Index. International Constitutions and Bylaws are available to local unions at a cost of \$3.00 per copy.

SAMPLE CONSTITUTION AND BYLAWS FOR LOCAL UNIONS

The original purpose of this booklet was to assist newly chartered local unions with the development of their initial Constitution and Bylaws. However, because of its simplicity, many older local unions use this document as a starting point when re-writing their Constitution and Bylaws. This document can also be delivered to a local union in electronic format if they wish to use it as the starting point for their new Constitution and Bylaws and avoid the necessity of typing in all the content.

LOCAL UNION SECRETARY AND TREASURER HANDBOOK

This booklet is designed to familiarize these officers with

the necessary procedures and overall duties and responsibilities related to their positions and how they interact with the International.

ADVICE TO MEMBERS OF TRIAL BOARDS OF LOCAL UNIONS IN THE CONDUCT OF TRIALS

This booklet should be used in conjunction with Articles Sixteen and Seventeen of the International Constitution and Bylaws. The information contained in the booklet is intended to answer many of the questions that arise before, during and after trials are completed.

"WE ARE THE IA" PAMPHLET

This pamphlet is newly designed and replaces the former "Welcome to the IATSE" pamphlet that was previously in use. Further information can be found on page 11 of this issue of the Official Bulletin. Local unions may receive up to twenty-five copies at no charge and thereafter the cost is \$0.30 per pamphlet. These are a great organizing tool as well as a useful handout at tradeshow and other events where we interact with the public.

On an unrelated note, I would like to thank the numerous people that have called, spoken to me personally or sent an email to say how much they appreciate the new look of the Official Bulletin. We appreciate you taking the time to say so.



JAMES B. WOOD

The Juno Awards Protest: Solidarity in Action!

The MTS Centre has a long history with Winnipeg Local 63 and, unfortunately, much of it has not been good. Despite negotiating in good faith for close to twenty-three months before the Centre opened its doors in 2004, Local 63 was informed by the MTS that they had decided to go with third-party temp firm NASCO, which charges venues union rates, but pays its workers much lower wages in order to make higher profits at the expense of those workers.

To protest this, Local 63 has picketed shows at the MTS Centre for the last ten years. Due to the impasse between the parties, the Provincial Minister of Labour eventually intervened and assigned a Conciliator. Repeatedly, Local 63 has met with the MTS to exchange and receive proposals, but when close to agreeing, the MTS refuses to continue and/or sign. Worst of all, the MTS Centre even refused the Local's offer to match, word-for-word, the rates and

conditions being offered by the out-of-province firm.

When the Juno Awards announced it would be holding its broadcast gala at the MTS Centre on March 30th, Local 63 knew it would have to act. An informational picket was planned for the red carpet and a social media protest was designed. On-the-ground efforts were coordinated by International Representative Barny Haines, while the social media protest was run by Krista Hurdon, Nate Richmond and Julia Neville from the Canadian Department, with help from Emily Tao and Molly Katchpole from the Communications Department.

The social media protest was unleashed in the week leading up to the event, and IATSE members from all across the United States and Canada got behind it. Members shared, re-tweeted, and posted – and continued to post on the MTS and Juno Awards Facebook pages, even as their posts were being deleted.



International Representative Barny Haines protesting with Local 63 members outside the MTS Centre during the Juno Awards red carpet.

Over 50,000 social media accounts were reached in this campaign. The Canadian Musicians' Guild (CMG) and ACTRA both expressed support for IATSE members through the issuing of press releases. Across the IATSE and beyond to our sisters and brothers in other organizations, it was great to watch solidarity in action.

Next year's Juno Awards are being held in Hamilton, Ontario, at an IATSE Local 129 house. We hope the Junos will continue to be held at union venues. But if they're not...we're ready.

2014 CLC CONVENTION



PHOTO CREDIT: KRIS DURLIN

The IATSE was well-represented at the 2014 Canadian Labour Congress Convention with 20 delegates to witness the election of a new president in Hassan Yussuff. And not only did the IA have representation from across the country, but members of IATSE Local 56 were behind the scenes all week, making the magic happen.

UnFair Elections Act

You like Democracy? Not so fast!

Canada's "Fair Elections Act" is the latest slam to democracy and fairness, despite its misleading name. Its proposed changes will touch on contribution limits, third party advertising and election expenses and, like the antithetical "Help America Vote" Act, will implement more stringent voter ID regulations that will do exactly the opposite of "helping" anyone below a certain income level (i.e. anyone who would not support the Conservatives.) Unsurprisingly, it also dictates how and what unions can communicate to members during election periods.

More specifically, some of the more abhorrent measures of Bill C-23 would further erode the integrity of the federal electoral process by:

- Eliminating vouching and the use of Voter Information Cards (VIC) during elections, effectively disenfranchising hundreds of thousands of voters, especially Aboriginal peoples, youth and students, seniors and rural voters;

- Removing the investigative capacity of Elections Canada to monitor and prevent election fraud, placing it instead under the authority of the Director of Public Prosecutions, a Cabinet appointee who is in turn answerable to Cabinet and the Prime Minister's Office, not to Parliament;
- Forbidding Elections Canada from promoting democratic participation through "Get Out The Vote" campaigns, and essentially placing a 'gag order' on its leading official, the Chief Electoral Officer of Canada; and
- Removing 'fundraising' from expenses monitored under election campaign spending limits, an extremely partisan move which would benefit only the largest parties, and especially the Conservatives;

Opposition to Bill C-23 is almost universal, condemned by national and international election officials and experts on democracy and elections. Former B.C. elections chief Harry Neufeld's

has said that, unless the Fair Elections Act is amended before it comes to a vote, it will likely end up before the courts. Bill C-23 is supported only by Conservative politicians who hope to benefit from its worst provisions. The bill helps people commit election fraud and get away with it; encourages mayhem, confusion, and long delays on Election Day; and deprives hundreds of thousands of Canadians of their right to vote.

The NDP and the Liberals – and even some Conservative Senators – are working hard to eliminate some of the more egregious aspects of the bill. The IATSE will continue to work to stop the Conservatives, and to protect every Canadian's right to vote in a fair and honest election that is free of voter suppression schemes, of election fraud, of the denial of fundamental rights, and that will be watched over by an independent and effective Elections Canada.

IATSE SUPPORTS BECTU



The IATSE stands in solidarity with our brothers and sisters of BECTU in the U.K. seen here during their dispute with Picturehouse/Cineworld at the Ritzy Cinema in London. The fight continues for BECTU members who are seeking payment of London's Living Wage to those working at the Ritzy.

IATSE & LABOR MOVEMENT NEWS

THE IATSE IS A WORKERS ARTS AND HERITAGE CENTRE SUPPORTER

The concept of Workers Arts and Heritage came about in the late 1980's, through discussions by a group of labour historians, artists, and union and community activists who got together to discuss the need for a place where the history of workers could be celebrated. Years of volunteer work followed, and in 1996, the Workers Arts and Heritage Centre purchased its historic home. Appropriately, the building stands in the heart of a working-class neighbourhood in the proud union town of Hamilton, Ontario.

The goal of the Workers Arts and Heritage Centre is to preserve, honour, and promote the culture and history of all working people. It is important to learn lessons from the past, but the WAHC is far more than a museum. The contributions of working people – not only in Canadian history but worldwide – are showcased in art, exhibits, and performances. The IATSE recognizes the hard work done by the WAHC and makes an annual dona-

tion to assist the Centre in continuing this valuable and important work. If you would like to donate or would like more info on the WAHC, please visit their website at: www.wahc-museum.ca.



IATSE PARTICIPATES IN THE FIRST ANNUAL PROGRESS SUMMIT

The Broadbent Institute held its first annual Progress Summit, from March 28th – 30th, in Ottawa. Krista Hurdon, Operations Manager for the IATSE's Canadian Office, represented the IATSE, which is also a sponsor of the Institute. The summit featured an optional full-day training and education session, which was attended by roughly 200 delegates. The main instructor was Mitch Stewart, who is the founder of 270 Strat-

egies and was the Battleground States Director for President Obama's 2012 re-election campaign. He mapped out how to set up successful organizing strategies and made very clear not only what a tight ship was necessary for Obama's campaign, but for any organizing campaign to be successful.

The summit proper saw 600 delegates, with a huge turnout from the labour movement. The keynote speaker was former Australian Prime Minister Julia Gillard, who addressed delegates on the core challenges facing progressive governments. Another highlight was Anastasia Khoo, Marketing Director for the Human Rights Campaign, who spoke on "Winning Hearts, Minds, and Clicks." Ms. Khoo discussed the Human Rights Campaign's viral marriage equality ini-

tiative that she spearheaded last year, and how she created the red 'equal sign' logo that saw Facebook turn red and broke Twitter's record for highest engagement on a Tweet.

The Progress Summit also featured experts conducting panel discussions that covered topics from "A New Deal for Young People" and "Lessons from Winning Progressive Campaigns in the U.S. and Canada" to "Good Jobs and Fair Wages: Solving Income Inequality."

This marked the first time that Canada has seen a gathering of progressives of this scale. It is clear that, with the success that marked this inaugural event, the Progress Summit will become a must-attend event for unions and progressives in Canada.



Siobhan Vipond, Secretary-Treasurer of the Alberta Federation of Labour & IATSE Local 210 Member, and Krista Hurdon, Canadian Office Operations Manager at the 2014 Progress Summit.

WE ARE THE IA!

The IATSE introduces the new “We Are the IA.” pamphlet, which is a redesign of the “Welcome to the IATSE” brochure. The pamphlet is available in English, Spanish and French. All of the pamphlets contain a welcome message from International President Matthew Loeb, a concise description of the IATSE both past and present, and contact information for all the IATSE Offices. There is also a space on the back panel for your local union contact information.

This pamphlet has proven to be a great organizing tool and for welcoming new members into the Alliance. Locals may order these pamphlets through the General Office.



Starting a Young Workers Committee

By Katie Ryan, Local 16 member.

Brothers and Sisters, my name is Katie Ryan. I am an apprentice member of Local 16 (stagehands) in San Francisco. My father is a journeyman in Local 16. I started working during college breaks in 2005 and then full time in 2008. I'm primarily an electrician, but through the apprentice program and other educational opportunities I am also certified SPRAT level 1 rope access technician, and am learning audio, rigging, and basic video projection. I've had great opportunities to work everything from opera to concerts to theatre to conventions. On days off I like to take care of my many orchids and do Irish step dancing.

At 27 years old, I am the chair of the newly-formed Local 16 Young Workers Committee.

Here are the 3 most valuable things I've learned during this process:

- 1) Just start.
- 2) Reach out to and rely upon both older and younger members who are excited to help.
- 3) Be sincere.

Starting is really the hardest part. With how changeable a stagehand's schedule can be, it is a real struggle to figure out which day and time will maximize turn out for your group. All too often, it turns out that all days are as equally bad as they are good. We decided to be con-

sistent, picking every second Monday of the month at 1:00 p.m., the normal lunch time if you start at 8:00 a.m. Location is also a tough decision - you want to include young workers under 21, so bars are out, but you need a space big enough for your group without knowing an exact number that will show up, so most restaurants are out. Since we became an official committee we have discussed with our officers potentially using the union hall as a future meeting space. I recommend promoting the time and location of the event for at least a week prior to each meeting.

Spreading the word is the next big step after deciding where and when that first (and the next and the next) meeting

is going to be. We set up Facebook, Twitter and Gmail accounts right away all with the same name (e.g. Local 16 Young Workers, or L16 Young Workers). Using the same name makes it easier for people to find your group and to promote multiple platforms at once. Also, sharing the passwords for these accounts within the core group, or among committee board members, makes it easier for different people to share the burden of generating content. We make a Facebook event for our meet ups, post reminders, and post pictures of young workers who come.

We have started collecting emails to start our own mailing list. Our first email included a summary of what was discussed at the meet up, the time and location of the next meeting, and how to spread the word and stay in contact with the group.

We are starting to build our own website which will include social media links, pages for education, mentors, photo gallery, upcoming events, and forums. With all this online activity, it's a given that trolls will eventually pop up, and that's why it is important to have a public social media policy in place from the be-



From left to right: Local 16 members Katie Ryan, Melanie Murray, Jeremiah Grim, Nicholas Gerry and Kate Russell.

ginning. The IA has already published a guide that is a great starting place.

We also designed and printed quarter-page flyers that includes our mission statement and contact info. These can be handed out to young workers at the meet up to hand out, placed by the sign-in sheet for a job, or distributed at the union hall.

Since there is a wide range of ages in our Local, we wanted to find a way to include older members in the group in a way that would benefit young workers. In addition to technical skill and experience, older workers also offer advice on how to deal with the personal side of work. Our mentorship program seeks to pair a senior journeyman with a young worker, helping facilitate the initial meeting which can be intimidating for most. Just as the young workers committee looks to build stronger relationships between the next generation, it is our hope that the mentorship program will also build stronger relationships throughout the entire Local.

We also want to build stronger relationships with the communities that

work and live in. To that end we have discussed plans to host a clothing drive or to volunteer at a local soup kitchen. Other ideas included helping out at school theaters, care packages for the troops, and raising money for Behind the Scenes, an organization that provides financial support to entertainment technology industry professionals after injury or illness.

Because the young workers group is also for the long term benefit of the entire Local, focus on a project that will help the whole union. For example, does your Local's website look like it's from 1995? Offering to have the young worker's committee build and maintain a new website is a great way to show that the group wants to be active in support of the whole Local. Focus on new solutions to old problems.

"Well isn't that ageist?" "What about an old guys group?" "Why have an age limit at all?" One of the biggest concerns you might encounter are complaints of ageism from older members. It's best to use facts. Often, members don't realize what the average age is of their Local's



From left to right: Chad Janusch, Melanie Murray, Krissy Kenny (Local 919), Sophie Landau and Katie Ryan.

membership. Point out how many members can actually be part of a young workers group and how important it is for the future and health of the Local to strengthen the young workers.

Starting a young workers committee or group for your Local will be a lot of work, but it is certainly well worth it. There is so much we can do for the future of our union, and this is a great way to empower people to take action.

WORKERS MEMORIAL DAY

IATSE New York Young Workers (and young workers alumni) rallied at the Workers Memorial Day march organized by the NYC Central Labor Council and New York Committee on Occupational Safety and Health, on April 28, 2014. They carried "Safety for Sarah" signs in memory of Local 600 Camera Operator Sarah Jones.



Left to right: top row; Leah Okin, Local 764, Patrick Langevin, Local USA 829, Mike Smith, Local USA 829. Bottom row: Dan Dashman, Locals One/798, Caitlin McConnell, Local USA 829, Cynthia O'Rourke, Local 798, Sarah Baker, Local 798 Intern, Patrick Landers, Local USA 829, Stephanie Wise, Local 798, and Cindy Gardner Local 798.

PHOTO CREDIT: SEAN CARROLL

Play Ball!

The popularity of live TV sports is booming, with a workforce that is 90 percent freelance. No other union is better suited to represent these diverse crafts of daily hires than the IATSE.

BY DAVID GEFFNER

There's an old cliché any sports fans knows that “the game is never played on paper.” But in one recent example, 32-year sports broadcasting veteran turned IATSE International Representative John Culleeny says he was glad “the paper” stacked up his way last year while anxiously waiting for an affiliation vote from employees at the Florida-based Golf Channel.

“I was at the NLRB in Los Angeles in March 2013 with [IATSE Broadcast Department Director] Sandy England, waiting for the counting of the Yes and No votes,” the former video control engineer remembers. “I had been polling for weeks and thought I had enough Yes votes.

John Dickinson (Local 762), Center Field Camera, Chicago White Sox game at U.S. Cellular Field for CSN Chicago.

PHOTO CREDITS: KRISTOPHER J. KETTNER, LOCAL 762
AND SARAH SHATZ, LOCAL 600

“But I wasn’t sure how many No votes would come in, as there were about 10 staffers who were still in question,” he adds. “The administrative assistants began stacking paperwork as the votes came in, and they reeled off 68 No votes in a row. I was losing the color in my face as I watched the other side begin to happily text the results. Moments later, they called off 89 straight Yes votes, and that’s when I realized each stack of paper represented the vote totals coming in. I asked Sandy and she said in all her years, she’d never seen it separated that way before.”

As the “Yes” pile continued to grow, (and the tenor in the opposition camp changed) both Culleeny and England knew a major victory in the history of IATSE’s Sports Broadcasting organizing effort was close at hand. “I have never been so low and so high in the span of five minutes,” Culleeny adds. “It was an unbelievable, yet exhilarating feeling.”

Such emotions are common for the tens of thousands of professional and student athletes whose competitive efforts are broadcast on regional and national TV networks around America every day. Their “highs” and “lows” make for stories so compelling, viewers still tune in the old-fashioned way – as a captive live audience willing to sit through commercials. That fact is not lost on TV advertisers (or networks), who funnel billions of dollars into the live sports sector every year. But each athletic performance is only as compelling as the quality of the broadcast, which is wholly reliant on the technical and creative skills of an industry comprised of 90 percent daily hire employees.

“Nearly everyone in this industry holds three [union] cards,” explains England, who was appointed to the position of Director of the newly created IATSE Broadcasting Department in June 2012, and spearheaded the formation of the first IATSE Broadcast Local [Local 793 in Washing-

ton State] more than a dozen years ago. “That’s because until the IA started organizing, this was an industry that had absolutely no concept how to represent a freelance workforce.”

In fact, IATSE’s first meaningful entrance into sports broadcasting came 15 years ago in Seattle, when England was approached by a handful of technicians working for a regional sports network [RSN]. “They came to me seeking protection and satisfaction, because the contracts held under their other two unions did not provide for basic issues like health and retirement benefits,” England continues. “I was not eager to be the third union to the table but it was apparent that no one else was willing to represent them – ‘herding cats’ was the phrase everyone used. Every employer and union I talked to said it would be a waste of time to try and organize, especially in the South.”

