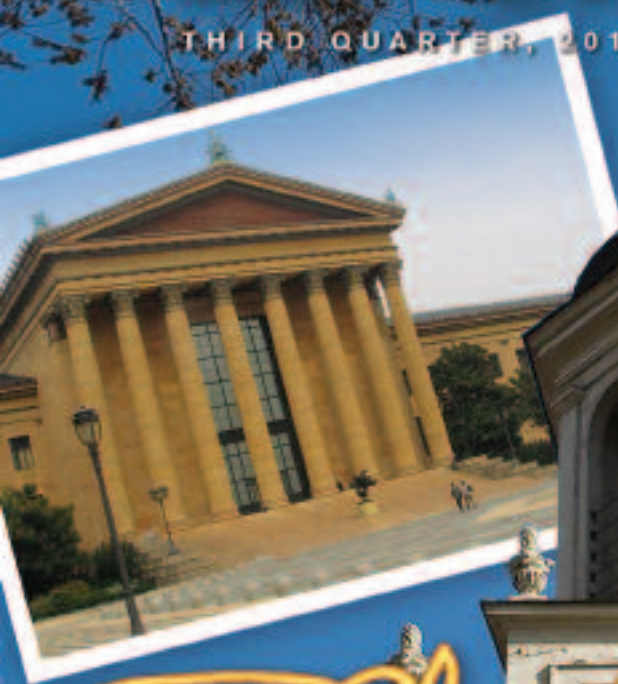


LATSE OFFICIAL Bulletin

THIRD QUARTER, 2010

NUMBER 629



Philadelphia



HOME OF THE
MID-SUMMER
GENERAL
EXECUTIVE
BOARD MEETING

Bulletin

THIRD QUARTER, 2010

NUMBER 629

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Philadelphia, Pennsylvania, August 2-6, 2010

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JPEG or TIFF file formats only please.

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

**INTERNATIONAL ALLIANCE OF THEATRICAL
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Get Involved!

The Implications of Doing Nothing are Serious

Brothers and Sisters, I must now call your attention to the importance of political action and involvement, both of which are critical to help ensure that our labor-supportive candidates are elected to public office. In 2008 we celebrated victory when President Obama was elected. To us, this meant we were about to realize a friendlier White House, and with Democratic majorities in the House and Senate, we would have a Congress that was not opposed to the interests of working families and organized labor.

American history has shown that every President has faced tremendous challenges. President Obama is no different. In fact, his challenges may be even greater than those faced by many other Presidents, including fighting two wars, inheriting an economy plagued by high unemployment and national deficit, a skittish electorate, and ever-increasing partisanship. To be sure, over the past couple of years, we have experienced extremely difficult times. But, while we have not yet seen all the fruits of our efforts, the current Administration is working harder for working men and women of this country than we have seen in a long time. Moreover, the Administration has accomplished a great deal in a highly politicized and partisan environment. Health Care Reform has been enacted and in time will help the system work better for everyone; the Lily Ledbetter Fair Pay Act was signed last year which provides recourse for workers in cases of pay discrimination. Banking/Financial reform legislation (Dodd-Frank Wall Street Reform and Consumer Protection Act) to protect consumers from high-handed banking policies and the Hiring Incentives to Restore Employment Act, are just a few of the Bills that will be of direct benefit to IA members. President Obama's Supreme Court appointees – Sonia Sotomayor and Elena Kagan – are more labor-friendly.

The President's appointments to the National Labor Relations Board—Members Craig Becker and Mark Pearce—have resulted in a Board that is operating at full capacity for the first time in two years. The Board members have acted quickly to reduce the backlog of cases that they were met with upon their arrival in Washington. We are hopeful that this Board will engage in rulemaking to further effectuate the National Labor Relations Act and which will result in a more level playing field between labor and management. This is the first ray of hope labor has had in more than ten years.

The rulemaking that has been undertaken by Secretary of Labor Hilda Solis and her staff at the United States Department of Labor has benefited

Continued on page 10

OFFICIAL NOTICE

This is to advise that the regular Mid-Winter Meeting of the General Executive Board is scheduled to be held at Paris Las Vegas, 3655 Las Vegas Blvd. South, Las Vegas, NV 89109 at 10:00 a.m. on Monday, January 24, 2011, and will remain in session through and including Friday, January 28, 2011. 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 Paris Las Vegas by calling 877-796-2096 or 800-722-5597. Guest room rate for the IATSE is \$149.00, 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 affiliations with the IATSE.

Cut-off date: December 31, 2010

Launching A New Initiative

As part of our continuing efforts to increase the level of communication between the International and our members as well as meet the commitment to reduce our negative effects on the environment, we are launching a new Email initiative for members of the IATSE.

The Member Email Initiative will serve two major purposes. First, it will satisfy the desire from that portion of our membership that is interested in reducing the amount of paper mail they receive. The new system will allow us to send various publications of the International such as the Official Bulletin and the Hollywood Organizer electronically instead of mailing a paper version. The second benefit will be the ability of the International to communicate with our membership in a more timely and efficient manner than we are presently able to do using traditional postal services.

Registering for this new initiative is a very simple process. On the left side of the International's Web site Home Page there is a new link called "Email Subscriptions". Once you click on that link you will be led through a simple registration process that requires your name, Email address, local union number as well as your year of birth. This limited amount of information is required in order for the system to confirm that you are a member and contained in the International's database. You will then be asked to create a password and the registration is complete. You can now proceed to manage your Email subscription settings and select which communications you want to receive electronically. Selections can be altered at any time by simply going to the International's Web site and clicking on "Email Subscriptions".

As an alternative to individual members registering we will also be requesting local unions to provide the International with the Email addresses of their members. Members that have not already registered individually will receive an Email from the International advising them that their local union has provided the contact information and should they wish to participate they can click a link in the message that will take them through the same registration process that is available to individual members.

Whether you register as an individual or complete the registration process after your local union has provided your Email address, no members will be registered for Email communication without their consent. If you do nothing you will continue to receive all communication and publications in paper form.

When combined with the previously launched Online Membership Database System that is used by our local unions, this new Member Email Initiative is yet another step in the continued modernization of communication between the International, our local unions and our members. I encourage you to register today.



2011 SUPPLIES

The 2011 local union supplies and membership cards will be mailed at the end of November to those local unions that have submitted their 3rd Quarter Report for 2010 and purchased the necessary number of per capita stamps.

The number of per capita stamps that must be purchased is based on the number of members reported on the 1st and 2nd Quarterly Reports plus two times the number of members reported on the 3rd Quarterly Report (to allow for an estimate of the numbers that will be reported on the 4th Quarterly Report). When the 4th Quarterly Report is submitted in January 2011, an adjustment to balance the local's account is made if necessary.

PER CAPITA TAX INCREASES

Delegates to the 66th Quadrennial Convention voted to increase the per capita tax for local unions by two dollars (\$2.00) effective 1/1/2011 and one dollar (\$1.00) effective 1/1/2012, all of which is to be allocated to the General Fund. Per capita tax for Special Department local unions will remain unchanged.



Help Fight Digital Theft!

There are many illegal streaming Web sites where operators will solicit users to provide payment to purchase "subscriptions" or "memberships" or otherwise pay for illegal content. These sites often feature advertisements for legitimate products or services alongside illegal streaming of unauthorized movie and television content. They may use trademarks and cover art of

well-known studios and distribution companies or provide a plot summary of a movie or a list of the cast of characters. Web site operators of such illegal sites purposely use these techniques to fool consumers into believing that their Web sites are legal. Many of these sites have connections to organized crime groups which have been linked to other crimes including child pornography, human trafficking and terrorism.

The IATSE's Web site has a link where the viewer can access lists of legal sites for the downloading or streaming of movies, television shows and music. These lists are updated on a regular basis by the Motion Picture Association of

America (MPAA) and the Canadian Motion Picture Distributors Association (CMPDA).

If your local union has a Web site, please help to keep your members informed and educated by posting a link to the IATSE's site: <http://www.iatse-intl.org/DMPTheft/theftlegalcontent.html> where your members may gain access to these lists so they know where on the Internet they should be accessing such content legally. This will not only assist in the campaign against Digital Media theft (piracy) but it will also protect members against fraudulent sites.

LEGAL CONTENT SITES

Find out where you can download movies, television shows, music and more - LEGALLY and SAFELY - please go to: <http://www.iatse-intl.org/DMPTheft/theftlegalcontent.html>.



In conjunction with the District 3 Convention, International President Loeb went on a site visit to the production entitled "What's Your Number", a Fox/New Regency Production shooting in the Boston Area. From left to right: Jesse Goldberg (Local 481), Jose Hernandez (Local 481), Dayton Nietert (Local 728), David Schwartz (481), Michael Bederman, Unit Production Manager, "What's Your Number?", Chris O'Donnell, Business Manager, Local 481, President Loeb, John Amman, Eastern Region Business Representative, Local 600 and Colleen Donahue, Business Agent, Local 161.



International President Loeb with International Vice President Craig Carlson during the District 9 Convention held at the office of Local No. 2, Chicago, Illinois, July 22, 2010.



Some of the Delegates from the District 2 Convention held in Universal City, California at the Sheraton Universal Hotel, May 14 – 16, 2010.



Business Agent of Local 121/Regional 3 Representative Local 52 John Scardino and International Vice President Anthony DePaulo at the New York State AFL-CIO COPE Convention in Albany.



At the podium, Co-Chairman/International Vice President Michael F. Miller, Jr. addresses the delegation of District 2. Also on the Dias: Co-Chairman/International Vice President Thom Davis, International President Loeb and District Secretary Ed Brown.

IATSE GOLD SPONSOR OF WOMEN IN VIEW SYMPOSIUM

As part of the IATSE's ongoing efforts to support diversity in the workplace, the International became a Gold-level Sponsor of a symposium on women in media, presented by Women in View and entitled "SexMoneyMedia". According to the annual Celluloid Ceiling reports, the percentage of female directors, writers, executive producers, producers and cinematographers employed in the top 250 U.S. films actually declined between 1998 and 2006. Over the past 30 years, there has been a sea change in the economic and technological underpinnings of the media industry; affecting not only how media is created and delivered, but why and by whom.

SexMoneyMedia invites attendees to explore the impact of these changes across the media landscape. The symposium will be held on October 14-16 in at Simon Fraser University in Vancouver, BC. In addition to sponsorship, International Representative Julia Neville will also be featured on one of the panels at the symposium. For more information on SexMoneyMedia, please go to www.womeninview.ca.



President Loeb Visits Quebec

On May 26, 2010 in Montreal, QC, the President of the Quebec Federation of Labour (QFL), Michel Arsenault, and International President Matthew Loeb, took advantage of a visit to the film set of the American cinematic production Immortals (Dawn of War), in Mel's Cité du cinéma studios, to endorse the initiative of the Québec government designed to ensure labour peace in the industry.