Not from England’s perspective, who successfully set about collecting cards in Seattle, and then made the case to daily hire workers at RSN’s in Arizona and Texas, where (not without a struggle), two new Broadcast Locals were chartered (Local 748 and Local 796 respectively). “Everyone knows the IA is the union for daily hire workers, and that our role is to constantly urge employers to do the right thing and offer decent working conditions, job security, health benefits and pension for freelancers,” England adds. “That concept is grounded in every other sector of this union – motion picture and television production, stagecraft, trade shows, etc. Yet it’s been non-existent in sports broadcasting. It’s our role to change that.”

England references the first wave of sports broadcasting technicians who, after toiling for decades and are now of retirement age, have no health or pension benefits to lean on. Culleeny, himself, is one such classic example. He bristles when he recalls that, “after twenty-five years in this

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SANDY ENGLAND
IATSE BROADCAST DEPARTMENT DIRECTOR

industry, and holding other union cards, I had zero contributions put into a health and pension plan. My feeling is that we need to do for the next generation what the previous generation did not do for us; that's why I continue to work so hard on behalf of the IATSE, which is a union that understands how to give freelancers equal access to wages, working conditions, health benefits and retirement."

International Representative Francis O'Hern says freelance sports broadcasting technicians in Chicago, who were organized in 2004 and chartered as Local 762 two years later, approached the IATSE for the same reasons England and Culleeny outline above.

"I was working at Trio Video, a mobile production company that did "home" cable broadcasts for the Bulls, Blackhawks, White Sox and Cubs," O'Hern, who is also Local 762's President, recalls, "and it was clear clients there did not understand how the needs of daily hires.

"We currently have 65 members covering more than a dozen crafts – audio mixers and assistants, technical directors, video capture/playback and graphics operators, robotic camera operators and many more," O'Hern continues. "But it's always a balancing act in such a fragmented market, where our members hold three union cards and bounce back and forth among different contracts. What is clear is that the IATSE was the first union [in sports broadcasting in Chicago] to the table to present a meaningful benefit contribution plan. And that's something that daily hires have wanted for a long time."

Building and maintaining a muscular framework has been the key to IATSE's success in Northern California where Business Agent Daniel Nicholson oversees the interests of some 200 freelance sports workers who help create more than 700 live [remote] broadcasts each year. Local 119 [Bay Area Freelance Workers] covers all

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**FRANCIS O'HERN
INTERNATIONAL REPRESENTATIVE**

**Doug Bullard (Local 762), A1/ Sr.
Audio during a Chicago Bulls
broadcast for CSN Chicago.**



Local 762 member Dennis Gates (foreground), Brian Unverzagt (background), Capture/Playback Operators and Live Editors for a Chicago Cubs broadcast on CSN Chicago.



broadcast crafts - Audio, Camera, Editors, Graphics, Stage Managers, Statisticians, Utilities and more – and works with many regional and national providers, like Comcast, ESPN, Fox Sports, CNN, NBA, MLB, NFL, and Time Warner. One reason Nicholson and his membership have been able to capture a large portion of the Bay Area freelance broadcast market (their jurisdiction extends to Sacramento), is the flexibility to partner with other local unions, most notably the stagehands of IATSE Local 16, and, occasionally, with Stage Locals 107 (Oakland) and 134 (San Jose).

“Recently we were approached by a client to send a remote broadcast truck to a concert venue in San Francisco,” Nicholson explains. “That venue has an existing contract in place with Local 16 and Local 16 Business Agent Steve Lutge has been a great partner. In that example, IA stagehands handle the bulk of the work and whatever crafts do not overlap we will pick up the rest. The most important thing from my perspective is to make sure the employer is not successful in pitting two IA local unions into a competitive landscape, which is more likely to occur when there is no existing contract or jurisdiction. The way to be successful in this market is to be level-headed and united when we team up with another IATSE craft.”

Local 119 became an IATSE affiliate in 2001, but its union origins came eight years earlier (11/9/93) on the heels of a one-day strike by a handful of remote sports broadcasting veterans seeking representation. “The strike was with National Mobile Television over different pay rates and treatment for freelancers,” Nicholson recounts, “and it was successful because the client had to fly people in, which became cost-prohibitive. Flash forward twenty-one years and

the issues are different; there are now so many freelancers doing remote broadcasts in this region, it can be difficult to track union versus non-union work on a daily basis.”

Nicholson describes the sports broadcasting world as “an onion with many layers.” He says some national clients have been “outstanding partners” over the years, while others, have varied in their amount of union love. “Some networks will fly in a broadcast team and put them up in a hotel,” Nicholson continues, “and we have no issues with that. “But when they also hire locals for that remote broadcast, and pay them straight 1099 [no IA bargained health benefits or pension], that’s not right for our members.”

The IATSE organizing model for an industry that has proven every bit as competitive as the action that unfolds on the field, has been to affiliate regional network employees before approaching national players. “Washington, Oregon, Arizona, Texas, Northern California, the guys in L.A. go into the five existing production Locals, San Diego, Minnesota, and then we spent over half-a-million dollars in New York City just to get an election,” England shares. “We won that battle and now Local 100 [Television Broadcast Technicians] controls freelance broadcast television in the Tri-State area. Working with [8th International Vice President and Co-Department Director of Stagecraft] Dan Di Tolla, the goal has been to organize freelancers at RSN’s and let them run their own Locals, while we provide help with bargaining issues. And it’s worked.”

Case in point is Local 100, which was chartered in 2004 with around 80 employees and a collective bargaining agreement (CBA) with MSG Network for the New Jersey Devils, the New York Islanders and New York Mets. Business Agent Greg Calvin notes that Local 100 entered into a

CBA with the YES Network for Yankees and Nets in 2005, and then later acquired the Centerstage show with YES.”

“It was difficult at first to organize freelance workers,” Calvin reflects. “But through emails and staying in contact with everyone in the New York market we were able to explain the benefit contributions, working conditions and rate increases to show how beneficial the union could be.”

In 2007, Local 100 organized local crewers who worked visiting feeds at all New York area venues, as well as college and high school events. “These consisted of Barry Fialk Inc, HJZ Productions, LDM Worldwide and Program Productions,” Calvin adds. “That was also accomplished because we had an existing CBA with LDM and could enter into an agreement with FOX Regional Networks, who send visiting feeds back to their cities. Currently, we have jurisdiction for all events in the N.Y. metro area that air on FS1 or FS2 except those events that are at Madison Square Garden, which has been done by another union” Calvin says.

No doubt a major highlight in Local 100’s short but productive history was the XLVIII Super Bowl, at Met Life Stadium last February, which included multiple venues for the many events (including Times Square) leading up to the game. “We had coverage from FOX, NFL Network, and Turner, and utilities for ESPN,” says Calvin. “They were on Broadway, Rose Theater, Prudential Center, Sheraton NY and 6 concerts airing on VH1 in six days throughout the city.”

Since they bookend both coasts, Local 119 and Local 100 have formed a cross-nation alliance that is mutually beneficial. “We know the San Francisco Giants will go to New York to play the Mets at least once a year, and vice-versa,” Nicholson observes. “So it’s our responsibility to inform Local 100 beforehand about any issues. Whether it’s a national client like ESPN or a regional entity like our baseball or basketball teams, we have to communicate with other IA Broadcast Locals so clients hold to the same working conditions and contracts we’ve fought for.”

Calvin, who says Local 100’s membership has grown by 500 percent since inception, typically negotiates CBAs every three years with each employer, and then shares those contracts with other IATSE Sports Broadcast Locals. “It is extremely helpful to see how the wording is in other contracts that address the same issues,” Calvin

describes of the reciprocal arrangements with Local 119, “and it is also helpful to see what gains the other Locals have achieved. Together as a union spread out around the country we are stronger and more powerful in negotiating and creating better working conditions and rates for sports broadcasting.

“The important thing the IATSE has brought to freelancers in sports broadcasting,” Calvin continues, “is the security of knowing that every day you work for an employer you get health, annuity and pension contributions paid for by the employer, just like staff workers. It’s a pretax contribution and it also affords you a group plan with group rates for health insurance. Just the savings in benefit amounts alone can add up to thousands of dollars a year.”

One reason the popularity of live sports is booming is advances in new digital technologies. Cameras on the bench during basketball timeouts with coaches miked for sound, and robotic systems soaring over football fields now place viewers in the middle of the action. According to Nicholson, the impact from new technologies has had pluses and minuses. “Computers have taken over the inside of the TV truck,” Nicholson relates, “and that’s been great for our younger members who have grown up with digital [software]. Robotic cameras, GoPro systems and smaller prosumer cameras have all made the game more exciting for fans at home to watch, and that’s encouraged broadcasters to spend more on the remote side.

“But things like dual feeds, which have been around for seven years and allow one truck [and crew] to send out a single feed to more than one market have shown the potential to cut back on labor,” continues Nicholson, whose background is in replay editing. “Of course now that the recession has stabilized, and live sports is generating so much money, networks seem to be scaling back on dual feeds and spending more on the product. This 2014 baseball season will see both the San Francisco Giants and Oakland A’s doing full broadcast shows at home and on the road. That will mean two to six more employees per broadcast, which doesn’t sound like a lot, until you realize that’s over the course of a [seven month] season.”

Nicholson says “member-to-member communication” helps foster a professional camaraderie that results

in new information, technology training, and safety issues passed freely amongst IATSE job sites. "Local 119 does have a training fund that provides for employers to pay seven cents for every hour worked, and allows to pay for some training classes," he continues. "But my feeling is that nothing can replace hands-on training at the jobsite, where the pace and challenges of a live broadcast are much different than a classroom."

Safety issues in live sports are ever-present, and no more so than in venues that are not equipped for a remote broadcast. "At some of these college or high school games, there may be no scaffolding for the cameras, wiring, or even a parking lot for the TV truck," explains Nicholson, who entered the industry as an intern with the Golden State Warriors in 1997. "For a high school football game, for example, we may have to bring in a scissor lift, and ensure those [IA members working] have certification for that piece of equipment. Being properly harnessed on camera platforms is a hot rigging issue now, so we're adding training for that. It's so important for our members to take the lead when we work at a nontraditional site that's not equipped for a TV broadcast; it often ends up falling on us to red flag safety issues to the client."

O'Hern, who worked on audio mixing/set-up until 2010, just before the Chicago Blackhawks made their historic Stanley Cup run, says the main technology disruption in his craft was the introduction of digital mixing boards, and the shift to surround sound. "The switch to digital added a new level of complexity as we began mixing in five channels, which increases the amount of microphones to set up, lines to run, and patching needed," he explains.

"The audio engineer has to balance more sources of ambient sound against the main portion of the broadcast - the announcers," he continues. "First and foremost, viewers want to hear the game being called, but they also want to feel they are in the arena. Adding more ambient sources in surround sound tends to compete with the announcer - so the craft from the audio side has become a great deal more challenging and technical. Of course, one benefit of these new technologies - and that also includes robotic and remote cameras, digital graphics, etc. - is that the added complexity afforded us the opportunity to bargain for higher rates."

O'Hern says new technologies have also proved problematic, as some regional networks look for new ways to shave labor costs. "Guys who would normally be in the



Local 762 member Danielle Denning, Score Box Operator, baseball broadcast on CSN Chicago.

Billy Steinberg (Local 100) in the foreground and Oliver Bosill (Local 100) in the background during the broadcast of the 2014 Super Bowl for Fox Sports.

truck,” O’Hern explains, “like tape operators, audio mixers, technical directors and graphic operators, are kept back in the studio, allowing the broadcaster to double-dip – i.e., use one studio and small remote crew to do several broadcasts, which we first saw in the Midwest with the Big Ten Network.”

Nicholson says such new technology-enabled trends are “troubling,” pointing to West Coast collegiate broadcaster, Pac-12 Networks, as a prime driver. “The Pac-12 Networks has done broadcasts where they keep the tech director, replay editor, and audio back in the studio, and then send out just the bare minimum of crew – camera operators and one audio mixer – at an hourly rate,” he recounts. “That type of ‘bunker’ approach is pure cost-cutting, and, in my opinion, compromises the quality of the broadcast for viewers.”

Although trying to send broadcasts back to the studio may eliminate the high costs associated with remote truck work, experts say the tactic may be offset by having to shell out for new infrastructure expenditures, like running fiber optic lines from each venue back to the studio. New tech advances like 4K broadcasts (four times the resolution and quality of current HD TVs) have yet to find their way into viewer’s homes, and may ultimately prove cost-prohibitive for broadcasters who have already spent millions in mobile television units.

Still, the sheer amount of content RSN’s now require to satisfy their viewers has resulted in corners being cut. “It’s been a long struggle trying to organize [a broadcaster] like Pac-12,” Nicholson reflects. “We’ve done bannering, social media and work actions up and down the West Coast.

They just don’t seem to care about the level of quality in the broadcast crafts. All they want to do is fill airtime.”

While challenges still abound in an industry with no history of unionized freelance labor, England says time, trends and economics are on labor’s side. “Everyone knows college sports is driven by massive [television] rights deals that bring in billions to broadcasters, without a fair model of compensation to the people who create the product – the players and the technicians,” she states. “We’ve seen that in the recent NLRB decision at Northwestern, with their football team.” [In a landmark March 26 decision, a regional director of the National Labor Relations Board ruled scholarship football players at Northwestern are employees of that university and thus have a right to unionize and fight for better health care coverage, larger scholarship funds and other benefits.]

“Sports fuel a distribution model that continues to enrich broadcasters at the expense of those on the field, and in the truck,” England continues. “People want to watch sports live, which means they will watch the commercials. That has allowed college networks, like Pac-12 and others, to create their own channels with subscription and ad revenues. They might have one channel with a sport everyone wants to see – college basketball or football – and a bunch of others people don’t care about on another channel. They package both channels to the providers – the DirectTVs and Comcasts of the world – and double their distribution. The added costs in this leveraged model are passed on to the consumer. What holds it all together are live sports.”

England says the current distribution model is only “compelling” from what can be gained at the bargaining



“Nothing can replace hands-on training at the jobsite, where the pace and challenges of a live broadcast are much different than a classroom.”

DANIEL NICHOLSON
LOCAL 119 BUSINESS AGENT

table. “As long as we have strong contracts, with relevant local unions where our members have a voice, [broadcast technicians] will come to the IATSE for representation. The current distribution model will not sustain itself, but that doesn’t matter if we control the workforce. It’s all about the quality of representation in a freelance market, and we are, by far, the most capable union to provide that service.”

That’s not hyperbole. The IATSE covers sporting events for Fox Sports Media Group to the tune of 6,000 each year, half are union. Of those 3,000 union broadcasts, the IATSE does 2,700. In fact, the bulk of sports seen on television is regionally driven cable broadcasts, where the IATSE has had the most organizational success. Other unions longer in the game typically have less comprehensive contracts tied to national network [over-the-air] broadcasts, an area that many experts predict will undergo dramatic change in the next five years. Culleeny says the shift in sports broadcasting to a “permanent freelance market – permalancers,” favors the IA, a union ideally suited to advancing and protecting the interests of such workers.

So what keeps a camera operator, replay editor, audio mixer, technical director or any of the other crafts that comprise sports broadcasting, in the game day-in and day-out? Culleeny says it’s being inside a sports venue for moments so memorable, the professional pride lasts forever. He points to swimmer Michael Phelps winning eight Gold Medals at the 2008 Olympics in China as one such opportunity. To underscore how essential union technicians are to his industry, Culleeny relates an episode, moments before Phelps’ history breaking win in the 4 x 100 meter medley relay, which nearly could have drowned the broadcast altogether.

“My son was working with me, and I remember telling him that morning how we all need to bring our absolute

A-game today because the entire world was watching,” Culleeny begins. “Then, just before we went on the air, all our cameras started hiccupping, burping and breaking up, and we could not figure out the problem. Everyone was so keyed up by that time - the producer and director did not want to hear any excuses about delays and they were just screaming at us to get it fixed before we went to air.”

After many moments of equal parts sweat and terror, the broadcast team finally located the source of the interference. “It was coming from the still photographers, who were standing on our junction box, where all of the fiber optic cable was,” Culleeny smiles. “We asked to have them removed, and seven of the biggest [Chinese] soldiers I’d ever seen in my life came to the pool to escort the still photographers out. The cameras finally settled down, and the coverage went off perfectly. It’s amazing to be a part of history in that sort of way.”

History is what the IATSE Broadcast Locals (backed by the leadership and support of President Matthew Loeb) is being made every day in the improvements for daily hire workers in live sports television.

“I am proud of the work being done by the IATSE in addressing the needs of those employed in the broadcast sector of our industry” Loeb observes. “Our local unions continue to work together with the leadership of this relatively new Department of the IATSE and through its success, demonstrates the need to give focus on this ever increasing area of employment. This union is uniquely suited to change the lives of working families in sports broadcast television; our growing popularity and acceptance by this freelance workforce bears that out.”

Save the Met!

Opera companies across the nation have been facing tough challenges over the past few years. Regretfully many have closed their doors. This situation has had a direct affect on the members of the various crafts in the Stagecraft Department. Sadly, this is now coming to a head at the most famous opera company in the United States.

An epic tragedy is unfolding at the Metropolitan Opera, but the drama isn't onstage. Caught in a vortex of uncontrolled management spending, the Met faces a financial crisis of operatic magnitude.

As the realization of the economic meltdown at this great cultural treasure becomes increasingly evident, the Met's leadership has begun pointing fingers, blaming the cost overruns of its untested new business model on the craftspeople, artists and technicians who make the Met productions sing.