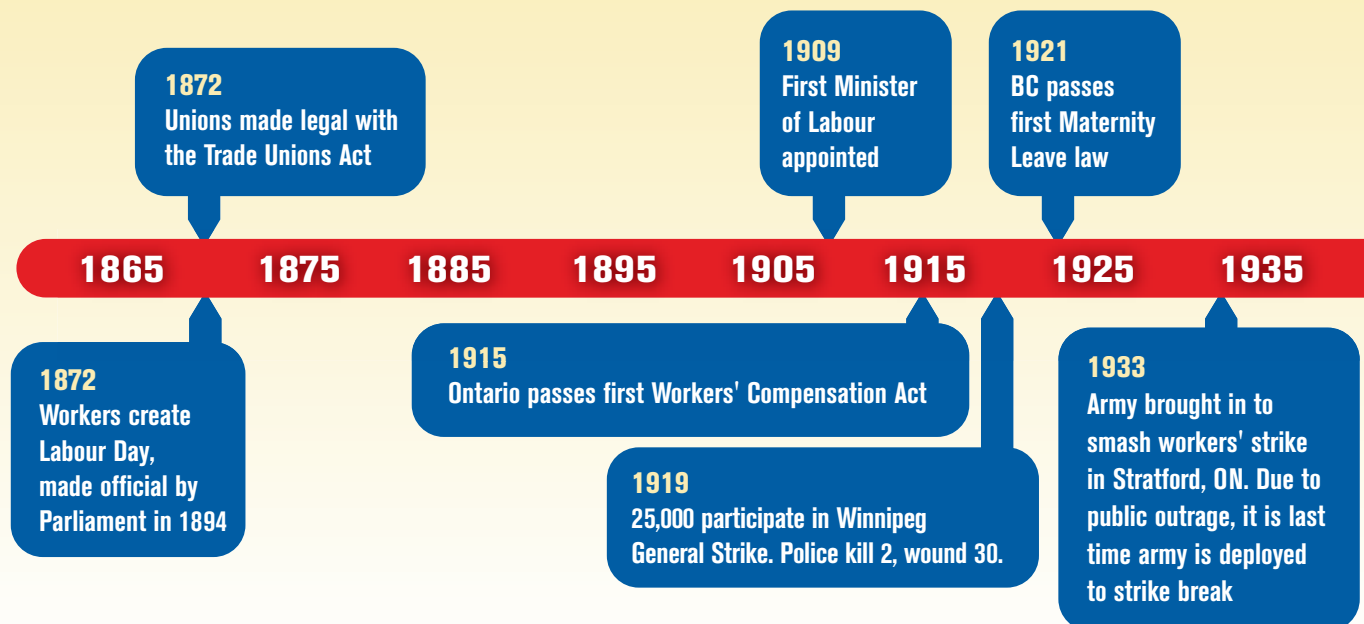


Crew members at the station where they can partake in the Canadian Lobbying Campaign.



From left to right: Rick Perotto, Local 667, Christian Lemay, Local 667, Claude Tardif, QC legal advisor, Paul Taylor, International Representative, Michel Arsenault, President of the QFL, Daniel Bourcier, Solidarity fund of the QFL, International President Matthew Loeb, IATSE, Robert Charpentier, Solidarity Fund of the QFL, John Lewis, International Vice President/Director of Canadian Affairs, Michel Charron, Local 514, Brian Baker, DGC, Louis Marion, President of Local 514, Raymond Guardia, ACTRA and Jeff Waxman, producer.

MAJOR EVENTS IN CANADIAN LABOUR HISTORY



DISTRICTS 11 AND 12



Pictured here is the Delegation, and IATSE Officers and Representatives, of the Districts 11 and 12 Off-Year Convention held on June 11-13, 2010 at the Hotel Fort Garry in Winnipeg, Manitoba.

1944
National Labour Code established. Unions get legal recognition and compulsory collective bargaining

1948
PEI tries to ban unions. Federal government intervenes.

1972
Saskatchewan law gives health & safety rights to workers, including the right to refuse unsafe work

1985
Manitoba passes first pay equity legislation in Canada outside context of human rights

2008
Anti-union giant defeated as workers at Wal-Mart (Tire & Lube) join union & win contract - a North American first

1945

1955

1965

1975

1985

1995

2005

2010

1946
Supreme Court creates Rand Formula, requiring employers to deduct dues check-off from all employees, whether union or not

1966
Canada Labour (Safety) Code becomes law. First major step towards a full fledged Canada Labour Code

1978
Quebec passes 1st anti-scab legislation in N. America

2007
Supreme Court rules that labour rights are human rights - that collective bargaining rights are protected by the Canadian Charter of Rights & Freedoms and are a fundamental aspect of society, predating the Charter

President's Newsletter

Continued from Page 4

our International and its locals first hand. We are hopeful that the Department will take on first-hand the misuse by unscrupulous employers of the independent-contractor status.

And, of great significance to us in the IATSE and to others in the entertainment industry is the President's appointment of an Intellectual Property Enforcement Coordinator to provide greater government enforcement and address the technological and legal tools we must have to protect our members from the impact of digital theft/piracy. (I urge you to read more about the activities we are involved with on this issue in the minutes of the mid-Winter Board meeting appearing in this Bulletin).

We have seen some unfortunate results in recent months with the special elections held to fill vacancies in the Congress and State offices where perhaps too much was taken for granted and we did not work as hard as we should have to become victorious once again. We must not allow that to happen in the 2010 mid-term elections this November and risk going backwards. The AFL-CIO's Labor 2010 Program has identified 21 states as the key Battleground States in which we must work hard to preserve and maintain the seats we have and obtain those we need to continue to work with pro-worker majorities in Congress that regard human dignity higher than corpo-

rate greed. (The Battleground States are: California, Colorado, Connecticut, Florida, Illinois, Indiana, Iowa, Kentucky, Maryland, Michigan, Minnesota, Missouri, Nevada, New Hampshire, New York, North Carolina, Ohio, Oregon, Pennsylvania, Washington and Wisconsin.)

I ask every local union, and every member of this Alliance to make every effort to get the message out to support labor and labor-friendly candidates. The American labor movement is directly responsible for the creation and sustenance of the American middle class. The labor movement is responsible for safe work places, the eight-hour work-day, overtime, and the weekend. The good wages provided by labor unions means that people have money to support their communities.

And, to all of you who are activists, I ask you to reach out to your brothers and sisters about the importance of getting involved and making a difference by electing candidates who understand the issues of working people.

When you receive this issue of the Bulletin we will only have weeks remaining as we approach Election Day. Time is of the essence. Get involved. The implications of doing nothing are serious. Your participation is critical! Your vote is important! I urge you all to get involved NOW!



Security. Assistance.
Financial Education.



Falling behind financially?

Union SAFE may be able to help.

To find out how Union SAFE may be able to help, visit:

UnionPlus.org/UnionSAFE

IATSE 0910

Participation is Key to Our Future

By Kent Jorgensen,
Chairman, IATSE Craft
Advancement Program Committee



To have a safe, quality work-force requires participation. The union, the employers, and the individual members have to want to participate in a certain kind of workplace. The workplace I see has high productivity, people making a living wage, and is free of incidents that harm people.

The IATSE has made their commitment to this idea. In the last issue of the Bulletin, the IATSE Craft Advancement Program Committee was announced. President Loeb is working with rank and file members to create a program that promotes safety and increases the qualifications of the membership. It also identifies the career opportunities and the required training for a changing and expanding industry.

The ICAP will work to get the participation of the employers. One of the ways it does this is by working with employers and industry groups in developing standards for workplaces in the entertainment industry. Employers should want IATSE workers because we are the most efficient and safest workers they can find.

The most important participants in the ICAP are the individual members. A good or a poor attitude by the workers sets the tone for how successful a workplace is. Without the buy in of the members we can lose our place in the industry. This means supporting your Local training committee if they sponsor a seminar on some new piece of equipment. If your employer is paying you to attend a safety class, be happy and attend. Wear the protective eye glasses your safety rep. gets the employer to buy when you use the saw.

It also means trying to improve yourself. Learn how to turn on a computer and make something come up on the screen. Attend manufacturers' classes on the latest projector. Become a better rigger. Learn how to use air-brush makeup. Be helpful to the clients who are buying services from your employer.

This is not rocket science, it is basic commerce. Those Locals and members that are the most professional will succeed. People who don't want to spend a little time and energy learning new things will find fewer jobs available in a changing industry. Those who wish to participate will seek out the changes. They will get paid to fulfill the needs of the workplace.

The ICAP requires participation. This participation has to be a two way flow. Soon safety and training resources will be available online to the membership. Take advantage of these. Visit the suggested Web sites. Read a document. Click through a presentation. Take an online class. Attend a seminar.

Give your feedback to the ICAP. Send an email to icap@iatse-intl.org. Ask a safety or training question. Share web sites, articles, or other resources you think might be interesting to others. Suggest training you feel would make you and your brothers and sisters better at their jobs. Look into the future and suggest job trend you see coming. Discuss potential hazard and incidents encountered on the job so others can avoid them.

Being a safe and trained union worker is something in which we should take pride. The ICAP is here to assist the membership of the IATSE be the best, most sought after workers in the entertainment industry. Take advantage of the ICAP.

The workplace I see has high productivity, people making a living wage, and is free of incidents that harm people.



IATSE Awards Scholarship at Sears Drama Festival

What began as a small drama festival in 1946 has evolved into one of the longest running cultural traditions in Canada and one of the largest student festivals in the world. In February of each year, students take centre stage. The Sears Ontario Drama Festival attracts the participation of approximately 12,000 students and their teachers, representing around 350 schools throughout Ontario. The Festival moves through three phases: District and Regional Festivals and the gala Ontario Showcase.

Awards with bursaries and scholarships ranging from \$250 to \$3000 are awarded to students over the course of the festival. These assist students to continue their studies in the performing arts. Former festival participants include: David Cronenberg, Franco Boni, Margot Kidder, Rachel McAdams, Helen Shaver and Sonja Smits.

In 2007, Local 129 created the IATSE Local 129 Centennial Scholarship Fund, honouring its 100th anniversary in 2006. The fund provides a \$500 Scholarship to a Sears Drama Festival participant who is pursuing post-secondary education in a non-performance aspect of theatre or film.

This year, the International joined with Local 129 in supporting the scholarship. This was an excellent opportunity to raise the union's profile of our industry within the community and to encourage the next generation of technicians.



International Representative Paul Taylor (right) and Local 129 Secretary-Treasurer Cindy Jennings (left) presented the Scholarship to Shelby Rocheleau of The Walkerville Centre for Creative Arts (WCCA)

On May 22, 2010, International Cinematographers Guild Local 600 honored its 50 or more year members with a luncheon. Each honoree was presented with an IA 50-year pin by International President Matthew Loeb.

From Left to Right, Back Row (standing): International Vice President Michael Miller, General Secretary-Treasurer Emeritus Michael Proscia, Sol Negrin, Leo Lebowitz, Tibor Sands, Peter Norman, Herb Schwartz, International President Matthew Loeb, Local 600 Eastern Region Director Chaim Kantor. Middle Row (seated): Jim Hovey, Peter Garbarini, Vincent Gerardo. Front Row (seated) Larry Racies, Pat Schaible (staff), George Berrios.



PHOTO CREDIT: LOCAL 600 STILL PHOTOGRAPHER BARRY WEICHER

Local 105 Professionalism Helps John Labatt Centre Score Double Honours

For the fourth time in eight years, the John Labatt Centre in London, Ontario, was named Major Canadian Venue of the Year at Canadian Music Week. The 10,000-seat, state-of-the-art facility is the home of the London Knights of the Ontario Hockey League, and had been nominated as the Air Canada Centre Major Facility of the Year for capacities over 8,000. IATSE Local 105 has been supplying stagehands and wardrobe employees to the venue since it opened its doors in 2002.

Only two months later, the venue, which is managed by Global Spectrum and is the major employer for Local 105, was then named Canada's "top stop" among venues of its size by Venues Today, which released the entire list in its June issue.

Congratulations are to be extended to Local 105 members who have clearly played a major role in the venue's continued success. Accomplishments such as these are indicative of the hard work and professionalism the local brings to the venue day in and day out.



SISTER SOLIDARITY!



Local 891 (Vancouver) and Local 15 (Seattle) members, attending an educational conference in Portland, joined a job action at a Fred Meyers store, where employees have been fighting to secure their UFCW Local 555 contract for over two years. From left to right: Dusty Kelly (Local 891 Vancouver), Justine Halsey-Martin (Local 15, Seattle), Amanda Bronswyk (Local 891 Vancouver), Katy Fogg (Local 15, Seattle) and Lindsay McGregor (Local 891 Vancouver).

NEW HOME FOR LOCAL 56

On April 19th 2010, Local 56 purchased a new commercial condo in the Little Italy district of Montreal to serve as its new office.





Wardrobe Local Celebrates Milestone



Theatrical Wardrobe Union Local 883 celebrated 50 years of solidarity on July 9, 2010 at Massimo da Milano's in Cleveland, Ohio. Officers and member from its sister Locals 27, 48, 209 and B27 were in attendance, along with International Vice President/Director of Motion Picture & Television Department Michael F. Miller, Jr., International Representative Patricia White and Retired International Representative Thomas J. Kiouisis, Jr. Congratulations.



Officers and members of Local 883.

On May 15, 2010, Local 52 Region 3 members and other IA members participated in a Lighting and Grip workshop on a sound studio in Rochester, New York, instructed by Local 52 member Bart Durkin, who has worked for Kodak for the last 25 years.



From Left to Right first row: Robert Battaglia, Mike Hoffert Jr., Leslie Harkness, Chris Graziano, Katie Glendenning, Manual Abad, Mike Amato, Stan Mann, Andrew Berdine, Gary Syracuse Jr, Mark Houser, Tony Pacella, Jim Fallon, Derrick Petrush, Vice President John Fundus, Instructor Bob Schills, Bart Durkin, Wayne Budd.

LOCAL ONE NEWS



On May 23, 2010, International President Matthew Loeb swore in the officers of Local One, along with International Vice Presidents Michael J. Miller, Jr. and Brian Lawlor. From left to right: Anthony Manno, Financial Secretary, Edward J. McMahon, III, Television Business Manager, Robert McDonough, Treasurer, Kevin McGarty, Theatre Business Manager, Robert Score, Recording-Corresponding Secretary, Daniel Dashman, Trustee, William Ngai, Trustee, James J. Claffey, Jr., President, Matt Loeb, International President, Michael F. Miller, Jr., International Vice President, Mickey Fox, Theatre Business Manager, Brian Lawlor, International Vice President, Robert Nimmo, Television Business Manager, Paul F. Dean, Jr., Chairman, Board of Trustees, and William Walters, Vice President.