This is specifically aimed at the Brothers and Sisters in Locals One (S), 751 (T&T), 764 (TWU), 794 (TBSE), 798 (MAHS), and USA 829 and nine

other local unions, including AGMA, AFM 802, SEIU 32BJ, etc. All of these contracts expire July 31, 2014.

Instead of seeking collaborative solutions, management is pointing the finger of "blame" at the Met's backstage stars, many of whom have made the Opera their life's work.

THE FAULT LIES NOT IN THE STARS BACKSTAGE

Truth is, the average wages of the Met's world-class experts in stagecraft range from \$46,000 to \$65,000 – not a lot for people who work and live in New York City, and a far cry from the \$1.4 million that the Met's man-in-charge got in 2012.

In fact, labor costs for IATSE members since 2007 have only increased by 2.91 percent. Meanwhile the Met's budget has increased a staggering 60 percent, from \$190 million to \$311 million!

In other words, the Met doesn't have a labor-cost problem; it's got a management-spending problem.

Much of the increased cost in the Met's budget comes from an ever-expanding number of expensive new shows that the Opera is producing each year, many of which don't generate large audiences.

In simple terms, while the leadership of the Met wants to build the Rolls Royce of Opera, it can only really afford a Cadillac.



A BRAVE NEW OPERA WORLD

Opera has changed more in the past dozen years than during the previous 300, and today, world-class stagecraft plays a more significant role than ever in producing quality performances.

As in all industries, technology has had a major impact on both the opera product and its cost, challenging the people behind the curtain to find creative ways to make it all work, despite increased production demands and expanded workloads.

The Met's own transition over the past few years exemplifies these sweeping technological changes: translated dialogue scrolling digitally; HD cameras broadcasting productions; and satellites transmitting programming far and wide. Each of these new approaches requires changes in staging, set design, costuming and makeup to bring it all to life on far-off movie screens as well as on the New York stage.

Rather than value the innovations and creative solutions that these world-class artisans are prepared to offer in bargaining to help solve the self-imposed problems of the new production model, the man who makes over a million dollars a year running the Opera is pushing these gifted backstage artists to accept drastic changes to their compensation.

It's a management melodrama unworthy of the Met's great tradition of collaboration throughout the ranks.

Everyone who performs backstage at the Met understands the financial realities facing the Opera and in the past has provided economic relief to the or-



From left to right, Dan Galloon (Local One), Pat Landers (Local USA 829), Tefere Gebre (Executive Vice President, AFL-CIO), and Angela Johnson (Local 798). Vice President Gebre met with union organizers from a variety of unions and representatives from the New York City Central Labor Council on May 12, 2014 for a multi-union conversation about organizing in NYC. After the meeting, the group posed for this photo, sporting their "Save the Met" buttons. Vice President Gebre pledged the full support of the AFL-CIO in the campaign at the opera.

ganization in a number of ways, including wage freezes.

These hard-working, dedicated people also understand the need to grow the audience. Indeed, the stars of backstage have helped facilitate the radical changes created by the Met's untested new business model in order to keep this great tradition alive.

Moreover, decades of experience empowers them to understand better than anyone how the sweeping production changes initiated by the man-in-charge are radically altering the scope and cost of operations, effectively putting the Met on the proverbial road to a hellish financial crisis, albeit with good intentions.

So, as collective bargaining begins, scapegoating the hard-working men and women that have dedicated their lives to this art form won't fix the Metropolitan Opera's problems.

Unless something is done soon to rein in management's wildly costly new

vision, the final curtain may fall at the Met, through no fault of those who've kept it thriving for generations.

Sadly, if this does occur it is more than just a New York City and New York IA Locals problem, it is a problem for every stagecraft Local in this Alliance! If North America's premiere Opera company falls, where does that leave Opera as a cultural art form for every other city in the US and Canada? How will it effect other non-profit arts organizations across the country? This is why all Stagecraft Department Local members need to stand in solidarity with their six sister Locals in New York City as this develops.

If you want to help Save the Met, please sign our petition at savethemetopera.com.

To stay informed on new developments, follow us on Twitter and like us on Facebook.

Local Union Responsibilities Under The International Constitution

A traveling Pink Contract worker recently had an accident involving a poorly designed piece of equipment while on tour. After the accident, in which the touring member was severely injured, the Stagecraft Department in the General Office was notified of the incident, new equipment was built and was with the tour within four days after the incident. This is the proper procedure when accidents involving Pink Contract workers occur, and is outlined in the International Constitution:

Article Nineteen – Powers and Duties of Local Unions – Section Nine, Accident Reports

“All local unions shall immediately notify the General Office of any and all accidents sustained by persons while employed at their craft under pink contract while

under the jurisdiction of the local union.”

Local Unions are the eyes and ears for the Stagecraft Department to ensure our Brothers and Sisters touring under Pink Contract are safe while on the road. Just like Local Officers need to be notified of workplace injuries for

the members they represent, the Stagecraft Department in the General Office also needs to know in order to best represent the members on the road under Pink Contract.

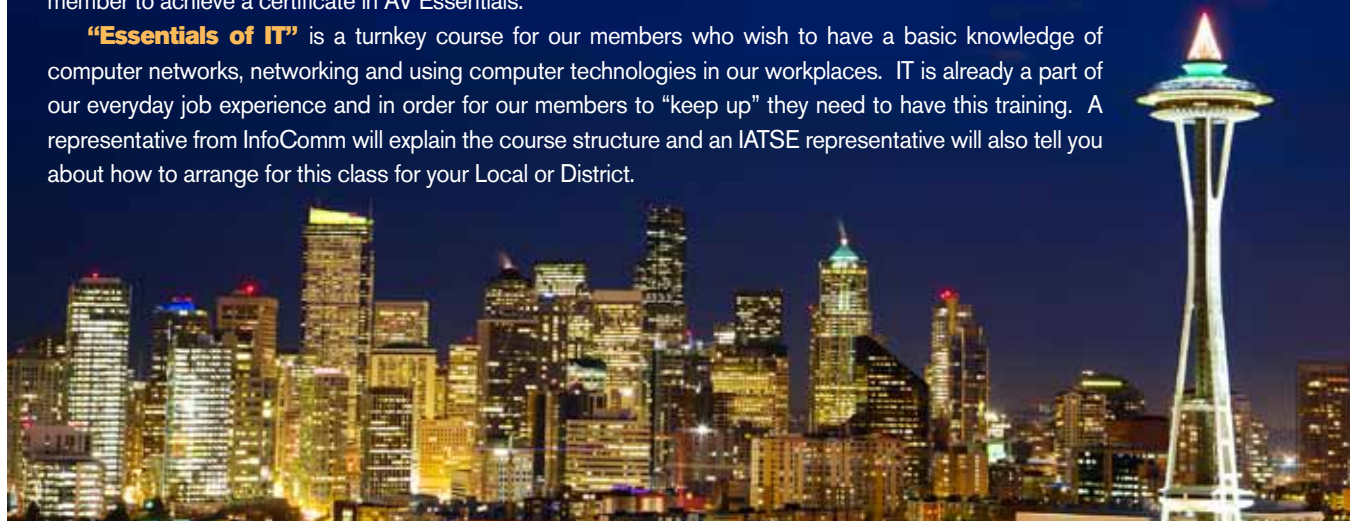
Ultimately, the employers are responsible for workplace safety, but we also must remain vigilant.

SAVE THE DATE STAGE CAUCUS – AUGUST 3, 2014

At the IATSE Stage Caucus in Seattle there will be a presentation about two new programs being offered by the IATSE Education Department in association with InfoComm.

“AV Essentials for Stagehands” is a program jointly developed by the IA and InfoComm and is a 4-day class that emphasizes a “hands-on” approach to learning Audiovisual skills. During the presentation you will learn about how to request the class, Local requirements and responsibilities as well as a presentation by InfoComm about the online component that is required for a member to achieve a certificate in AV Essentials.

“Essentials of IT” is a turnkey course for our members who wish to have a basic knowledge of computer networks, networking and using computer technologies in our workplaces. IT is already a part of our everyday job experience and in order for our members to “keep up” they need to have this training. A representative from InfoComm will explain the course structure and an IATSE representative will also tell you about how to arrange for this class for your Local or District.



CREW SHOTS



"America's Got Talent" returned to the New Jersey Performing Arts Center in Newark for a week of auditions for the upcoming show to be aired this summer. Pictured here are the crew members of Local 21.



Pictured here is the Cast, Crew and Orchestra from the Village Theatre's presentation of "The Tutor."



Here is a photo of the crew from Local 6, St. Louis, with Apple Co-Founder Steve Wozniak at Powell Hall in St. Louis. Left to right: Back Row - Mike McDaniel, Dave Greer, Rick McKenna, Josh Jackson, Joe Beck; Front Row - Joe Clapper, Steve Wozniak.

Using Social Media Wisely

Nowadays when on set, many crew members have a smart phone with them and the high-resolution camera and wifi that comes with it. We've embraced online forums such as Facebook, Twitter, Instagram, and Tumblr and participate on a regular basis. As our comfort with digital communities grows, there are ever-changing rules about what employees can and cannot legally share online.

The laws are evolving in this arena, and the line is shifting constantly. Ultimately, you are solely responsible for what you post online. Thus, think before you post; consider the risks and rewards of any post. It's a good rule of thumb to maintain the confidentiality of your employer's trade secrets and private or confidential information. For example, new products on a commercial shoot, impressive sets for an upcoming film, the outrageous outfit the main character is wearing that day should not be posted.

Many shows require a non-disclosure Agreement ("NDA") be signed by each crew member at the start of production. NDAs should be vetted by the Union, but once approved, are binding. Again, if you're

working on a production with a bonafide NDA, it is better to be safe than sorry when posting information about work online. And, some NDAs may even limit what can be posted after the production has wrapped so read them before signing.

Selfies with your co-workers may contain an image of a contestant or set piece in the background that breaks the rules of the NDA. Also, Local 600 represents still photographers, and you should be respectful of their role on the set. Posting behind-the-scene photos may be taking work away from them and, as such, should be carefully considered before posting.

If you're working for a studio, publicly sharing information (negative or positive) about another production on the lot can also get you in trouble, so if it gives you pause, and you're not sure if it's allowed, don't hit "send." Sharing confidential information, such as trade secrets, private information, and internal reports online can lead to discipline and possibly termination.

If you post to the web a workplace issue that has been discussed amongst the crew, then it is probably a facet of protected speech. However, what is and is not protected online is a grey area, and it's best to pick up the phone and call your Business Agent or speak with your Shop Steward if you have a concern about your workplace. Direct communication with your union is always allowed, no matter what paperwork you have signed for a production.

So what is safe for sharing? Pictures and statements that don't identify the specific project are generally okay. However, calling out the project's name or stars with such posts may not be allowed; some new projects love having online buzz, and others are fiercely protective of their privacy. When in doubt, ask your Business Agent.

For those who are just beginning to become familiar with navigating the online world, the social media kit and netiquette guide that the IATSE published on its website is a good place to start, whether you're a full-time representative of your Local or an IATSE member working on set. Learn more at iatse.net/member-resources/social-media-guide.

WEINGARTEN RIGHTS

Local unions can obtain Weingarten cards from the General Office.

Did you know that on a union job, you have certain rights to representation if you are called into a meeting with your employer to be questioned in a way that may lead to discipline or firing?

As members of the IATSE, whenever we work under a collective bargaining agreement, we are entitled to a set of rights called our "Weingarten Rights." Protected by the National Labor Relations Act, "Weingarten Rights" gives union-represented employees the right to request representation by a union steward or union officer when called into an investigatory interview with management that may result in disciplinary action.

When you make a clear request for union representation either before such an interview or during, then the employer legally has three options to choose from: 1) grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; 2) deny the request and end the interview immediately; 3) give the employee a choice of having the interview without representation or ending the interview.

An employee cannot be punished for making

this request. If the employer continues the interview, this is an Unfair Labor Practice and the employee has a right to refuse to answer any questions. There can be no discipline against an employee for such a refusal.

Many Locals provide this information in a convenient and compact form for keeping with you on the job but it is best to familiarize yourself with these rights ahead of time. Also, be aware that it is not Management's responsibility to inform you of these rights; it's up to you to take advantage of this benefit of being a union member working under a union contract. Having a union representative at the meeting may help safeguard against unfair treatment so don't hesitate to reach out to your Job Steward or Business Agent.

Weingarten Rights

The U.S. Supreme Court has ruled that The National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors, security personnel, and other managerial staff. These are called Weingarten Rights.

An investigatory interview occurs if 1) management questions you to obtain information; and 2) you have a reasonable apprehension that your answers could be used as a basis for discipline or other adverse action.

You must ask for union representation either at the beginning of or during the interview. Management does not have to remind you of this right.

If your request is refused and management continues asking questions, you may refuse to answer. Your employer is guilty of an unfair labor practice and charges may be filed.

SAFETY ON SET

We work an often dynamic, physical job, generally outside the confines of an office, and many of us prefer it that way. It can be exciting, with new experiences and challenges. Every day might be different, but one element should never change: we should lay our head on a pillow safely at the end of the day.

Safety begins on a personal level. If you feel unsafe or believe a situation is unsafe, follow your chain-of-command. Discuss it with your Department Head. If that doesn't lead to a satisfactory resolution, if you have one on set, talk to the Shop Steward. If you still have concerns, the next call should be to your Business Agent. Don't second guess yourself. If you feel uncomfortable, speak up and gather support from others, or make a phone call. Also, be aware of your physical state. Are you feeling too numb from the cold or woozy from the heat? Are you too tired to drive home at the end of a long day? When weather is extreme, liquids and a break from the elements should be available to you on a regular basis.

We are all part of the crew, and much in the way a film set is run, safety is a collaborative effort. It requires not just individual awareness but communication and cooperation with others. Keep an eye out for those around you. At a time when you have a moment to rest, one of your coworkers may be so completely

focused on the task at hand, that they don't see an unsafe situation developing.

It's not always crystal clear what is safe on an ever-moving, dynamic set. Preparation, communication, and taking the time to do things right should be guiding principles for all involved. There may be warning signs that alert you to a potentially unsafe situation. Examples include: scheduled stunt work with weapons yet there isn't a morning safety meeting; shooting in a potentially hazardous location, such as alongside a busy road or at a functioning factory, yet there are no on-site representatives or possibly police escorts present; prepping for a car chase or explosion, there are not multiple run-throughs and people are confused about what is happening, and when. These are all warning signs of a poorly planned event. Be safe by speaking with one voice as a crew and slowing down to assess the situation.

Again, if you feel pressured to continue working and feel unsafe and unsupported, immediately call your Local's Business Agent. The union enforces the contract and advocates for the crew as a whole so no one feels singled out. We are all in this together, and we all deserve to return home safe and sound at the end of the job.

Every Job Matters

In each jurisdiction, local union leaders work to secure jobs for the crafts they represent. While it's important to promote skills development through training, Locals should not lose sight of entry level work that's often done by temporary or non-union crews. This takes on more significance in smaller markets. Work may be less frequent but there are occasions that require staffing beyond the Local's normal capacity. It is only a matter of time before shows overlap or the "big show" comes to town, and having a skilled crew of extras is essential to meeting an employer's needs.

While attracting and retaining new workers can be challenging in the smaller markets, some IA Locals are using different tactics to develop a deeper list to meet the demands of the tradeshow industry. Albuquerque Local 423 has embraced a practice used by Phoenix Local 336. During its recent bargaining with a local employer, Local 423 negotiated a warehouse wage with a corresponding description of work in their new agreement. This will capture several jobs that include maintenance of materials and equipment formerly done by a non-union temporary service. For new referents, this is an excellent point of entry into the tradeshow industry. The

work will keep them employed during slow periods when they would normally have to find work outside of the industry. Language was also added for skilled warehouse work generally performed by journeymen to ensure they will not see a reduction of wages when called. The employer representative commented that "...this just makes good sense for both parties." In addition to these changes, the employer agreed to contribute to the International's Training Trust Fund, demonstrating a commitment to skills development.

Salt Lake City Local 838 has used their improved relationship with SMG at the Salt Palace Convention Center and South-

towne Exposition Center in Sandy, Utah to capture work previously performed by a non-union temporary labor provider. The work includes set up and turnover of the bleacher systems as well as tables and chairs. This will represent an increase of nearly half a million dollars in payroll for the Local during the next year. Most of the set up work is performed by individuals who are working toward journeyman status in the Local. Keeping them employed is an important part of building membership. By all accounts, everyone is pleased with the new relationship.

The support of a Local's membership is critical to the success of these strategies. In both of the above cases, members reported the potential work opportunities to their local leadership. In turn, Local leaders were able to translate this information into sound contract proposals. Having a deeper bench and a more skilled workforce is essential to developing bargaining strength. Whether through a contractor or the facility, both of these Locals are demonstrating that every job matters!

THE ECONOMICS OF WHY EVERY JOB MATTERS

- The union wage premium—the percentage-higher wage earned by those covered by a collective bargaining contract—is 13.6 percent overall (17.3 percent for men and 9.1 percent for women).
- Unionized workers are 28.2 percent more likely to be covered by employer-provided health insurance and 53.9 percent more likely to have employer-provided pensions.

(Source: Economic Policy Institute, *The Legislative Attack on American Wages and Labor Standards, 2011-2012*, Gordon Lafer, October 31, 2013)

COALITION OF LABOR UNION WOMEN CELEBRATES 40 YEARS OF EMPOWERING WOMEN

In March 1974, 3,200 women union members gathered in Chicago to address issues affecting all women in the workplace. Their slogan: “We didn’t come here to swap recipes.” The result of their efforts was a grassroots organization which became the Coalition of Labor Union Women (CLUW). CLUW members and other working women returned to the site of their humble beginnings to celebrate founders and current members and to educate and empower activists and young women workers.