On June 4, 2010, International President Loeb and General Secretary-Treasurer Wood were guests at the Local One Executive Board meeting. From left to right: Theatre Business Manager Kevin McGarty, Television Business Manager Robert Nimmo, President James J. Claffey, Jr., International President Loeb, General Secretary-Treasurer Wood, Television Business Manager Edward McMahon, III and Theatre Business Manager Mickey Fox.



Officers and Members of Local No. 8 participate in Labor Day Parade.

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON PHILADELPHIA CITY CENTER HOTEL



CALL TO ORDER

The regular Mid-Summer 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, AFL-CIO, CLC, convened at 10:00 a.m. on Monday, August 2, 2010 in the Ballroom at the Sheraton Philadelphia City Center Hotel in Philadelphia, Pennsylvania.

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
TIMOTHY F. MAGEE,
First Vice President
MICHAEL BARNES,
Second Vice President
J. WALTER CAHILL,
Third Vice President
THOMAS DAVIS,
Fourth Vice President
ANTHONY DE PAULO,
Fifth Vice President and
Co-Director of Stage Craft
DAMIAN PETTI,
Sixth Vice President
BRIAN J. LAWLOR,
Seventh Vice President and
Co-Director of Stage Craft
MICHAEL F. MILLER, JR.,
Eighth Vice President and
Director of Motion Picture and
Television Production
JOHN T. BECKMAN, JR.,
Ninth Vice President
DANIEL E. DI TOLLA,

Tenth Vice President and
Director of Organizing
JOHN FORD,
Eleventh Vice President
JOHN M. LEWIS,
Twelfth Vice President and
Director of Canadian Affairs
CRAIG P. CARLSON,
Thirteenth Vice President

In addition to the members of the Board, those present included: General Secretary-Treasurer Emeritus Michael W. Proscia; International Trustees C. Faye Harper, George Palazzo and Thomas Cleary; CLC Delegate Kelly Moon; Assistants to the President Deborah A. Reid and Sean McGuire; Director of the Trade Show and Display Work Department William E. Gearn, Jr.; Assistant Director of Motion Picture and Television Production Daniel Mahoney; International Representatives Ben Adams, Steve Aredas, Sandra England, Brian Faulkner, Don Gandolini, Ronald Garcia, David Garretson, Barny Haines, Scott Harbinson, Joseph Hartnett, Mark Kiracofe, Peter Marley, Julia Neville, Francis A. O'Hern, Joanne Sanders, Paul Taylor, Lyle Trachtenberg, Patricia A. White and Joel Youngerman; Special Representatives Ronald G. Kutak, Donald Martin, Rick Perotto and Joseph Short; Chairman of ICAP Kent Jorgensen; Assistant to the Editor MaryAnn Kelly; and Staff members Barbara Jackson, Colleen Paul, Anne Mankos, Terri Simmons, Krista Hurdon, Eileen Lehane, Arthur Bracco and Marcia Lewis.

Also in attendance at various open sessions of the Board meeting were representative(s) of the following Locals: One, New York-Westch-

ester-Putnam Counties, NY; 2, Chicago, IL; 3, Pittsburgh, PA; 4, Brooklyn-Queens, NY; 5, Cincinnati-Hamilton-Fairfield-Springdale-Oxford, OH; 8, Philadelphia, PA/Camden-Mercer County, NJ; 11, Boston-Waltham, MA; 14, Albany-Schenectady-Amsterdam, NY; 15, Seattle-Everett-Olympia-Tacoma-Bremerton-Bellingham-Anacortes-Mt. Vernon-Sedro Wooley-Port Angeles-Burlington-Concrete-Stanwood-Marysville-Longview, WA; 16, San Francisco-Marin County-Santa Rosa-Lake Mendocino-Sonoma-Napa County-San Mateo County-Palo Alto, CA; 21, Newark, NJ; 22, Washington, D.C.; 26, Grand Rapids-Muskegon-Battle Creek-Kalamazoo-Holland-St. Joseph, MI; 27, Cleveland-Ashtabula-Lorain-Elyria-Sandusky-Erie County, OH; 28, Portland-Salem, OR; 33, Los Angeles-Long Beach-Pasadena-Santa Monica, CA; 38, Detroit-Pontiac-Mt. Clemens-Port Huron, MI; 44, Hollywood, CA; 51, Houston-Galveston, TX; 52, States of New York/New Jersey/Connecticut/Northern Delaware/Greater Pennsylvania; 58, Toronto, ON; 59, Jersey City, NJ; 74, Southern Connecticut; 80, Hollywood, CA; 97, Reading, PA; 110, Chicago, IL; 134, San Jose-Santa Clara, CA; 161, States of New York/New Jersey/Connecticut; 205, Austin, TX; 210, Edmonton-Calgary, AB; 212, Calgary, AB; 274, Lansing-East Lansing-Jackson-Saginaw-N. Central Michigan-Traverse City-Cadillac-Alpena, MI; 284, Wilmington, DE; 285, Norfolk, VA; 306, New York, NY; 311, Middletown-Newburgh-Kingston, NY; 329, Scranton-Pittston, PA; 340, Nassau/Suffolk Counties of Long Island, NY; 353; Port Jervis-Sul-