CLUW convened its National Executive Board meeting at the Palmer House Hilton-Chicago on March 26th. This year’s theme, “Celebrating our Past... Securing Our Future” covered an agenda that included a three-day Women’s Leadership Conference including topics like Common Sense Economics, Mentoring Future Leaders, Human Rights, Social Media for Organizing, and Reproductive Justice. The events attracted more than 300 women and men from throughout the country.

The highlight of the week’s activities was the 40th Anniversary Celebration held on the evening of March 27th. The program included an awards presentation honoring women whose contributions have emulated and promoted CLUW’s goals. Among the award recipients was Elizabeth Shuler, the first woman and youngest person elected to serve as the AFL-CIO Secretary-Treasurer. Ms. Shuler served as the keynote speaker while accepting an award presented to the AFL-CIO for its unwavering support of CLUW.

The IATSE and its Chicago Locals 2, 110, 476, 750 and 769 helped to sponsor the events. Members of Local 110 were on hand throughout the week providing audio visual services under the Local’s contract with the vendor. International Representative Joanne M. Sanders represents the IATSE as a National Vice President on the CLUW National Officers’ Council.

From left to right:
Melanie Barnett-Stubberfield,
Margaret Gettings, International
Representative Joanne Sanders,
Angela Schapiro and Laura
Murray.



Hidden Career Path Day

On Tuesday, April 8, 2014, the International Alliance of Theatrical Stage Employees, as part of our ongoing partnership with the Education Department of the Roundabout Theatres in New York City hosted a “Hidden Career Path Day” about the Electric departments on Broadway. Thirty-five students (16 from Brooklyn School for Music and Theatre, 7 from Repertory Company High School, 4 from Curtis High School, 3 from FDR High School, and 5 from Bronx Theatre High School) had the opportunity to learn about a variety of backstage careers.

The day began with a workshop led by Roundabout teaching artists, where students were exposed to a sampling of roles and responsibilities of lighting and sound departments including designers, engineers, and operators. Collaborating in role, four small groups designed and performed visual and aural environments based on prompts like “crisp fall evening in New York”.

The students then engaged in a Q&A discussion with Josh Weitzman (Head Electrician, Stephen Sondheim Theatre), Jimmy Fedigan (Production Electrician, The Velocity of Autumn, Les Miserables, and many others) and Peter Donovan (Head Electrician, Ambassador Theatre). These industry professionals spoke about their career paths, entry into the union, current job responsibilities, and shared some insight on how to be successful in the field.

After lunch, Josh, Jimmy, and Peter conducted really exceptional all-access

tours of three Broadway theatres (Stephen Sondheim Theatre (Beautiful), The Booth Theatre (The Velocity of Autumn), and The Imperial Theatre), giving students a hands-on experience and real life context for how electricians greatly contribute to the magic of live theatre.

The next day, Angela Johnson from Local 798 spoke to a group at Repertory Company High School for Theatre Arts in Manhattan at the school’s College and Career Day. Angela gave all of the students in attendance plenty of information about becoming a professional makeup artist, and was a big hit with the group.

Our last event of the school year was on April 25, when Bronx Theatre High School hosted a Career Day for all students at their school, in which representatives from Locals 798 and 764 spoke about careers in Wardrobe and Hair and Makeup. Thanks goes to Angela Johnson (Makeup, Local 798), Shannon Koger (Treasurer, Local 764 Wardrobe),

Thelma Pollard (Makeup “Phantom of the Opera”, Local 798), and Keith Shaw (Wardrobe “Rocky”, Local 764) who participated on behalf of the IATSE.

When members reach into the community in this way, connecting with the IATSE workers of the future, students learn not only about our crafts, but that the Union is a way for a person working in the entertainment industry to lead a secure, middle-class life. Thanks also goes to all of the IATSE participants, to IATSE Communications Director Emily Tao and International Vice President Anthony DePaulo, who assisted Education and Training Director Patricia White in organizing the events, all of the participating local unions, and our partners at Roundabout Theatres. Special thanks goes to Paul Brewster, Education Program Manager at the Roundabout for his kind assistance to all IATSE members participating in these programs.



Local One members Jimmy Fedigan, Peter Donovan and Josh Weitzman, with Paul Brewster (standing) at Roundabout Theatre Hidden Career Path Day: Electricians.



Local 500 members participated in the second ever AV Essentials for Stagehands class at the Broward Convention Center. The class was designed by Infocomm and IATSE exclusively for IATSE members who want to work in the AV Industry. This four-day class trains members in the essentials of set-up for hotel and convention center breakout rooms. After going through the hands-on instruction and passing a practical test the participants have six months to complete and pass three on-line classes in order to receive a certificate of completion.

More information about this course and how you can bring it to your Local may be obtained by contacting the IATSE Training Trust Fund at lcamos@iatsetrainingtrust.org. A presentation about the InfoComm program will also be given at the Stage Caucus at the Mid-Summer General Executive Board meeting in Seattle.

Joe Aldridge graduated from the National Labor College on April 26, 2014 with a Bachelor of Arts in Labor Studies. His major was Workplace Health and Safety. Joe is a member of Local 720 and serves the IATSE as a member of the ICAP. Congratulations Joe!

International Trustee/Department Director of Education and Training Pat White with Brother Aldridge at the final Commencement for the NLC.



PHOTO CREDIT:
BILL BURKE PHOTOGRAPHY

LOCAL UNIONS PARTICIPATE IN IATSE TRAINING TRUST

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

4	46	115	321	690
5	53	127	347	720
6	55	151	357	751
8	58	168	363	764
10	60	190	399	798
12	62	195	412	822
15	63	200	415	835
16	66	205	423	838
17	67	210	461	887
25	69	212	470	924
27	76	229	488	
28	85	232	500	
30	87	251	631	
39	99	285	665	
42	105	306	675	USA829

ATTENTION ALL IATSE LOCALS!

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

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

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

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

IATSE Officer Institute Launches With First Session In Philadelphia

On May 4th through 9th the first session of the IATSE Officer Institute took place at the offices of Local 8 in Philadelphia, Pennsylvania. Thirty-nine IATSE local union officers, from twenty-nine different local unions attended the five-day intensive training session, to hone their skills in a variety of areas, including Strategic Planning, Collective Bargaining, Labor Law, Organizing, Activism, Fraud Prevention and Financial Reporting.

Also featured were sessions on Time Management, Running Effective Meetings, Communications, Social Media, Resources of the IATSE, the IATSE Training Trust Fund, and the duties of specific union officers. The recently-updated IATSE Road Show, which teaches Labor and Economic history, drawing links between our past, our present, and our future was also shown, and every day provided time for group discussion and networking among the participants.

The result of months of planning and input from every level of our union, the training was a hit with attendees, gar-

nering rave reviews. Local 487 President Wade Tyree said, "It's cool to see how you guys are taking suggestions from Locals and members at all of the other trainings and have really geared and focused all the sections to the individual crafts. In some of the exercises, I saw language directly from our contract, and the information is really pertinent to our lives. This is great. I forgot how much fun it can be to be a student. This should be a mandatory thing for any and all officers. I am blown away by the content and all the info that is getting shared. The discussions are as strong and just as revealing as the class

sessions themselves. This is truly an eye opening experience."

As the primary Host Local, Local 8 did a spectacular job of providing not just meeting space, but sparkling hospitality. International Vice President Michael Barnes, who is also the President and Business Agent of Local 8, along with Local 8 Vice President Anthony Tortorice, Local 8 Secretary-Treasurer Jonathan Tortorice, and many Local 8 members, including Joe Perri, Richie Cordisio, and Mark Kaplan worked hard to make the week run smoothly, and garnered the heartfelt appreciation of all. Anthony's Catering of Philadelphia provided the refreshments, courtesy of Local 8 for breakfast, coffee breaks and lunch. A very enjoyable opening night reception was sponsored by Philadelphia Treasurer and Ticket Sellers Local 752, and Studio Mechanics Local 52 sponsored the graduation lunch.

International President Matthew Loeb has made Leadership Education one of our Union's four pillars, and in April attended a special session of the IATSE Officer Institute himself, along with General Secretary-Treasurer Wood and the entire General Executive Board, International Representatives and top staff. Their input put the finishing touches on the curriculum, making sure that it would be useful to officers from every craft and level of experience.

Leah Okin, Business Agent of Local





764 in New York, who attended the class, mentioned how much she enjoyed the mixture of union officers from small Locals and big Locals; studio mechanics and stagehands, broadcast employees, hair stylists and makeup artists, designers, wardrobe workers, ticket sellers, and ushers. Says Okin, "There's a big variety, so perspectives are diverse but the situations we face show that we have a lot in common. We should all thank President Loeb for creating this program."

The faculty has been assembled from top labor-education programs, and in Philadelphia included Diane Thomas-Holladay, Grainger Ledbetter, Meredith Stepp and Randy Wright from the University of Arkansas Labor Education Program; Ken Margolies from Cornell University, Robyn Cavanagh, currently the Assistant Director of Education and Training for the IATSE and formerly of the National Labor College, and James Heinzman and Peter Murray from the accounting firm of Schultheis and Panettieri. Vice President Barnes presented a talk regarding the structure of the IATSE and IATSE Education and Training Director Patricia White, who is also a trustee of the IATSE Training Trust Fund, gave a

brief talk about resources available to local unions through the Fund. Pat then updated the class regarding the dozens of ways the IATSE International can give local unions support in solving their problems and reaching their individual goals.

Labor Law instructor Randy Wright complimented attendees at the Officer Institute as a very good group of students--not only smart, but easy to engage. "As I watch the groups work on the exercises at their tables, I see great listening and good interactions--no one person tries to dominate. It's really been pretty exciting." His colleague, instructor Grainger Ledbetter agrees. "This is exciting," he said. "We have a really committed group, and they seem to be extremely engaged with what's happening."

At graduation, held on the final day of the training, each participant received a unique "IATSE Officer Institute" jacket, and was presented with their diploma by President Loeb at a special luncheon. President Loeb told the graduates his personal story of extended college study, which reinforced his belief that all of us must continue to learn new things throughout our careers, in order to give our members the best representation possible.

Students seemed to agree. Andrew Oyaas of Local 491 wrote, in an email following the training, "Even though I am an "experienced" leader, I still brought away a lot of useful tools and knowledge." Madeline Baer, recently elected Secretary-Treasurer of Local 919 went even further in her thanks, writing, "I feel downright blessed to have become an officer in the union during this time when there are great resources to support us." Local 200 President Michael Kist observed, "I am proud to have been a part of the first class offered by the Officers Institute...I know I will take days to reflect and sort my thoughts, which is what, I suspect, you had in mind all the time. Well done!"

While the praise was generous, the students also reflected on their experience and made suggestions to the teaching team, so that the program will be even stronger when presented this fall. Applications are now being accepted for future sessions of the IATSE Officer Institute: October 6-10 in Chicago, October 20-24 in Los Angeles, and November 17-21 in Calgary. Details regarding registration may be found on the IATSE website at <http://iatse.net/member-education/iatse-officer-institute>.

EDUCATION AND TRAINING

Perhaps the most unexpected benefit for all who attended was the increased solidarity, friendship, and fun they discovered during the week, as they studied hard together. John Gates, District 3 Secretary and President of Local 481 conveyed it best, in a letter to President Loeb after the training, when he wrote, "I understand well the sacrifices that our smaller locals have to make to be able to participate in our Officer Institute. In most cases, in addition to the expense of travel and housing, they have to forego a week of work/pay to attend—dedicated union leaders, to be sure...It was particularly heartening for me to meet and work with District 3 members Madeline Baer from Local 919, Rod Williams from Local 114, and Jim Shea from Local 74

during the past few days in Philadelphia." Officers from around the Alliance agreed that getting to know their fellow officer-students better was a giant benefit.

The graduates of Group One of the IATSE Officer Institute are a great example to all of their IATSE brothers and sisters. They are:

Michael Akins, Local 479
Joshua Aldridge, Local 417
Peter Attanasio, Jr. Local 751
Madeline Baer, Local 919
Joseph Baliski, Local 8
Win Bernfeld, Local 100
Sam Bowers, Local 504
John Brasseux, Local 22
Rose Chatterton, Local 798
Chuck Clay, Local 22
Charles Eccles, Local 489

John Gates, Local 481
Deborah Glover, Local 868
Scott Harrington, Local 764
Michael Harrington, Local 284
Constance Holley, Local B29
Frank Infrate, Local 200
Angela Johnson, Local 798
Clare Jordan, Local 783
Chaim Kantor, Local 600
Jerry Kelly, Local 752
Michael Kist, Local 200
Caitlin McConnell, Local USA 829
Robert McIntire, Local 417
Richard Montgomery, Local B29
Whit Norris, Local 479
Leah Okin, Local 764
Andrew Oyaas, Local 491
Myra Pettigrew, Local B29
John Pierce, Local 504
Sal Ponce, Local 15
David Rial, Local USA 829
Anthony Sacks, Local 33
Martha Schermerhorn, Local 858
James Shea, Local 74
Tara Suppa, Local 752
Wade Tyree, Local 478
Anne Vantine, Local 868
Roderic Williams, Local 114

Displayed here is the diploma and case the graduates received at the end of the course.



IATSE Officers, Representatives and Staff attended a three-day educational training session held at the Conference Center at the Maritime Institute in Linthicum Heights, Maryland from April 21-24, 2014. Pictured here are all those in attendance with their diplomas.

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

Applications must be submitted to the I.A.T.S.E. Education Department at least 3 weeks prior to the beginning of the 5-day course. Participants are required to attend all classes to graduate and to receive certification.

PLEASE PRINT LEGIBLY

1. APPLICANT			
LAST NAME		FIRST NAME	
		MIDDLE INITIAL	
STREET ADDRESS		HOME PHONE	
CITY	STATE/PROVINCE	ZIP/POSTAL CODE	WORK PHONE:
CELL PHONE	EMAIL ADDRESS (please print)		
2. IATSE OFFICER INSTITUTE			
<input type="checkbox"/> Chicago, IL October 6 – 10, 2014		<input type="checkbox"/> Los Angeles, CA October 20 – 24, 2014	
		<input type="checkbox"/> Calgary, AB November 17 – 21, 2014	
3. LOCAL UNION INFORMATION			
LOCAL NUMBER	LOCAL UNION ADDRESS		POSITION AT LOCAL
4. APPLICANT SIGNATURE			
I certify that all of the information on this form is true and complete to the best of my knowledge. I agree that the I.A.T.S.E. can share my name with its General Executive Board and with any local union.			
SIGNED			DATE
5. AUTHORIZATION FROM THE LOCAL UNION EXECUTIVE BOARD			
I certify that I.A.T.S.E. LOCAL _____ endorses the enrollment of the above named applicant in the I.A.T.S.E Officer Institute.			
SIGNED			DATE
TITLE			
FOR I.A.T.S.E. EDUCATION DEPARTMENT USE			
APPLICATION RECEIVED	STATUS AND NOTIFICATION		INITIALS

Return Completed Application via Email, Fax or Mail to:

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

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

Equipment Challenges in Safety

There are many challenges trying to improve the safety in the places where IATSE members work. One challenge is the expectations of the equipment we use. Today's shows and exhibition work often require the use of heavy construction equipment. Forklifts, boom and scissors lifts, cranes, and hoists are just some of the equipment members operate.

Not all of this equipment is new to our industry. Personnel Lifts (Genie Lifts) have a long history in theaters. As applications and budgets allow, useful technology always finds a way on to our sets, stages, and show floors. Any of these pieces of equipment can make work easier and faster. But, they can also increase the risk that workers are exposed to.

Our employers should be providing proper, reputable equipment, in good condition, for the intended task. Safety begins with the planning of the job, and getting the right tools to do it. Using the wrong tool can greatly increase the risk. For instance, narrow Scissors Lifts are usually meant to be used on a substantial, level surface indoors, and are not the appropriate equipment for outside use, even if they cost less.

The equipment needs to be inspected. No equipment should be malfunctioning. The inspection should also include the area in which the equipment will be used. Can the floor carry the load? Some of the Lifts weigh tons. Will a boom be operated near high voltage wires? Too many people don't know the Minimum Safe Approach Distance allowable for safety.

The equipment should only have manufacturer or manufacturer-approved parts or accessories. There have been

Personnel Lifts showing up on jobs with wheels on the outriggers put on by who knows who. Some of you may have one of these devices at your workplace. Unless the changes are part of the design of the equipment, they should not be used.

There are usually specific procedures or instructions to use this equipment. These can come from standards entities, the manufacturers, or from employers. Those who are asked to operate the equipment should be qualified and have necessary training. There are ways equipment is used from days past that have changed. Pushing a single Personnel Lift with someone in it while elevated is usually not acceptable. These lifts are to be elevated when all outriggers are in place, the lift is level, and the load in the basket is at or under the manufacturer's load. Putting

a side load on the basket or working in too great a wind can cause the lift to go over.

Another challenge in using equipment is operating them safely with other workers in the area. One of the major ways workers are hurt or killed is being hit by equipment being used near them. Wearing a high visibility vest is an OSHA requirement if you're working in place where vehicles are moving.

A change in the work culture around safety is needed to reduce the risks workers are exposed to, and get everyone home at the end of the day. This means expecting the right equipment, informing employers about hazards, reporting problems to the union, and supporting fellow workers with their efforts to be safe. The changes can't just come from the top. With solidarity we can make the change.

UPCOMING IATSE TRAINING TRUST FUND COURSES!

OSHA 10/ENTERTAINMENT SAFETY IN:

BALTIMORE, MARYLAND - AUGUST 23-24, 2014

SCRANTON, PENNSYLVANIA - AUGUST 24-25, 2014

FT. LAUDERDALE, FLORIDA - SEPTEMBER 6-7, 2014

RICHMOND, VIRGINIA - OCTOBER 18-19, 2014

Locations for the Entertainment Safety Tour are still being scheduled. Visit the IATSE Training Trust Fund website at <http://www.iatsetrainingtrust.org> for additional course information and to apply.

DON'T TAKE FOOLISH CHANCES

By Alan Rowe,
Chairman, ICAP Committee

High profile tragedies have brought the entertainment industry under scrutiny in terms of safety. We have all heard the expression "safety regulations are written in blood." This statement is an indictment of how poorly our business culture views hazards in the workplace. The reality is that in many industries, hazards are often not addressed until it costs less money to fix the problem than to ignore. Statements like this one indicate a belief that safety is something to be taken seriously only after an accident has happened. We, however, have the power to change this attitude in our industry.

We are professionals and it is important that we never fall into this pattern of thinking. Instead of reacting, we must always be proactive and identify hazards before they become accidents. The effect of an accident on those close to it are devastating and traumatic. Family members, friends, and co-workers of the victim experience shock, emotional injury, and financial devastation that may never go away. The closer you are to the accident or victim, the more traumatizing the effect.

There are other effects of these incidents that occur over a longer time and can affect people who were unaware of the tragedy. While these effects are not as primary as the effects to the victim and their family and friends, they can significantly impact our work and our industry. In the aftermath of an accident, everyone understandably has the desire to ensure it never happens

again. The long-term problem occurs when people who are not familiar with the work rush in to "fix" the problem and overreact creating regulations and guidelines that are draconian and often unnecessary. The entertainment industry is unique in many ways and we are particularly vulnerable to this happening. Due to the nature of our work we are afforded the ability to utilize many practices that are safe, legal, and accepted, but vary from the industrial norm. The ability to continue to work using these legal safe practices could be taken from us after a tragic incident in the name of "safety" when the practice itself was never unsafe.

We must stand together and prevent injury to our fellow crew members as well as our industry by identifying hazards, avoiding accidents, and being seen as professionals by regulatory agencies. The unfortunate reality is that accidents will happen in our industry. When they do, the regulatory agencies need to be coming to us for the solution and not seeing us as the problem.

The way to protect ourselves, our families, and our industry is accomplished through training and establishing ourselves as the recognized experts. A professional is always learning something new about their craft and always has safety in the forefront of their mind. We speak often of the ETCP Certification for Riggers and Electricians and I cannot stress enough the importance of this and similar certifications for your own professional development and the protection of our industry. There are a lot of people out there who would like

to do our work and some hold licenses and certifications from other industries. To the employer who is unfamiliar with our crafts, those qualifications can appear impressive. We must fight back by holding the certifications that are designed specifically for our work. To the authority having jurisdiction who may not understand our practices, certifications such as ETCP tells them that you are an expert and knowledgeable about your craft.

The IATSE Training Trust is now offering regional OSHA 10 classes. These two-day classes are an excellent way to familiarize yourself with the safety rights that you are afforded under law, recognize hazards, and how to seek relief from those hazards. In this class we look at different crafts and raise awareness of how the actions of other crew members can directly affect your health and safety and vice versa. People often ask me why they should take safety classes for crafts in which they will never be employed. The answer is simple: we may work in several small groups by craft but ultimately, we are one crew and we all have to look out for each other. As with bargaining for better conditions, we must always work together not only for our own safety but the safety of us all.

Be smart, identify and report hazards as well as near misses, don't let anyone take foolish chances, if you are uncomfortable with something say so, and above all be safe.

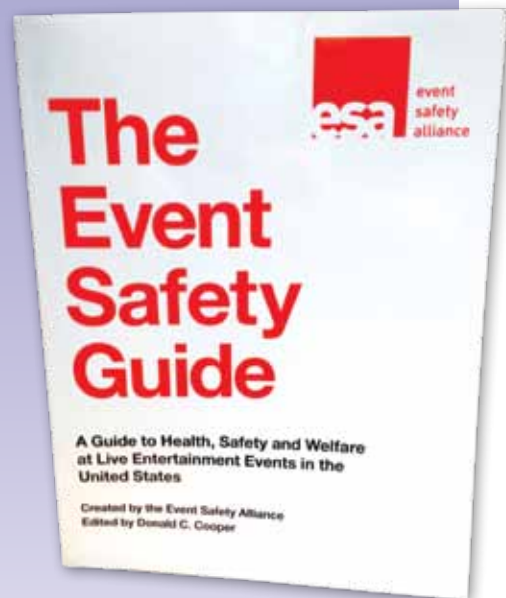
SAFETY ZONE

The Event Safety Guide is a valuable resource designed to make live events safer for all parties involved, including our members. Culled from existing life safety standards and the insight of top professionals within the event industry, The Event Safety Guide compiles the best operational practices currently available in the live event industry in a single easily-referenced manual. The guide address a broad range of subjects relevant to our members, including structures, electrical, and rigging. Locals who perform these types of work are encouraged to own a copy and educate their workers about its contents.

The guide is the work of the Event Safety Alliance (ESA), a non-profit safety trade association dedicated to promoting the concept of "life safety first" during all phases of event production. The ESA strives to eliminate the knowledge barrier that often contributes to unsafe conditions and behaviors through the promotion of best practices and the development of training and planning resources.

The Event Safety Guide is available directly from the Event Safety Alliance at a cost of \$49.95. However, by special arrangement with the ESA, IATSE members will receive a 20% discount on the purchase price of each guide. To take advantage of this special offer, please visit <http://www.eventsafetyalliance.org>. Links to the ESA's online store can be found on the main menu at the top of the page. Prior to submitting your Event Safety Guide order, enter the promotional coupon code IATSE in the appropriate box. Your discount will be immediately deducted from the final purchase price.

In addition, the ESA has extended their discount offer to IATSE members interested in joining the group's professional trade association. Members may use the same promotional code (IATSE) to receive a 20% discount off the cost of enrollment. To learn more, visit <http://www.eventsafetyalliance.org>.



FREE no-obligation budget and debt counseling

*Another Union Plus
benefit exclusively
for I.A.T.S.E. members!*



Debt and credit problems can happen to anyone at anytime. Luckily, The Union Plus Credit Counseling program can help you regain your financial footing by helping you better manage your finances. Get free credit counseling from certified counselors.

- **FREE** budget analysis and credit review
- Customized **DEBT MANAGEMENT PLAN** if needed
- 1st year fees are reimbursed by Union Privilege after one year in the plan.
- **HELP** with creditors to stop collection calls
- A written **ACTION PLAN** that summarizes your financial situation, provides a budget, creates a spending plan and reviews options to repay debt

To speak to a counselor call **1-877-833-1745** or visit
UnionPlus.org/CreditCounseling



CREW SHOTS

Crew of the production "Beauty and the Beast" at Segerstrom Center for the Arts in Costa Mesa, California. Crew members from Locals 504, 720, 285, 635 and ACT.



International President Matthew Loeb and his wife, Paula (center) with Representatives of Local 33 and the crew from the 86th Academy Awards held on March 2, 2014 at the Dolby Theatre in Los Angeles.

Contract Milestone for New Orleans Local

New Orleans Local 39 has negotiated an agreement with Mahalia Jackson Theatre for the Performing Arts and the Saenger Theatre, which includes Broadway shows, Louisiana Philharmonic, Concerts, and Dance Recitals. The agreement is in effect from September 1, 2013 to August 31, 2017, and includes wage and benefit increases in each of the 4 years.

**Alan Arthur, Business Agent of Local 39 and David Skinner,
General Manager, Arts Center Enterprises.**



CALIFORNIA STAGE LOCAL HONORS LONG-TIME MEMBERS

Sacramento Local 50 honored its long-time members at a luncheon, presenting Brothers Robert Kern and Dennis Gallagher with their Gold Card and acknowledging members with 30 or more years of service.



Photo caption: From left to right: Back row; Michael Hunter, Michael Perry, Mark Mauricio, Robert Kern, Dennis Gallagher, Dennis Cox and Mark Haney. Middle row; John Cox, Charles Kohler, Jim Pisano, Ted Kimura and Alan Turner. Front row; Steve Odehnal, Tim Gallagher, Ray French, John Kelly and Jimmy Loveless.



NEW HAMPSHIRE LOCAL OFFICER MEETS VICE PRESIDENT BIDEN

On March 25, 2014, during a speaking engagement at the New Hampshire Works Development, Vice President Biden took time out of his schedule for a photo opportunity with supporters of the NH Works. Pictured here with the Vice President is Joyce Cordoza, Business Agent of Local 195.

SAN FRANCISCO LOCAL HONORS GOLD CARD MEMBER

On February 8, 2014, Local 16 Vice President Ed Raymond had the honor to present George Van Buren with his Gold Card from the IATSE.

George was a pioneer in the industry - the first to mechanize stage scenery. He was the creator of one of the first computer lighting consoles - the Sweet 16. He was THE road electrician for producer David Merrick for many years.

George suffered a very strange brain virus several years ago, but aside from the fact that he can't remember nouns, he hasn't lost a thing. He is one of the great story tellers in an industry full of story tellers. He still designs electronic circuits for arcade shooting galleries. Congratulations George!



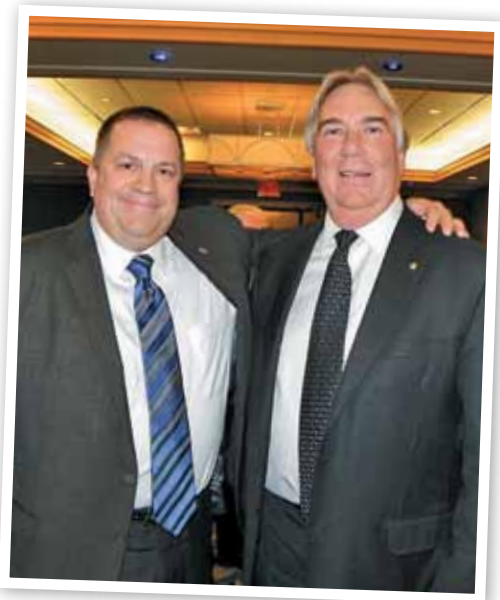
Brother Van Buren receiving his Gold Card, with his wife Myrna.

NEW OFFICERS FOR TREASURER AND TICKET SELLERS LOCAL

On Thursday, March 27, 2014, IATSE President Matthew D. Loeb and International Vice President Anthony DePaulo attended the monthly membership meeting of New York City Treasurers and Ticket Sellers Union Local 751.

At that meeting, President Loeb paid tribute to retiring Local 751 President Gene McElwain. President Loeb also swore in the recently elected Officers, Trustees and Executive Council Members including President Lawrence Paone, Vice President Matthew Fearon and Secretary-Treasurer/Business Agent Peter Attanasio, Jr.

International President Matthew D. Loeb with Retired Local 751 President Gene McElwain.



Another Organizing Success for Local 56!



In late April, the Quebec Labour Board issued a certification to IATSE Local 56 for stagehands at Théâtre du Vieux-Terrebonne Théâtre du Vieux-Terrebonnein Montreal. Local 56 worked diligently toward this goal and the new members are looking forward to working under a collective agreement. The International supported the Local through the hiring of an organizer for the campaign and through financial assistance from the International's Defence Fund.

Théâtre du Vieux-Terrebonne, better known as TVT, is one of the largest multidisciplinary presenters in Quebec. It boasts two separate theatres, the 656-seat Salle Desjardins for more traditional the-

atrical productions, and the Salle du Moulinet, a 110-seat café-bistro style venue used for innovative and more intimate productions.

Recent successes such as this one, along with Odyscène in Sainte-Thérèse and the City of Chateauguay, which involved more focus on organizing younger workers, come on the heels of a spate of more traditional organizing victories with the Orchestre symphonique de Montréal, the Salle Pierre-Mercure and the Montreal Canadiens.

The victories were important to Local 56 as, for years, it had been involved in a dispute with Place des Arts over organizing. Place des Arts tried every tactic avail-

able to prevent its workers from being organized including, eventually, shutting its doors. Despite an unfavourable legal decision, Local 56 eventually got an agreement with PDA that covers in-house productions only, but was a little battle-weary.

The Local knew it would have to reinvent itself in order to achieve more success at organizing, and it did so. It started with smaller venues and targeted younger workers. After finally building some confidence through these successes, the major organizing victories with the Théâtre du Vieux-Terrebonne and the City of Chateauguay seem that much sweeter – and are certainly well-deserved.

MILESTONE FOR CHARLOTTE LOCAL

On May 19, 2014 members of Charlotte Local 322 held a gala at Ovens Auditorium to celebrate its 100th anniversary.

International Vice President Walter Cahill, International Representative Dave Garretson and many delegates from District 7 Locals were in attendance, in addition to special dignitaries from Local 322's illustrious past.

P.W. "Mickey" Jenkins, former President of Local 322, bestowed the highest honor of the Alliance on former business agent Bruce Grier, a Gold Card. Grier served the Local for two decades, bringing growth to the Local and continues to provide guidance and leadership.

Local 322 signed their charter on February 13, 1914, with 21 members. The Local began as a group of projectionists, working in movie theaters across the Charlotte region. In its 100 year history, IATSE Local 322 has provided backstage and behind-the-scenes support for events as diverse as the 2012 Democratic National Convention, major concert tours, and movies such as "Days of Thunder".

Today, in 2014, Local 322 boasts nearly 100 members who represent the skilled trades required by the entertainment industry. Members are found locally in nearly every professional theater and entertainment venue in Charlotte, providing backstage support for concerts, opera, ballet, family and musical theater entertainment.



NEW LOCATION, CONTINUING EDUCATION



On November 9, 2013, Studio Mechanics Local 52 held a one day seminar GFCI (Ground Fault Current Interrupter) Wet Rigging and Balloon Lights for members and applicants in its new facility in Astoria, New York. The Local continues to hold seminars at its new location including moving lights, fork lift, and aerial work platforms.



State of Hawaii Local 665 held its second ETCP Electrical Training Class. This class was held over a two-day period (February 11-12, 2014) in Maui with Instructor Rick Crum, a Local 665 member.

GENERAL EXECUTIVE BOARD SPECIAL MEETING

CALL TO ORDER

In accordance with Article Seven, Section 3 of the International Constitution, a Special meeting of the General Executive Board of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada, convened at 8:00 a.m. on Tuesday, April 22, 2014 at the Conference Center at the Maritime Institute in Linthicum Heights, 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
J. WALTER CAHILL,
Second Vice President
THOM DAVIS,
Third Vice President
ANTHONY DEPAULO,
Fourth Vice President and
Co-Director of Stagecraft
DAMIAN PETTI,
Fifth Vice President
MICHAEL F. MILLER, JR.,
Sixth Vice President and
Director of Motion Picture
and Television Production
JOHN T. BECKMAN, JR.,
Seventh Vice President
DANIEL E. DI TOLLA,
Eighth Vice President and
Co-Director of Stagecraft
JOHN R. FORD,
Ninth Vice President

JOHN M. LEWIS,
Tenth Vice President and
Director of Canadian Affairs
CRAIG P. CARLSON,
Eleventh Vice President
WILLIAM E. GEARNES, Jr.,
Twelfth Vice President and Director of
Tradeshow and Display Work
PHIL LOCICERO,
Thirteenth Vice President

In addition to the members of the Board, also in attendance at this meeting were International Trustees C. Faye Harper and Thomas Cleary, International Trustee and Director of Education and Training Patricia A. White, CLC Delegate Kelly Moon, Assistants to the President Deborah A. Reid and Sean McGuire, and Assistant Director of Education and Training Robyn Cavanagh.

IATSE OFFICER INSTITUTE

At the onset of the meeting President Loeb gave an overview of his educational initiative for local union officers. He referred to the General Executive Board meeting held in San Antonio in January 2014 at which the educational session allowed local union representatives to express to the International officers and representatives their concerns, needs and suggestions in terms of the assistance they would hope to receive by attending the IATSE Officer Institute. President Loeb advised the Board that the feedback from those present in San Antonio was carefully analyzed by the Education Department and a curriculum was established to move forward with the Institute. He noted that it was quite clear that local union representatives want to be good officers and leaders and that it is his intent to assist in their need to be trained properly. President Loeb stated that as a result of the training provided at the Of-

ficer Institute, local union officers will enhance their skills and will have the ability and potential to achieve greater success as leaders. If this program is successful, this generation of union leaders will build on the IATSE's successes of the past and make it even stronger and better for future generations.

Director Patricia White advised the Board that there are currently four Institute training sessions scheduled, the first of which will be held in May 2014, hosted by Stage Local No. 8 in Philadelphia and as of this Board meeting 40 local union officers have been approved and are registered to attend the classes. The Institute is held over a period of five days and additional sessions have been scheduled for Chicago, Los Angeles and Calgary. Director White reminded the Board that the application process for the Institute may be made online via the IATSE website.

Assistant Director Robyn Cavanagh added that the IATSE Officer Institute is a continuation of International's LEAP (Labor Education Assistance Program) and that by providing education and training to the local union leadership, the International's intent to provide a culture of education will come to fruition.

President Loeb noted that in the 2014 IATSE Staff Training, all officers and representatives of the International would in effect participate in the Officer Institute.

**APPEAL OF ANDY ROVINS
(LOCAL NO. 695)**

By his letter dated March 20, 2014, Brother Andy Rovins appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Brother Rovins appealed his suspension from the Board of Directors of Local 695 and the Imposition of Trusteeship on Local 695.

On January 7, 2014 a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014 Brother Rovins and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Brother Rovins listed ten (10) reasons in his appeal to the Board that effectually contended that his suspension from office "is arbitrary and capricious and abrogates the democratic and constitutional fair election process" and that the trusteeship was imposed "in a devious, capricious and arbitrary manner..."