livan County, NY; 461, St. Catharines-Welland-Niagara Falls, ON; 477, State of Florida; 478, Southern Mississippi/State of Louisiana; 479, State of Georgia; 480, State of New Mexico; 481, New England Area; 484, State of Texas; 487, Mid-Atlantic States; 489, Greater Pittsburgh, PA Area; 491, States of North and South Carolina/Savannah, GA; 492, State of Tennessee/Northern Mississippi; 500, South Florida; 504, Orange County-Parts of Corona, CA; 514, Province of Quebec; 534, Middlesex-Mercer-Union Counties-Ocean County-Asbury Park-Long Branch, NJ; 536, Redbank-Freehold, NJ; 600, United States; 631, Orlando-Cape Canaveral-Cocoa-Melbourne-Lake Buena Vista, FL; 632, Northeast New Jersey; 640, Nassau/Suffolk Counties, NY; 667, Eastern Canada; 669, Western Canada; 683, Hollywood, CA; 695, Hollywood, CA; 700, United States, CA; 705, Hollywood, CA; 706, Hollywood, CA; 720, Las Vegas, NV; 728, Hollywood, CA; 729, Hollywood, CA; 751, New York, NY; 752, Philadelphia, PA; 762, Chicago, IL; 764, New York, NY and Vicinity; 767, Los Angeles, CA; 769, Chicago, IL; 784, San Francisco-Oakland-Berkeley-San Mateo-Cupertino-San Jose-Concord, CA; 798, New York, NY; 799, Philadelphia, PA-Camden, NJ; 800, Los Angeles, CA; 804, Philadelphia, PA.; 822, Toronto, ON; EE829, New York, NY; USA829, United States; 835, Orlando, FL; 838, Salt Lake City, UT/Southern Idaho; 839, Hollywood, CA; 869, Albuquerque, NM; 871, Hollywood, CA; 873, Toronto, ON; 883, Cleveland, OH; 887, Seattle, WA; 891, Vancouver, BC/Yukon Territory, Canada; 892,

Hollywood, CA; 917, Atlantic City, NJ; 18032, and (ATPAM) New York, NY.

HOST LOCALS

At 8:00 a.m. on Monday, August 2, prior to the official opening of the Board meeting, the General Executive Board and all attending Official Family members were welcomed to Philadelphia at a breakfast held at the Sheraton by Host Locals 8, 52, 161, 600, 700, 752, 798, 799, 800, 804, USA 829 and B29.

At the opening session of the Board meeting the Host Locals committee, chaired by International Vice President Michael Barnes, extended a warm welcome to all those present at the meeting. On behalf of the Locals, Vice President Barnes expressed his appreciation for the Board's decision to hold the mid-Winter meeting in the City of "brotherly love", a most fitting location for an IATSE Board meeting. He assured the Board that the Host Locals would provide any and all assistance to ensure a pleasant visit and successful meeting in Philadelphia.

On behalf of the General Executive Board, President Loeb expressed his sincere appreciation for the hospitality demonstrated to all attendees thus far and looked forward to a good meeting.

REPORT OF THE GENERAL SECRETARY- TREASURER

General Secretary-Treasurer James B. Wood appeared before the Board and presented a report on the following:

ULLICO

The successful turnaround of ULLICO continues even in these

uncertain times. In 2009 ULLICO increased its assets under management to \$5.4 billion, grew continuing lines revenue by 21% and posted nearly \$2 million in net profit. ULLICO ended the year with a strong capital base, a high quality investment portfolio and no debt.

On February 19, 2010 the Board of Directors declared a dividend in the amount of \$0.50 per share which for the I.A.T.S.E. resulted in a payment of \$3,023.33. The action of the General Executive Board a number of years ago to provide additional funding for ULLICO when it was undergoing a severe financial crisis has proved to be a prudent decision.

International's Computer System

The online portion of the International's database that is used by local unions to change member addresses, submit Quarterly Reports, order per capita stamps and other supplies and view/print membership rosters continues to be popular and is now being used by 138 local unions, representing 70% of the membership.

As was reported during the Stage Caucus held on Sunday, August 1, the new Roadman program has been completed and is designed to fully integrate with the new Pink Contract and the "Passport" system that is going to accompany it. The program is undergoing its final testing and data from the old system has been reviewed and necessary corrections made to allow for an orderly transfer of information. The program has been designed to continue to support both the old pink contract system for those employers that are not Broadway League members as well

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON PHILADELPHIA CITY CENTER HOTEL



as the new passport system. Once the new program goes live in September, the Stage Craft Department will have access to robust reporting capabilities that have been built into the new system.

In addition to the launch of the new Roadman program, work has been completed on a program to link the information contained in the new program with the yellow card portion of the IATSE Web site as well as a program which will allow the International to communicate with individual members via email.

Audited Financial Statements

For the past number of weeks the auditors have been in the General Office performing the April 30, 2010 year-end audit. The final audited statements have now been completed and will be published in the Third Quarter issue of the Official Bulletin.

During the completion of the audit, the I.A.T.S.E. accounting firm of Pannell Kerr Forster (PKF) determined that their estimate of deferred revenue for the year ended April 30, 2010 was understated as a result of them overstating deferred revenue by a similar amount for the year ending April 30, 2009. The net effect on Total Assets was zero, as one year simply cancelled the other out. A second opinion was sought from another large accounting firm (Schultheis & Panettieri) who was consulted to review the deferral issue and they concurred with PKF that in accordance with generally accepted accounting practices such estimates are not anticipated to be exact and that in their opinion the effects of the mistaken accrual are not material to the financial statements of the IA taken as a whole and there is no requirement to

restate the 2009 financial statements. The amount recorded as deferred revenue as of April 30, 2010 has been closely reviewed and the estimate is reasonable.

The General Fund for the year ending April 30, 2010 shows a change in net assets of \$1,073,922 and the total assets of the Alliance now stand at \$42,588,653. The unrestricted net assets in the Convention Transportation and Per Diem Fund were \$2,955,230 at year-end and the unrestricted net assets in the Defense Fund have increased to \$10,861,937.

These positive numbers are the result of continued growth within the Alliance, positive investment returns and a close watch on expenses.

IRS Update

In May of this year the International became aware of a letter from the Internal Revenue Service that announced a new penalty for unions that fail to file their annual Form 990 in a timely manner. This new penalty on severely delinquent filers will now result in the loss tax exempt status for those not in compliance.

A memo was sent from General Secretary-Treasurer Wood to all U.S. local unions advising them of this change and alerting them to the potential serious consequences. Many local unions contacted the General Office with questions and were provided the appropriate information and from the response received it appears that most if not all local unions are now aware of the issue.

Other Finance Department News

1) The International continues to



International Vice President Michael Barnes, Congressman Joe Sestak and International President Matthew Loeb at the PAC Fundraiser.

receive royalty payments from both the AFL-CIO credit card program and various other Union Privilege programs. For the year ended April 30, 2010 royalty payments in the amount of \$162,482 were received.