Due to the nature of Brother Rovins' appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President
John M. Lewis,
International Vice President

William E. Earns, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Brother Rovins' appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Brother Andy Rovins.

Included in the entire record on Brother Rovins' appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695
- CHARGES AND PROCEDURAL BACKGROUND
- SUMMARY OF EVIDENCE
- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)
- ORDER
- Recommendations To The International President After Hearing (Exhibit A)
- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)
- Letter dated February 24, 2014 from International President to Andy Rovins
- Cover letter and Appeal to the Gener-

al Executive Board from Andy Rovins dated March 20, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Brother Andy Rovins. The Board's decision addressing each of the grounds for his appeal has been sent to Brother Rovins.

APPEAL OF JAMES A. OSBURN (LOCAL NO. 695)

By his letter dated March 25, 2014, Brother James A. Osburn appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Brother Osburn appealed his suspension from office in Local 695 and the Imposition of Trusteeship on Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Brother Osburn and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Brother Osburn's appeal contended that a) he was prevented from filing an

appeal to the “Gandolini Recommendations” [International Representative Don Gandolini was the hearing officer at the January 7, 2014 hearing referenced above], b) the International President did not have prior consent of the General Executive Board to suspend Local 695 officers and terminate its employees, c) he was deprived of his fair trial rights and the International President circumvented the “Fair Trial” rights under the International Constitution. Brother Osburn further “demands” that he be reinstated to his “duly elected Office...”

Due to the nature of Brother Osburn’s appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President
John M. Lewis,
International Vice President
William E. Gearn, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Brother Osburn’s appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety

and render a fair and equitable decision regarding the appeal of Brother James A. Osburn.

Included in the entire record of Brother Osburn’s appeal to the Board were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695
- CHARGES AND PROCEDURAL BACKGROUND
- SUMMARY OF EVIDENCE
- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)
- ORDER
- Recommendations To The International President After Hearing (Exhibit A)
- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)
- Letter dated February 24, 2014 from International President to James A. Osburn
- Cover letter and Appeal to the General Executive Board from James A. Osburn dated March 25, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Brother James A. Osburn. Brother Osburn has been sent the Board’s decision addressing each of the grounds for his appeal.

APPEAL OF JEFFREY WEXLER (LOCAL NO. 695)

By his letter dated March 20, 2014, Brother Jeffrey S. Wexler appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Brother Wexler appealed his suspension from the Board of Directors of Local 695 and the

Imposition of Trusteeship on Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached “Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695,” dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Brother Wexler and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Brother Wexler listed eight (8) reasons in his appeal to the Board that effectively contended that his suspension from office “is arbitrary and capricious and abrogates the democratic and constitutional fair election process” and that the trusteeship was illegally imposed and “in a devious, capricious and arbitrary manner...”

Due to the nature of Brother Wexler’s appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President

John M. Lewis,
International Vice President
William E. Gearn, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Brother Wexler's appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Brother Jeffrey Wexler.

Included in the entire record of Brother Wexler's appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695
- CHARGES AND PROCEDURAL BACKGROUND
- SUMMARY OF EVIDENCE
- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)
- ORDER
- Recommendations To The International President After Hearing (Exhibit A)
- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)
- Letter dated February 24, 2014 from International President to Jeffrey S. Wexler

- Cover letter and Appeal to the General Executive Board from Jeffrey S. Wexler dated March 20, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Brother Jeffrey Wexler. Brother Wexler has been sent the Board's decision addressing each of the grounds for his appeal.

APPEAL OF RICHARD LIGHTSTONE (LOCAL NO. 695)

By his letter dated March 20, 2014, Brother Richard Lightstone appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Brother Lightstone appealed his suspension from the Board of Directors of Local 695 and the Imposition of Trusteeship on Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Brother Lightstone and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Brother Lightstone listed eight (8) reasons in his appeal to the Board that effectually contended that his suspension from office "is arbitrary and capricious and abrogates the democratic and constitutional fair election process" and that the trusteeship was illegally imposed and "in a devious, capricious and arbitrary manner..."

Due to the nature of Brother Lightstone's appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President
John M. Lewis,
International Vice President
William E. Gearn, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Brother Lightstone's appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Brother Richard Lightstone.

Included in the entire record of Brother Lightstone's appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695
- CHARGES AND PROCEDURAL BACKGROUND
- SUMMARY OF EVIDENCE
- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)
- ORDER
- Recommendations To The International President After Hearing (Exhibit A)
- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)
- Letter dated February 24, 2014 from International President to Richard Lightstone
- Cover letter and Appeal to the General Executive Board from Richard Lightstone dated March 20, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Brother Richard Lightstone. Brother Lightstone has been sent the Board's decision addressing each of the grounds for his appeal.

APPEAL OF ELIZABETH ALVAREZ (LOCAL NO. 695)

By her letter dated March 25, 2014, Sister Elizabeth Alvarez appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Sister Alvarez appealed her suspension from the Board of Directors of Local 695 and the Imposition of Trusteeship on Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisi-

siana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Sister Alvarez and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

Sister Alvarez' appeal effectually contended that she has not been charged with "any unlawful crime or with any specific violation(s)" of the Constitutions of the International or the Local, and that she has "not been properly charged with any misconduct and/or misfeasance as an Officer of the Local and/or as a Special Representative employed at the Local 695 business office..." Sister Alvarez further "demands" that she be reinstated to her "duly elected Office of Recording Secretary..."

Due to the nature of Sister Alvarez' appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

- Matthew D. Loeb,
International President
- Michael F. Miller, Jr.,
International Vice President
- John M. Lewis,
International Vice President

- William E. Gearns, Jr.,
International Vice President
- Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Sister Alvarez' appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Sister Elizabeth Alvarez.

Included in the entire record of Sister Alvarez' appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695
- CHARGES AND PROCEDURAL BACKGROUND
- SUMMARY OF EVIDENCE
- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)
- ORDER
- Recommendations To The International President After Hearing (Exhibit A)
- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)
- Letter dated February 24, 2014 from International President to Elizabeth Alvarez
- Cover letter and Appeal to the Gen-

eral Executive Board from Elizabeth Alvarez dated March 25, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Sister Elizabeth Alvarez. Sister Alvarez has been sent the Board's decision addressing each of the grounds for her appeal.

APPEAL OF SHAWN HOLDEN (LOCAL NO. 695)

By her letter dated March 20, 2014, Sister Shawn Holden appealed to the General Executive Board from the Decision and Order of the International President dated February 20, 2014. Sister Holden appealed her suspension from the Board of Directors of Local 695.

On January 7, 2014, a hearing was held on charges preferred against Local 695 by the Secretary-Treasurer of Studio Mechanics Local 478, New Orleans, Louisiana based on violations of Article Twenty, Section 1 as well as Article Nineteen, Section 26 of the International Constitution. The specific violations are enumerated in the attached "Decision and Order of the International President After Hearing In The Matter Of Local No. 478 V. Local No. 695," dated February 20, 2014.

After complete and thorough review of the entire record in this case, the International President issued a Decision and Order imposing trusteeship on Local 695 in accordance with Article Twenty, Section 1 of the International Constitution. By letter dated February 24, 2014, Sister Holden and all other Officers and Board of Directors of Local 695 received a copy of the Decision and Order suspending them from office in the Local.

The basis of Sister Holden's appeal was that she was newly elected to serve on the Board of Directors of the Local and effectually had no involvement in the violations leading up to the hearing and trusteeship.

Due to the nature of Sister Holden's appeal, it was noted that the following members of the General Executive Board recused themselves from the meeting and did not participate in the deliberations nor did they cast a vote on the final decision of the Board:

Matthew D. Loeb,
International President
Michael F. Miller, Jr.,
International Vice President
John M. Lewis,
International Vice President
William E. Gearn, Jr.,
International Vice President
Phil LoCicero,
International Vice President

Also noted was that well in advance of this Special Board meeting, on April 5, 2014, a copy of the entire record of Sister Holden's appeal was provided to each remaining member of the General Executive Board, namely: General Secretary-Treasurer James B. Wood and International Vice Presidents Michael Barnes, J. Walter Cahill, Thom Davis, Anthony DePaulo, Damian Petti, John T. Beckman, Jr., Daniel E. Di Tolla, John R. Ford and Craig P. Carlson, in order that each Board member would have ample time to thoroughly review each appeal in its entirety and render a fair and equitable decision regarding the appeal of Sister Shawn Holden.

Included in the entire record of Sister Holden's appeal were the following documents:

- DECISION AND ORDER OF THE INTERNATIONAL PRESIDENT AFTER HEARING IN THE MATTER OF LOCAL NO. 478 V. LOCAL NO. 695
- CHARGES AND PROCEDURAL BACKGROUND
- SUMMARY OF EVIDENCE
- Copies of CHARGES 1, 2, 3, 4 (preferred by Local 478 against Local 695)
- ORDER
- Recommendations To The International President After Hearing (Exhibit A)
- Letter dated June 10, 2011 from Local 695 to Local 478 Re: Thomas E. Conrad (Exhibit B)
- Letter dated February 24, 2014 from International President to Shawn Holden
- Cover letter and Appeal to the General Executive Board from Shawn Holden dated March 20, 2014

The General Executive Board voted to uphold the decision of the International President and thereby denied the appeal of Sister Shawn Holden. Sister Holden has been sent the Board's decision addressing each of the grounds for her appeal.

ADJOURNMENT

Having completed all business properly brought before it and after motion duly made and carried, the General Executive Board meeting was adjourned at 8:25 a.m.

44th Annual Scholarship Winners

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: Alois Cerbu, Jennifer Wildi and Tess McGuinness. Alois is the son of Jill Berta Biskin of Local USA829 (United Scenic Artists, United States). Jennifer is the daughter of Grant Wildi of Local 891 (Motion Picture Studio Production Technicians, British Columbia/Yukon Territory, Canada) and Tess is the daughter of William F. McGuinness of Local One (Stage Employees, New York, NY).

Alois is a talented and pleasant young man. His academic credentials are impeccable. He has manifested his interest in the creative arts through his study of music and participation in a variety of summer music programs. Alois will be part of the 2018 graduation class at Yale University, with an interest in Mathematics.

Jennifer is a quiet and conscientious young woman. She is an excellent role model for her peers and a truly inspirational community leader. She is on the path toward a degree in Occupational Therapy at the University of British Columbia. Her goal is to work with disabled youth, promoting access to opportunities for an improved quality of life.

Tess has received high academic honors, completed loads of community service, and participated in outside theatre and dance opportunities to better herself as an artist, scholar, and person. She has decided to attend Dartmouth College, with a major in Biology and a minor in Theater.

The IATSE congratulates Alois, Jennifer and Tess 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 45th Annual Awards.



Jennifer Wildi



Tess McGuinness



Alois Cerbu

45th 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 three scholarship awards this year in the amount of \$2,250.00 totaling \$9,000 over a four year period. Counting the year 2014 awards, the Foundation will have had 62 scholarship recipients. This year's awards will be granted to three high school students graduating in 2015 .

ELIGIBILITY

The rules of eligibility for the 45th 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, 2014**. The winners of the scholarship awards will be notified by the Foundation in June, 2015, 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 45th 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: _____ Zip: _____

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

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

CREW SHOTS



IATSE Local 63 crew members celebrate the 100th Anniversary of the Pantages Playhouse in Winnipeg, Manitoba. Top row, left to right: Doug Kiddell - Head Carp, Gary Plouffe - Head Audio, Bernie Rondoue - Head LX; Bottom row, left to right: Raymond Lemieux, John Durica and Greg Wood.

Members of North East Wisconsin Local 470 with the "Wizard" on the set of 'Wicked' at the Fox Cities PAC, February 2014.



President Loeb (center) with President of Local 720 Dan'l Cook (second from left) and the crew from The Venetian in Las Vegas. The photo was taken in front of a projector showing grid patterns on a screen during set-up.

ACTIVISTS CORNER

MIKE SULLIVAN



Mike Sullivan has had a long history with the IATSE. He estimates he spent 20 years on the road, and another 20 years as the Business Agent of Local 84 (Stagecraft, Hartford, CT). In 1988 Mike was elected as an International Trustee and in July of 1997, was elected as an International Vice President. His work for the International took him to the General Office in New York where, in 1998, he was appointed to serve as the first Director of the IATSE Stagecraft Department.

Mike retired in 2004 but has remained active in the IATSE and now assists the IATSE-PAC Committee in its outreach to retirees of the IATSE. He recalls that “Not long ago during the IATSE-PAC report at a General Executive Board meeting, President Loeb spoke at length about the PAC and the importance of getting involved with politics,” said Mr. Sullivan. “After the meeting I asked President Loeb, ‘What about the retirees?’”

Mike attends the Connecticut AFL-CIO’s COPE (Committee on Political Education) meetings, where they focus on educating and mobilizing union members around electoral politics. He reaches out to retired IA members and urges them to contribute to the IATSE-PAC, reminding them that a \$20 monthly charge on a credit card bill is easy and something that is barely noticeable.

Mike says that his family has been in the IATSE for more than 100 years, and that he remembers a time when union

meetings were all about members arguing with the Local leadership about benefits. “When I first became a roadie and got my first Pink contract in 1957, there were zero benefits,” said Mike. “Now we have insurance, pensions, and benefits – but all you have to do is read the newspaper to know that there are people out there trying to take them all away.”

Mike says that his own political action is important to him and he is hopeful that by being politically aware and active will help to secure the future for younger people and our members’ children including his own, so they may maintain the benefits that so many before them fought so hard to attain.

“I’m glad that the IA is focusing on politics,” said Mike. “It’s not the most popular topic, but if we just stand by and take things for granted and don’t get involved, those benefits will go away.”



For more information on IATSE-PAC, visit the IATSE’s website; see the contribution form on the inside front cover or contact the General Office.



Mr. Sullivan, speaking on behalf of the retirees, at the Vancouver General Executive Board meeting during the PAC Report.

► WWW.IATSE.NET

IN MEMORIAM

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Fredrick H. Bremer January 16, 2014	1	Dennis T. Braverman January 23, 2014	44	Curtis Puher January 18, 2014	77	Glen Deitell February 9, 2014	600
Ignatius Catanzaro March 27, 2014	1	Clara Friaglia January 9, 2014	44	Christina Hershey-Escobosa March 13, 2014	80	Angelo J. Dellutri March 21, 2014	600
Charles J. Colon January 22, 2014	1	Sharry K. Friel January 13, 2014	44	Grant L. Olson February 19, 2014	80	Fred Hoffman January 24, 2014	600
Reuben H. Glickman February 23, 2014	1	Bob Henderson January 20, 2014	44	Gregg P. Gioulos March 24, 2014	110	Sarah Jones February 20, 2014	600
Clyde F. Holton, Jr. January 19, 2014	1	John E. Karlsson December 13, 2013	44	Lee S. Owens, Jr. October 10, 2013	110	Dan M. Kuleto January 30, 2014	600
Bruce D. Katzmann March 15, 2014	1	George A. Lind December 7, 2013	44	Graeme Nicol February 14, 2014	118	Tibor Nagy January 31, 2014	600
Stanley Noped February 25, 2014	1	Joseph A. Longo January 5, 2014	44	Gene Kohr February 21, 2014	122	Richard W. Nelson January 30, 2014	614
Walter J. Rapp Jr February 21, 2014	1	Todd H. McKibben January 23, 2014	44	James H. Laird January 12, 2014	127	Michael Spagnoli February 23, 2014	631
Gerard J. Smith February 16, 2014	1	Shirley A. Moore January 15, 2014	44	Carl Wong January 10, 2014	127	Douglas E. Whitaker January 9, 2014	647
Curtis M. Sweeney January 16, 2014	1	Terry R. Nagel January 28, 2014	44	Ronnie O. Waltman December 8, 2013	142	Gary Theard January 7, 2014	695
Richard F. Zottarelli February 17, 2014	1	Donald Skarsten December 29, 2013	44	Leonard R. Nehman March 26, 2014	160	Pierre P. Jalbert January 22, 2014	700
Donald R. Esposito March 25, 2014	3	Buddy R. Steele March 25, 2014	44	Gary E. Veverka February 21, 2014	160	John Lettis December 22, 2013	700
Munro Gabler February 3, 2014	4	Philip D. Tubach February 7, 2014	44	Robert S. Maurer August 26, 2013	200	Rocco A. Moriana February 5, 2014	700
Jason Daines April 14, 2014	7	Robert J. Vinson March 7, 2014	44	Kate S. Bagnall January 13, 2014	210	J. Jay Pierce December 27, 2013	700
Howard Duncan April 6, 2014	7	Dennis A. Yeager, Sr. February 26, 2014	44	Dave Mc Bean March 31, 2014	212	George W. Daniel March 3, 2008	707
Hector Elliot April 1, 2014	7	Charles J. Colon, Jr. January 22, 2014	52	Anthony Ruksys March 10, 2014	212	Charles P. Belian March 12, 2014	720
Howard Miller January 26, 2014	7	Ronald Favelet January 12, 2014	52	Patricia Pricipie February 26, 2014	306	Cynthia R. Chandler January 2, 2014	720
Daniel R. Goodwin January 31, 2014	15	Allan E. Mader January 17, 2014	52	Kenneth L. Gagnon, Sr. January 4, 2014	476	Helen D'Angelo August 16, 2011	720
Paul J. Stenzel January 7, 2014	18	Addison O. Tice February 10, 2014	52	David Bird February 14, 2014	480	Garry S. Foy February 27, 2014	720
Charles Lewin March 27, 2014	22	Loretta Tolleson March 31, 2014	54	Debra R. Clair January 26, 2014	480	Melvin L. Reed January 19, 2014	720
Richard L. Schreiner December 19, 2013	28	Brian Parker January 5, 2014	56	James Alfano February 20, 2014	500	Dale D. Woodrum February 16, 2013	720
Stephen Baker December 10, 2013	30	Bernard T. Hayward February 21, 2014	58	Richard L. Trice, III January 17, 2014	500	Frank A. Sontag, Jr. March 30, 2014	728
Ruben Vital March 7, 2014	33	William "Kip" Wright March 2, 2014	59	Richard W. Nelson January 14, 2014	504	Elliott S. Valderrama February 6, 2014	728
Lloyd D. Dalton May 17, 2014	38	Leonard Lemesany January 5, 2014	62	Kristin Plummer January 1, 2014	504	O'Shana Walker February 17, 2014	728
Lester J. Hamilton March 6, 2014	38	Michael A. Marques February 16, 2014	62	Cira Felina Bolla March 25, 2014	600	Mark S. Turner March 14, 2014	729

NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Bobby G. Buchanan February 11, 2014	751	Steve Tennison March 25, 2014	796	Harry Howe January 6, 2014	873	Graeme Nicol February 14, 2014	891
Robert Burke February 24, 2014	751	Mark Turner March 14, 2014	800	Jennifer O'Halloran March 31, 2014	873	Elizabeth Stillwell February 26, 2014	USA829
Shirley Hastings January 25, 2004	769	Evans R. Webb March 3, 2014	800	David G. Oldroyd March 20, 2014	873	Joseph Moreno January 1, 2014	B18
Roger D. Thompson February 27, 2014	777	Suzanne S. Carroll January 17, 2014	820	Jacques Veilleux March 16, 2014	873		
Elizabeth Goughler Hutsler February 18, 2014	787	Jerry H. Thomas January 13, 2014	834	Ian D. Downey January 11, 2014	891		

REMEMBERING PAUL WILLY SCHAEFER

May 1, 1969 - November 10, 2013

Locals 129 and 828 lost a true friend too soon with the passing of Paul Schaefer this last year.

In his career Paul worked in a number of shops and theatres across Ontario and around the world. An extremely skilled carpenter and welder, Paul was respected by those he worked with for his expertise, dedication, and his willingness to share his knowledge.

But it was his easy laugh and kind nature that earned him the friendship and love of those that knew him. Paul wasn't just easy to work with, he made work easy.

Schaefer was passionate about his career, but he was

perhaps more passionate about his love of the outdoors. An avid hunter and fisherman, Paul would take long hunting and trips in the Northern Ontario wilderness, hours from civilization. His easy smile was at its widest in the pictures of him holding up his catch of the day.

Paul passed away peacefully at home, after a courageous battle with cancer, surrounded by family and loved ones. He will be greatly missed by his wife Lee-Ann, his family and friends, and his brothers and sisters in IATSE.



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

American Income Life
FX Crowley
Greg Kasper
Mark Kiracofe
Orange County Musicians Assn.
Karen Pizzuto-Sharp

In Memory Of

Fund Contribution
Terry Mahoney
Terry Mahoney
Sarah Elizabeth Jones
Fund Contribution
Kay Di Tolla

IN MEMORIAM

LOCAL 251 REMEMBERS JOSEPH MCWILLIAMS

Joseph F. McWilliams, member of Local 251, Madison, Wisconsin, passed away on November 20, 2013. He was 70 years old. Joe served his country, attended Queen of Apostles Seminary and followed a course of studies at the UW-Madison. He was a lifelong learner, reading everything just for fun and in many respects was considered an intellectual.

Upon becoming a member in 1967, Joe's projection career found him working in the booths of the Majestic Theater, the family's Portage Theater and the 51 Drive-In before settling down to a long stint with General Cinema Corporation's West Towne Cinema – Multiplex.

Joe served as President of the Local from 1975 – 1991, during which time the Local participated in an 18-month informational picket line, saving union projectionist positions at the AMC University Square 4 Theater Complex in 1976.

After General Cinema sold the Multiplex, Joe left the booth and became more involved as a working stagehand in the props department. It wasn't hard identifying Joe to the visiting road crews. He could always be found wearing his trademark dark blue coveralls.

When it came to the Union, Joe's membership remained important during his illness. He kept a retired membership status. Local 251 is honored to have had Joe as member, President and friend for 46 years.



ST. LOUIS LOCAL 6 REMEMBERS TOM WOODARD

The members of Local 6, St. Louis, were deeply saddened by the passing of Brother Tom "Wood Dog" Woodard on December 14, 2013 after a brief battle with cancer. Brother Woodard was a 20-year member of Local 6 spending many of those years working with the St. Louis Symphony Orchestra both at their home at Powell Hall and on tour. Tom also spent several summers at the Muni as a member of the scenic construction crew and at other venues as well.

Wood Dog, as he was named, loved to ride his Harley through the backroads of Southern Illinois and Eastern Mis-



souri taking in the scenery and enjoying the ride. In fact his Harley was on the stage at Powell Hall for a memorial service on January 2, 2014.

Tom was a hard worker and a loyal friend and brother to us all. He will be dearly missed by his union brothers and sisters as well as his friends, family and the members of the Symphony, one of whom wrote of Tom, "I will deeply miss his presence, as I know the orchestra will miss him, yet never forget his contribution to making our lives and the St. Louis Symphony a far better place."

LOCAL SECRETARIES AND BUSINESS AGENTS

Reference Letters:

AAE Amusement Area Employees
ADG Art Directors Guild
AE Arena Employees
AFE Arena Facility Employees
AG&AOE&GA Animation Guild and Affiliated Optical Electronic and Graphic Arts
AMTS Admissions, Mutual Ticket Sellers
APC Affiliated Property Craftspersons
ATPAM Association of Theatrical Press Agents and Managers
BPTS Ball Park Ticket Sellers
C Camerapersons
CDG Costume Designers Guild
CHE Casino Hotel Employees
E,S&CST Electronic, Sound & Computer Service Technicians
EE Exhibition Employees
EE/BPBD Exhibition Employees/Bill Posters, Billers and Distributors
ICG International Cinematographers Guild
M Mixed
MAHS Make-Up Artists & Hair Stylists
MAHSG Make-Up Artists & Hair Stylists Guild
MPC Motion Picture Costumers
MPEG Motion Picture Editors Guild (inclusive of Editors and Story Analysts)
MPP,AVE&CT Motion Picture Projectionists, Audio Visual Engineers and Computer Technicians
MPP,O&VT Motion Picture Projectionists, Operators and Video Technicians
MPP,O,VT&AC Motion Picture Projectionists, Operators, Video Technicians & Allied Crafts
MPP,VT&CT Motion Picture Projectionists, Video and Computer Technicians
MPSELT Motion Picture Studio Electrical Lighting Technicians
MPSG/CS Motion Picture Studio Grips/Crafts Service
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,CC,A&APSG Script Supervisors, Continuity Coordinators, Accountants and Allied Production Specialists Guild

SS,PC,CC&PA Script Supervisors, Production Coordinators, Continuity Coordinators and Production Accountants
T Theatre Employees
T&T Treasurers & Ticket Sellers
TBR&SE Television Broadcasting Remote & Studio Employees
TBSE Television Broadcasting Studio Employees
TSA Ticket Sales Agents
TW,MA&HS Theatrical Wardrobe, Make-Up Artists & Hair Stylists
TWU Theatrical Wardrobe Union
USA United Scenic Artists

CANADA

ALBERTA

S 210 EDMONTON, AB-Tara Gale, secretary@iatse210.com; 10428-123 Street, Edmonton, AB, T5N 1N7. (780-423-1863) (Fax: 780-426-0307) Bus. Agt.: Peter Gerrie, iaba210@iatse210.com.
S 212 CALGARY, AB-Albert Seibert, secretarytreasurer@iatse212.com; 201-208 57th Avenue S.W., Calgary, AB, T2H 2K8. (403-250-2199) (Fax: 403-250-9769) Bus. Agts.: (Mot. Pic.) Michael Gibney, filmba@iatse212.com; (Stage) Ian Wilson, stageba@iatse212.com.

BRITISH COLUMBIA

S 118 VANCOUVER, BC-Masha Birkby, Suite #202 - 601 Cambie Street, Vancouver, BC, V6B 2P1. (604-685-9553) Bus. Agt.: Joe Sawan.
S 168 VANCOUVER ISLAND, BC-Laurie Edmundson, P.O. Box 5312, Station B, Victoria, BC, V8R 6S4. (250-381-3168) (Fax: 866-618-3848). Bus. Agt.: Rebekah Johnson.
C 669 WESTERN CANADA-Simon Jori, simonjori@shaw.ca; 3823 Henning Drive, Suite 217, Burnaby, BC, V5C 6P3. (778-330-1669) (Fax: 778-330-1670) Bus. Agt.: Marcus Handman, marcus@iab669.com.
MPSPT 891 BRITISH COLUMBIA/YUKON TERR.-Ana Sebal, 1640 Boundary Road, Burnaby, BC, V5K 4V4. (604-664-8910) (Fax: 604-298-3456) Bus. Agt.: Paul Klassen, paulk@iatse.com.

MANITOBA

M 063 WINNIPEG, MB-Stuart Aikman, 2nd Floor - 175 McDermot Avenue, Winnipeg, MB, R3B 0S1. (204-944-0511) (Fax: 204-944-0528) Bus. Agt.: Robert Mravnik.
MPSPT 856 PROVINCE OF MANITOBA-Jeremiah Milmine, 454 Edmonton St., Winnipeg, MB, R3B 2M3. (204-953-1100) (Fax: 204-953-1109) Bus. Agt.: Robert Rowan, businessagent@iatse856.com.

NEW BRUNSWICK

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

NEWFOUNDLAND AND LABRADOR

ICG 671 NEWFOUNDLAND/LABRADOR-David Rumley, P.O. Box 13075, Topsail Stn. Main, Conception Bay South, NL A1W 2K1 (416-368-0072). Bus. Rep.: David Rumley.
M 709 NEWFOUNDLAND/LABRADOR - Debbie Vatcher, debbievatcher@yahoo.com; 15 McQuade Lake Cres., 2nd floor, Halifax, NS B3S 1C4. (902-425-2739) (Fax: 902-425-7696). Bus. Rep.: Gary Vermeir.
T B898 ST. JOHN'S, NL-Todd Leawood, P.O. Box 947, Mt. Pearl, NL, A1N 2X3. (709-745-8653) (Fax: 709-745-7374) Bus. Agt.: Todd Leawood.

NOVA SCOTIA

M 680 HALIFAX/DARTMOUTH, NS/SAINT JOHN/MONCTON/FREDERICTON, NB-Colin Richardson, P.O. Box 711, Halifax, NS, B3J 2T3. (902-455-5016) (Fax: 902-455-0398) Bus. Agt.: Colin P. Richardson, businessagent@iatse680.ca.
M 848 SYDNEY/GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: David Bailey.
MPSPT 849 MARITIME PROVINCES-Raymond MacDonald, 15 McQuade Lake Crescent, 2nd flr., Halifax, NS, B3S 1C4. (902-425-2739) (Fax: 902-425-7696) Bus. Agt.: Gary Vermeir.
T B848 GLACE BAY, NS-David Bailey, 28 Norwood Street, Glace Bay, NS, B1A 3M5. (902-849-4957) Bus. Agt.: Patricia Pace, 26 Pitt St., Glace Bay, NS, B1A 2B7.

ONTARIO

S 058 TORONTO, ON-Christopher Wilson, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-364-5565) (Fax: 416-364-5987) Bus. Agt.: Nelson Robinson.
M 105 LONDON/ST. THOMAS/SARNIA, ON-Stephanie Gonyou, secretaryiatse105@hotmail.com; P.O. Box 182, Station Ctr. CSC, London, ON, N6A 4V6. (519-433-5742) (Fax: 519-433-5742) Bus. Agt.: Terry Barker, ba105@me.com.
S 129 HAMILTON/BRANTFORD, ON-Cindy Jennings, P.O. Box 57089, Jackson Station, Hamilton, ON, L8P 4W9. (905-577-9193) (Fax: 905-577-9425) Bus. Agt.: Gary Nolan.
M 357 KITCHENER/STRATFORD/CAMBRIDGE/GUELPH/WATERLOO, ON-James Turner, secretary@iatse357.ca; P.O. Box 908, Stratford, ON, N5A 6W3. (519-746-7474) (Fax: 519-746-3030). Bus. Agt.: Larry Miller, businessagent@iatse357.ca.
PC, CP&HO 411 PROVINCE OF ONTARIO-Robert Shea, 1315 Lawrence Avenue East, Unit 103, Toronto, ON, M3A 3R3 (416-645-8025) (Fax: 416-645-8026) Bus. Agt.: Robert Shea.
M 461 ST. CATHARINES/WELLAND/NIAGARA FALLS, ON-Robert A. Vernon, P.O. Box 1594, Niagara On The Lake, ON, L0S 1J0. (905-932-4461) Bus. Agt.: Jeff Robertson.
S 467 THUNDER BAY, ON-James Austin, 541 Hyde Park Avenue, Thunder Bay, ON, P7E 1Y1. (807-622-7407). Bus. Agt.: Terry Smith, 243 Ford St., Thunder Bay, P7C 4L5. (807-627-1460).
M 471 OTTAWA/KINGSTON/BELLEVEILLE, ON-James Reynolds, P.O. Box 1373, Station B, Ottawa, ON, K1P 5R4. (613-852-7321) (Fax: 613-233-6454) Bus. Agt.: Mark Hollingworth.

M 580 WINDSOR/CHATHAM, ON-Alan Smith, adri-smith@aol.com; 538-2679 Howard Avenue, Windsor, ON, N8X 3X2. (519-965-3732) (Fax: 519-974-3488) Bus. Agt.: Tom Savage, tgsavage@cocego.ca.

M 634 SUDBURY/NORTH BAY, ON-Keith Clausen, local_634@hotmail.com; 24 St. Louis Street, Naughton, ON, P0M 2M0. (705-665-1163) (Fax: 705-692-9726) Bus. Agt.: Jamie Adamson, iatse634ba@bell.net.

ICG 667 EASTERN CANADA-David Orton, 229 Wallace Avenue, Toronto, ON, M6H 1V5. (416-368-0072) (Fax: 416-368-6932) Bus. Agt.: David Rumley.

TW,MA&HS 822 TORONTO, ON-Rachel Breski, 511 Adelaide Street West, Toronto, ON, M5V 1T4. (416-622-9000) (Fax: 416-622-0900). Bus. Agt.: Corbin Valerie, businessagent@iatse822.com.

SA&P 828 PROVINCE OF ONTARIO-Richard Mongiat, sec.iatse828@gmail.com, 2-558 Upper Gage Ave., Suite 289, Hamilton, ON, L8V 4J6. (416-438-3388) (Fax: 416-438-3388) Bus. Agt.: Sondra Richter, ba.iatse828@gmail.com.

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T B173 TORONTO/HAMILTON, ON-Marika Csotar, 2368-A Munnis Ave., Oakville, Ontario L6H 6G9. (647-309-2024). Bus. Agt.: Chastity Brooker, chastitydawn@gmail.com, 165 Queen St., South, Apt. 707, Hamilton, ON L8P 4R3.

PRINCE EDWARD ISLAND

M 906 CHARLOTTETOWN, PE-Bill Higgins, P.O. Box 2406, Charlottetown, PE, C1A 8C1. Bus. Agt.: Damon Compton.

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

QUEBEC

S 056 MONTREAL, QC-Denis Forest, 1, rue de Castelnau Est, Local 104, Montreal, QC, H2R 1P1. (514-844-7233) (Fax: 514-844-5846) Bus. Agt.: Jason Vergnano.

O 262 MONTREAL, QC-Isabelle Wouters, yzowout10@hotmail.com; 1945 Mullins Bureau 160, Montreal, QC, H3K 1N9. (514-937-6855) (Fax: 514-272-5763) Bus. Agt.: Stephane Ross, s.ross@iatselocal262.com.

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M 523 QUEBEC, QC-Rina Campion, 2700, Jean Perin, #490, Quebec, QC, G2C 1S9. (418-847-6335) (Fax: 418-847-6335) Bus. Agts.: (Stage) Guy Journeault; (Proj.) Mario Giguère; (Wardrobe) Sylvia Bernard.

TWU 863 MONTREAL, QC-Melanie Ferrero, iatse863@gmail.com; 4251 rue Fabre, Montreal, QC, H2J 3T5. (514-524-1630). Bus. Agt.: Silvana Fernandez, iatselocal863habilleur@hotmail.com.

SASKATCHEWAN

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

M 300 SASKATOON, SK-Andrew Forrester, P.O. Box 1361, Saskatoon, SK, S7K 3N9. (306-343-8900) Bus. Agt.: Greg Roberts.

UNITED STATES

ALABAMA

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

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

M 900 HUNTSVILLE-David Hendricks, atse@bellsouth.net; P.O. Box 12, Huntsville, 35804. (256-551-2243) (Fax: 256-551-2329) Bus. Agt.: Gary Boggs.

ALASKA

S 918 ANCHORAGE-Ann Reddig, stagehanddispatch@live.com; P.O. Box 100421, Anchorage, 99510. (907-278-3146) (Fax: 907-278-3145) Bus. Agt.: Eric Lizer.

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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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ARKANSAS

M 204 LITTLE ROCK-Nikki M. Kelly, P.O. Box 848, Maebelvale, 72103. (501-227-7301) (Fax: 501-227-7404) Bus. Agt.: Russell G. Hardy.