- 2) Our G-0019 policy with ULLICO that provides life insurance coverage to almost 1,000 members in a number of local unions continues to have a positive claims experience. This past year we received interest and surplus credit to our Rate Stabilization Account of \$1,411 which brings our balance in that account to \$393,947.65.
- 3) The International continues to charge to provide consultation responses for INS Visas. The monies received from the processing fees are deposited in the Building Fund of the International which, as of the end of June stands at approximately \$3.3 million. In light of the continuing positive financial situation of the International, General Secretary-Treasurer Wood recommended that the General Executive Board consider transferring \$500,000 from the General Fund into the Building Fund. After a motion duly made a seconded, the Board unanimously approved the transfer.
- 4) The General Executive Board was advised that long time staff member, Barbara Jackson would soon be retiring. General Secretary-Treasurer Wood recognized her 22 years of service to the International and expressed his appreciation for the past eight

years in which they have worked closely together.

REPORT OF THE BOARD OF TRUSTEES

International Trustees George Palazzo, C. Faye Harper and Thomas Cleary appeared before the Board to present a review of their audit of the books and records of the International for the period October 1, 2009 through April 30, 2010 pursuant to the call of the International President.

The Board accepted the report of the Board of Trustees.

APPEAL OF JAMES R. SEELY V. LOCAL 146, FORT WAYNE, IN

Brother James R. Seely appealed to the General Executive Board from a decision of the International President in connection with the elections held in Local 146.

Article Nineteen, Section 4 of the International Constitution was amended at the 2009 Convention to require that a member must have worked in the industry for 120 days in the past 36 months prior to nominations/appointment in order to be eligible to hold office in a local union. The appeal filed by Seely with the International President on March 8, 2010 is predicated on this amendment in that he claims that he is the only member who met the requirement of the constitutional provision.

Nominations for officers were held in November 2009, and elections held December 14, 2009. Seely, along with another member, Steve Tarr, were nominated for the position of Secretary of the Local. Seely held the position of Secretary for quite some time and ran for re-election,

however, Tarr won the election overwhelmingly.

Seely's appeal to the International claims that Tarr did not meet the criteria of the amended Article Nineteen, Section 4 with regard to "working in the trade", however, the Local's response to this claim states that Tarr has been a member in good standing since 1992 and has worked for the Local since 1980.

In addition, by letter dated February 13, 2010, the Local had requested a waiver of the "working in the trade" requirement which was granted by the International President based on the Local's "representation that only a very small number of [its] membership would ever be eligible to seek elective office under that provision." In the letter granting the waiver, the International President noted that "this requirement was not intended to apply to locals like Local 146, whose jurisdictions generally do not have sufficient work to meet the criteria to hold office," and further, that the 2009 Convention Delegates determined that a liberal interpretation supporting the democratic process is intended by the "working-at-the-trade" vote and the Delegates vested authority with the International President to waive the requirement for such locals.

It was noted that there had been no objection to, or mention of the 120 day "working-at-the-trade" rule by Seely or anyone else, until Seely lost the election and his appeal to the International President is dated March 8, 2010.

On May 20, 2010 the International President affirmed the decision of

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the Local and upheld the Local's officer elections and stated that Tarr was in fact eligible to seek elective office.

By letter dated June 2, 2010, Seely appealed the decision of the International President to the General Executive Board.

The Board upheld the decision of the International President. President Loeb did not vote or participate in the deliberations.

LOCAL NO. 700, NATIONAL EDITORS GUILD

Local 700 Executive Director Ronald G. Kutak, and Assistant Executive Directors Catherine Repola and Paul Moore, along with Brother Scott George of Laboratory Film/Video Technicians Local 683 reported on the voluntary merger of Laboratory Technicians Local 683 with National Editors Guild Local No. 700.

The merger went smoothly with both Locals recognizing that with digital post production being the future, it was necessary for the Locals to merge thus avoiding potential jurisdictional disputes.

The members of both Locals voted overwhelmingly to approve the merger.

President Loeb commended the two Locals for the wisdom and vision they demonstrated by this voluntary merger which will benefit all members.

LOCAL NO. 600, INTERNATIONAL CINEMATOGRAPHERS GUILD

RE: Digital Summit

National Executive Director Bruce Doering, National Vice-President Lewis Rothenberg, First Vice President Rusty Burrell and National Sergeant-at-Arms Michael St. Hilaire

reported that Local 600 has instituted a series of educational workshops on digital cameras, aptly named "Mega-Digital Summits". These consist of two-day workshops held in airport hotels located in easily accessible cities with the Local picking up the room and board. Seven "Summits" have been held to date, the last one being held in Atlanta, Georgia with more than 88 members from 19 states in attendance. Nineteen camera equipment vendors sent trained instructors to the event.

These gatherings serve to educate and train the workers and provide an opportunity for membership and leadership to network and address union issues such as piracy, the health care crisis and other union business.

President Loeb noted that this type of activity is important and an example of things that can be done by union leadership beyond contract administration. He noted it adds value to union membership and provides a great opportunity for bonding. He commended Local 600 and expressed his hope that other Locals would take similar initiative.

LOCAL NO. 461, NIAGARA ON THE LAKE, ON

International Vice President John M. Lewis, Assistant to the President Sean McGuire, and Local 461 President Doug Ledingham and Business Agent George Galanis reported to the Board on the recent lock-out/strike and settlement at the Shaw Festival in Niagara-on-the-Lake, Ontario.

Local 461 had organized 16 facilities workers at the Shaw Festival where it already had existing Front-

of-House and Production collective agreements. Notwithstanding almost two years of bargaining, a collective agreement could not be reached because of the employer's demand to claw back existing health benefits and insisting on its ability to contract out the work of these low-paid employees. The employer informed the Local that if it did not agree, those employees would be locked out. The employer exhausted conciliation and fulfilled its threat to lock out employees on March 10, 2010. Meanwhile, the Local, which had been assisted by Assistant to the President McGuire in the negotiations, rallied behind these facilities workers.

Negotiations for the renewal of both the Stage and Front-of-House collective agreements were simultaneously brought to the point where a strike by these bargaining units would be legal. Once the facilities employees were locked out, the Stage and Front-of-House groups immediately joined the picket lines. After a week of picketing and a rally attended by the International President and well over 100 members representing nine Ontario Locals, the Festival reached out to resume bargaining.

President Loeb and Vice President Lewis stayed and joined the negotiations. Once it was made clear that this was not a dispute with just 16 low-paid facilities workers nor with one Local, but with the entire Alliance, and after a 20-hour marathon bargaining session, collective agreements were reached for all three bargaining units. Not only were the employer demands for con-

cessions for the facilities workers defeated but significant improvements were achieved for all three bargaining units.