CALIFORNIA

S 016 SAN FRANCISCO/MARIN COUNTY/SANTA ROSA/LAKE MENDOCINO/PALO ALTO/SONOMA COUNTY/ NAPA COUNTY/ SAN MATEO COUNTY-Steve Lutge, 240 Second Street, 1st Floor, San Francisco, 94105. (415-441-6400) (Fax: 415-243-0179) Bus. Agt.: Steve Lutge.

S 033 LOS ANGELES/LONG BEACH/PASADENA/ SANTA MONICA-Jane E. Leslie, jel042@iatse33.com; 1720 West Magnolia Blvd., Burbank, 91506. (818-841-9233) (Fax: 818-567-1138) Bus. Agts.: (TV) Steve Coffey, scoffey@iatse33.com; (Legit) Mark Madrigal, mmadrigal@iatse33.com.

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S 107 ALAMEDA COUNTY/OAKLAND/BERKELEY/ CONTRA COSTA COUNTY/SOLANO COUNTY/RICHMOND-Alexander Kort, 8130 Baldwin Street, #134, Oakland, 94621. (510-351-1858) (Fax: 510-430-9830) Bus. Mgr.: Kurt Dreyer.

TBSE 119 SAN FRANCISCO BAY AREA-Liz Farkas, P.O. Box 911, San Carlos, 94070. (510-206-7987) Bus. Agt.: Daniel Nicholson.

S 122 SAN DIEGO-Donnie Clifton, 3737 Camino del Rio South, Suite 307, San Diego, 92108. (619-640-0042) (Fax: 619-640-0045) Bus. Agt.: Carlos Cota.

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

S 158 FRESNO/MODESTO/STOCKTON-Tom Schindler, Jr., P.O. Box 5274, Fresno, 93755. (559-696-8111) 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-Stephen Shelley, P.O. Box 29284, Oakland, 94604-9284. (510-470-2424) Bus. Agt.: Stephen Shelley.

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

O 297 SAN DIEGO COUNTY-Gary Livengood, livengood1969@sbcglobal.net; 6668 Ballinger Avenue, San Diego, 92119. (619-302-2556) Bus. Agt.: Dale Hyder.

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

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

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

M 611 WATSONVILLE/SANTA CRUZ/ SALINAS/ GILROY/ HOLLISTER/ MONTEREY/ PACIFIC GROVE/SEASIDE-Steve Retsky, the8rtek@att.net; P.O. Box 7571, Santa Cruz, 95061. (831-458-0338) Bus. Agt.: Patrick Fitzsimmons, santacruzfitz@yahoo.com.

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

M 707 PALM SPRINGS/PALM DESERT/HEMET/ BANNING/EL SINORE/29 PALMS-Shay Funk, P.O. Box

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USA829 CALIFORNIA REGIONAL OFFICE (See Also New York) - 6363 Wilshire Blvd., #400, Los Angeles, 90048. (323-965-0957) Bus. Agt.: Monique L'Heureux.

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CDG 892 HOLLYWOOD-Terry Gordon, 11969 Ventura Blvd., 1st Floor, Studio City, 91604. (818-752-2400) (Fax: 818-752-2402) Executive Director: Rachael Stanley.

TWU 905 SAN DIEGO-Judith A. Watson, P.O. Box 635292, San Diego, 92163. (619-980-6709) Bus. Agt.: Michael Regna, mregna4022@yahoo.com.

S&FMT 923 ANAHEIM-Mark Russ, P.O. Box 9031, Anaheim, 92812-9031. (714-342-1255) Bus. Agt.: Orrin D'Antignac.

T 818 SAN FRANCISCO-Johnny Moreno, 965 Mission St., Suite 509, San Francisco, 94103. (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, 95816. (916-486-4809) (Fax: 916-482-8178) Bus. Agt.: Richard Allen, jallen33@att.net.

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S 047 PUEBLO-Bob Krasovec, 1330 W. Abriendo Avenue, Pueblo, 81004. (719-320-6220) Bus. Agt.: Saul Trujillo, 27850 Hwy. 50 East, Pueblo, 81006.

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S 229 FORT COLLINS, CO./CHEYENNE/LARAMIE, WY.-Dan Schoonover, sec@iatse229.org; P.O. Box 677, Fort Collins, 80522. Bus. Agt.: David Denman, ba@iatse229.org, (970-226-2292) (Fax: 970-490-2292).

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T 87 DENVER-Ashley Brown, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

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S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 7248, Wilmington, 19803. (302-652-4626) (Fax: 302-475-4903) Bus. Agt.: Michael Harrington.

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

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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-Thomas T. Triplett, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-948-2637) Bus. Agt.: James E. Richards.

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

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M 824 ATHENS-Margi Flood, P.O. Box 422, Athens, 30603. (706-549-8244) (Fax: 706-549-0828) Bus. Agt.: William Jackson.

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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 J. Cleary, stagehandslocal2@iatselocal2.com; 216 S. Jefferson Street, Suite 400, Chicago, 60661. (312-705-2020) (Fax: 312-705-2011) Bus. Agt.: Craig P. Carlson.

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

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

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

S 138 SPRINGFIELD/JACKSONVILLE-Richard Meidel, P.O. Box 6367, Springfield, 62708. (217-483-6462) Bus. Agt.: Noel Dalbey, 2121 Westview Drive, Springfield, 62704. (217-787-5440) (Fax: 217-787-5440).

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/JACKSONVILLE/ MACOMB/ PEORIA-Ann Marie Dunn, P.O. Box 172, Bloomington, 61701-0172. Bus. Agts.: Paul Showalter (Peoria), Kevin Paxton (Bloomington).

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

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, iatse421@digitalil.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

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

M 482 CHAMPAIGN/URBANA/DANVILLE/RANTOUL/CHARLESTON/DECATUR-Andrew Hall, andyh61801@yahoo.com; P.O. Box 3272, Urbana, 61803-3272. (217-898-0056) Bus. Agt.: Doug Ghera, iatse482-businessagent@gmail.com.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Georgia and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, Rusty Burrell, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275). Atlanta Office: 1355 Peachtree Street NE, Suite 1060, Atlanta, GA 30309. (404-888-0600) (Fax: 404-888-6593).

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

TBSE 762 CHICAGO-Tom Hoover, thomashoover@comcast.net; P.O. Box 3710, Lisle, 60532 (312-671-7679) Bus. Agt.: Dennis Gates, dennis@gatesdigital.com.

TWU 769 CHICAGO-Kathryn Rubel, 1250 Hunters Ridge West, Hoffman Estates, 60192. (847-732-6326) (Fax: 847-608-6884) Bus. Agt.: Shirley Berling, twu769@sbcglobal.net.

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

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

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

T B46 CHICAGO, IL/MILWAUKEE, WI-Steve Altman, 216 S. Jefferson Street, Suite 203, Chicago, 60661. (312-454-1110) (Fax: 312-454-6110) Bus. Agt.: Anthony M. Spano.

INDIANA

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

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

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

M 125 LAKE PORTER/LA PORTE COUNTIES/FORT WAYNE/LAFAYETTE/ FRANKFORT/CRAWFORDSVILLE-Greg Palmer, iatse125@msn.com; 2905 DeKalb St., Lake Station, 46405. (219-718-8038) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037), ba125@frontier.com.

S 146 FORT WAYNE-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. (260-747-2643) Bus. Agt.: Michael Barile, iatse46146@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/ LOGANSPO/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-TERRE HAUTE-Stephen Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0714) Bus. Agt.: Stephen Blair.

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

TWU 893 INDIANAPOLIS/BLOOMINGTON-Joanne M. Sanders, 5144 N. Carrollton Avenue, Indianapolis, 46205-1130. (317-283-6040) (Fax: 317-283-2890) Bus. Agt.: Joanne M. Sanders.

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S 191 CEDAR RAPIDS/WATERLOO/DUBUQUE-Bruce Croy, brucecroy@imomail.com; P.O. Box 1191, Cedar Rapids, 52406 (319-360-1308). Bus. Agt.: Jeff Smith, jeffsmith@imomail.com.

M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/ DUBUQUE-Scott Wiley, sectreas690@gmail.com; P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic, antolici@msn.com.

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, nehomesfam@msn.com; 1513 S. 95th Street, Omaha, NE 68124 (402-551-4685) (Fax: 402-933-6585) Bus. Agt.: Mary Sorensen, mary.sorensen@cox.net.

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

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S 017 LOUISVILLE/FRANKFORT/DANVILLE-Laura

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M 346 LEXINGTON-David Richardson, david@twinhives.com; P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton, dburton@rupparena.com.

M 369 ASHLAND, KY/HUNTINGTON, WV/IRON-TON, OH-Kevin D. Bannon, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

TWU 897 LOUISVILLE-Lisa Green, budgetprint@insightbb.com; 27 Arctic Springs, Jeffersonville, 47130. (812-283-4784) (Fax: 812-282-4057) Bus. Agt.: Melissa Gagliardi, melgag@aol.com.

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S 039 NEW ORLEANS-Darrell Eik, miloeiko@aol.com; P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur, ajarthur@cox.net.

M 260 LAKE CHARLES/ALEXANDRIA/PINEVILLE/FORT POLK-George J. Hollier, iatse260@juno.com; 3702 Lakeview Drive, Lake Charles, 70605. (337-598-3455) (Fax: 337-598-3455) Bus. Agt.: Todd J. Johnson, iatse260-tj@juno.com.

S 298 SHREVEPORT-Bobby Griffie, stagelocal298@att.net; 715 McNeil Street, Shreveport, 71101. Bus. Agt.: Russell Wingfield (318-227-2914).

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

M 540 BATON ROUGE-Patrick A. Acampora, 1852 Hobbiton Rd., Baton Rouge, 70810. (225-933-9256) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

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

TWU 840 NEW ORLEANS-Lesly Davi, 11186 Tuttle Road, Hammond, 70403. Bus. Agt.: Bonnie Haase (225-294-3024) (Fax: 225-294-3024).

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

TBSE 926 AUBURN-Sarah Quaintance, 99 Danville Corner Rd, Auburn, 04210 (207-782-1800). Bus. Agt.: Sharon Deveau-Handy.

MARYLAND

S 019 BALTIMORE-Steve Wallace, walla929@yahoo.com; 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-382-4187) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman, Jr., IATSE19BA@verizon.net.

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

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

SM&BT 487 MID-ATLANTIC AREA-Ellen Popiel, 101 N. Haven Street, Suite 202, Baltimore, MD 21224. (410-732-0414) (Fax: 636-233-3205) Bus. Agt.: David O'Ferrall

M 591 HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, clemkm@verizon.net; 10300 Moxley Road, Damascus, MD 20872. (301-651-0150) Bus. Agt.: John Nichols, jbnia22@msn.com.

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

TWU 913 BALTIMORE-Laureen Ruth Spriggs, lspriggs1@netzero.com; 1558 A. Bollinger Road, Westminster, 21157 (410-935-9883). Bus. Agt.: Mary Beth Chase, mbc625@aol.com, 7424 Watersville Rd., Mt. Airy, 22771. (410-795-1590).

MASSACHUSETTS

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

S 053 SPRINGFIELD/PITTSFIELD-Valentino 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 083 NORTH ADAMS-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair, ialocal83@verizon.net

M 096 WORCESTER-Lorry D'Ascanio, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., 347 New Braintree Road Oakham, 01068. (508-882-3339).

O 182 BOSTON/LYNN/SALEM/WALTHAM/BROCKTON/PLYMOUTH/CAPE COD-Stephen Livernash, P.O. Box 390234, Cambridge, 02139 (617-426-1540) Bus. Agt.: Ken Eisenberg.

M 195 LOWELL, MA./NEW HAMPSHIRE-Jeremy Dominick, P.O. Box 514, Mt. Vernon, NH 03057. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

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

T&T 753 BOSTON-Diane M. Blaskovich, iatse753@aol.com; 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Diane Blaskovich.

TWU 775 BOSTON/PLYMOUTH/CAPE COD-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 888-207-3092) Bus. Agt.: Carol F. Colantuoni.

T B4 BOSTON-Florence Lewis, P.O. Box 120277, Lafayette Station, Boston, 02112. (617-328-4128) (Fax: 617-868-8194) Bus. Agt.: Beverly McCormack.

AFE B935 WORCESTER-Mike McKenzie, 24 Toria Heights Road, Oxford, 01540 (508-943-3626). Bus. Agt.: Ivar Carlson (508-248-0845).

MICHIGAN

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

S 038 DETROIT/PONTIAC/MT. CLEMENS/PORT HURON-Edwin J. Miller, 900 Pallister Ave., Detroit, 48202. (313-870-9570) (Fax: 313-870-9580) Bus. Agt.: Calvin Hazelbaker.

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

MPP, VT&CT 199 DETROIT-William J. Fagan, 22707 Dequindre Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: George R. McCoy.

S 201 FLINT/OWOSSO-David Thompson, local201sec.treas@att.net; 724 E. Kearsley Street, Flint, 48503. (810-239-8547) (Fax: 810-239-8547) Bus. Agt.: Daniel Collick, dancollick@gmail.com.

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

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

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TWU 786 DETROIT-Margaret Thorp, peggity11@aol.com; 1645 Pinecrest Drive, Ferndale, 48220. (248-399-1379) (Fax: 248-399-0034) Bus. Agt.: Beverly Lombart, bevmarie2556@gmail.com.

T 8179 DETROIT-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479) (Fax: 586-754-6883). Bus. Agt.: John Nesbitt.

MID-ATLANTIC AREA

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MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL-Jamie Ostertag, Jamie_ostertag@iatse13.org; 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Matt Rice, matt_rice@iatse13.org.

S 032 DULUTH-James Rigstad, jim@jrigstad.com; 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Jay Milbridge, stagelocal32@gmail.com.

MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, davin8@aol.com; P.O. Box 364, Osseo, 55369. (612-868-9711) Bus. Agt.: Davin C. Anderson.

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

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

TBSE 745 MINNEAPOLIS-JoAnn Fisher, iatse745@gmail.com; P.O. Box 3278, Minneapolis, 55403 (612-619-9113) Bus. Agt.: JoAnn Fisher.

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

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

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

M 589 JACKSON/VICKSBURG/NATCHEZ-Jill Lucas, 1665 Hwy 51, Madison, 39110-9097. (601-856-4374) (Fax: 601-856-2197) Bus. Agt.: Jill Lucas, lucasjill@bellsouth.net

M 616 MERIDIAN-Jerry Tucker, P.O. Box 2903, Meridian, 39302-2903. (601-481-5942). Bus. Agt.: Jerry Tucker.

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

MISSOURI

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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.: Gary L. Thomas.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 5214 Chipewewa Street, St. Louis, 63109. (314-351-5600)(Fax: 314-351-5600) Bus. Agt.: Gordon J. Hayman.

M 421 HERRIN/CENTRALIA, IL/CAPE GIRARDEAU, MO-Thomas Aken, iatse421@digitall.net, P.O. Box 441, Murphysboro, IL 62966. (618-967-2394) Bus. Agt.: Stephen Parhomski, iatse421@att.net.

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MONTANA

M 240 BILLINGS-Deborah J. Richard, P.O. Box 545, Billings, 59103. (406-670-7321). Bus. Agt.: Dave Bakker (406-855-1664).

M 339 MISSOULA/KALISPELL/BUTTE/ANACONDA/GREAT FALLS/HELENA-Ian Bundi, secretary@iatse339.com, P.O. Box 6275, Great Falls, 59406. (406-403-8786) Bus. Agt.: Darrell Ogg, Local339@gmail.com.

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M 720 LAS VEGAS-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-1329). Bus. Agt.: Jeff Foran.

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M 195 LOWELL, MA/NEW HAMPSHIRE-Jeremy Dominick, P.O. Box 514, Mt. Vernon, NH 03057. Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Jonathan Tortorice, 2401 South Swanson Street, Philadelphia, 19148. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

S 021 NEWARK/MIDDLESEX/MERCER/OCEAN AND UNION COUNTIES/ASBURY PARK/LONG BRANCH-John Seubert, 75 Main Street, Suite 103, Millburn, 07041. (973-379-9265) (Fax: 973-379-0499) Bus. Agt.: Stanley Gutowski.

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S 059 JERSEY CITY-Richard Hancox, P.O. Box 3122, Secaucus, 07096. (516-596-9610) (Fax: 201-863-8551) Bus Agt.: Richard Hancox

M 077 ATLANTIC CITY/VINELAND-Thomas M. Barnbrick, Jr., P.O. Box 228, Linwood, 08221. (609-335-7532) (Fax: 609-350-6335) Bus. Agt.: Wilfredo Custodio.

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M 536 RED BANK/FREEHOLD-Edward Baklarz, 231 Atlantic St., #70, Keyport, 07735. (732-264-5678) Bus. Agt.: Charles Cox.

M 632 NORTHEAST NEW JERSEY-Gerald Bakal, gerybakal.iatse632@gmail.com; 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agt.: Joe Villani. Villani13@yahoo.com.

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M 153 EL PASO, TX/LAS CRUCES, NM-Raul Vigil, 3349 Dungarvan Drive, El Paso, 79925. (915-594-8250) Bus. Agt.: Ignacio Flores, viviflowers@sbcglobal.net.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Arthur Arndt, secretary-treasurer@iatse423.com; P.O. Box 81376, Albuquerque, 87198. (505-883-6055) (Fax: 505-255-1970) Bus. Agt.: Daniel Gonzales, business-agent@iatse423.com.

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M 121 NIAGARA FALLS/BUFFALO-John Scardino Jr., 47 Coburg Street, Buffalo, 14216. (716-834-6372) (Fax: 716-836-3084) Bus. Agt.: John Scardino, Jr., scar264@aol.com.

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M 322 CHARLOTTE/GREENVILLE-Victoria Perras, vperras@ia322.com; 6101 Idlewild Road, Suite 322, Charlotte, 28212. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Charles "Bo" Howard, bhoward@ia322.com.

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