President Ledingham and Business Agent Galanis thanked the International and President Loeb in particular for their assistance, which demonstrated to the employer that the Local was supported by the full weight of the International without which an agreement could not have been reached. The International President congratulated the Local for proving that when IATSE members stand together and do not allow employers to single out the most vulnerable members, great success can be achieved.

LOCAL NO. 58, TORONTO, ON

Local 58 President Jim Brett and Business Agent Andre Ouimet appeared before the Board to report on the Local's recent successes in organizing.

After the Summer Board Meeting in St. Louis in 2008, the Local invited International Vice President and Director of Organizing Daniel E. Di Tolla to address a Local meeting to discuss organizing. That meeting took place with the participation also of International Vice President and Director of Canadian Affairs John M. Lewis. As a result of the advice and encouragement of this meeting, the Local began planning for organizing. The Local successfully applied for certification, in the spring of 2009, for stagehands at the Young Centre for the Performing Arts, a venue operated by the Soulpepper Theatre Company and George Brown College. The Local was now very close to concluding a

first collective agreement that would achieve some firsts for the members. In the spring of 2010, the Local was also successful in certifying the Danforth Music Hall, which had initially opposed the application. The Local was also confident that ongoing bargaining would also conclude with a collective agreement.

As a result of these two successes, the Local was now receiving calls from stagehands from many non-union venues expressing interest in union membership. The Local had recently engaged a Call Steward freeing up much time for the Business Agent to pursue these organizing opportunities. A strategy was being prepared for a number of these opportunities that was now being implemented.

The Local thanked the International for its assistance. The International President assured the Local that it enjoyed the full support and resources of the International and complimented the Local for meeting the challenge and doing "the right thing".

CANADA

International Vice-Presidents John Lewis and Damien Petti, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Representatives Barney Haines, Julia Neville and Paul Taylor, Special Representative Rick Perotto, Canadian Office Operations Manager Krista Hurdon and Canadian Counsel Bernard Fishbein reported to the Board on developments in Canada since the last Board meeting.

After nearly eight (8) years of negotiation, mediation and ultimately first contract arbitration, Local 56

(Montreal – Stage) finally concluded a collective agreement with Centre Pierre Peladeau. The process had been difficult because the employer had threatened to fire its department heads and allow third party producers to bring their own labour to the venue. Ultimately the new agreement provides significantly improved wages and benefits and job protection for department heads, although management still retains some flexibility in allowing producers to use some of their own labour. The contract has been unanimously ratified.

Local 63 (Winnipeg – Mixed) has had to become proactive in order to meet the challenges of the arrival in Winnipeg of NASCO, the largest non-union labour provider in Canada, and to secure work at the Winnipeg CAN-AD football stadium. Keystone Entertainment was the promoter of an Aerosmith concert at the stadium (which ultimately never took place) and discussions initiated by Local 63 to supply the stagehands for this event were unsuccessful. When Keystone later promoted a concert at the Manitoba Concert Hall where Local 63 has a collective agreement requiring union department heads to be employed by the hall and requiring third party producers to employ members of the Local for additional labour, Local 63 seized the opportunity to file a certification application for Keystone while it was employing local members. Keystone ignored the application, but ultimately a certificate issued, bargaining and mediation were exhausted and first contract arbitration applied for by the Local. It is anticipated the Minister of



Labour will impose a collective agreement by August 15, 2010. Keystone is returning to Winnipeg to again present an Aerosmith concert and the Local's efforts should put it in a better position to secure such work for its members. A similar approach has been used by the Local for AEG. An application for certification was filed and settlement discussions were ongoing at the time of the Board meeting.

Local 471 (Ottawa – Mixed) has a continuing dispute with the City of Ottawa, both concerning the terms and conditions and scope of its collective agreement with the City. When the agreement (which expired six (6) years before) could not be renegotiated, a contract was imposed by an arbitrator. The arbitrator largely adopted the Local's positions but the City still has not complied with some of the newly imposed terms and a series of grievances are now outstanding. During this dispute, the City opened the new 600 seat Shenkman Theatre. After first asserting that the theatre was covered by the City's existing collective agreement with the Canadian Union of Public Employees (CUPE) Local 503 and therefore insisting that the Local and CUPE must resolve any disputes between them (which was done when CUPE agreed stagehands were within the jurisdiction of IATSE), the City then asserted that the theatre was still not covered by its agreement with the Local. As a result, the Local filed an Application for Certification in May 2010, when members were working at the theatre. Although the Local won the representation vote, the City continues to

contest the certification application. The Local has now sought assistance from the International Defence Fund and awaits the scheduling of hearings before the Ontario Labour Relations Board.

Local 523 (Quebec City – Mixed) recently reached agreement with the City of Quebec which is the employer at several of the Local's venues on a pay equity plan (required by the provinces' Pay Equity Act) which granted significant wage increases to the Local's female dominated wardrobe department. The legislation requires that pay equity be achieved and maintained by comparing jobs primarily held by females to similarly skilled jobs held by males and then make any necessary compensation adjustments to correct gender based wage discrimination. Comparisons to stagehands resulted in increases of 25 to 30% for wardrobe members retroactive to 2002.

Provincial government incentives aimed at Northern Ontario have led to a number of motion picture and television productions in the jurisdiction of Local 634 (Sudbury – Mixed) in the last 18 months. A number of those productions were under collective agreements with Locals 873 and 667. When concerns subsequently arose, the International met with representatives of all three Locals to discuss motion picture and television jurisdiction within Local 634's geographic jurisdiction. The three Locals agreed that Local 873 will still be permitted to sign agreements with producers in Local 634's geographic jurisdiction but the Locals will work together regarding

the flow of benefits, crewing and training for film positions. District 11, along with Locals 667 and 873, will help finance training for Local 634 members. A two day training course was held in June providing courses in set etiquette, introduction to Grip and Electric work and Workplace Hazardous Materials Information System (WHMIS) certification. Nineteen Local 634 members were in attendance.

After a lull in the BC film and television production due to the Winter Olympics, production has increased so that this year will be as good, if not better, than 2009. ACFC productions have noticeably decreased and IATSE work has increased. The Master Agreement Supplemental Tiers, negotiated to address lower budget levels, are being used extensively. Local 669 (Canada – Western Canada) and Local 891 (Vancouver – Motion Picture Technicians) are signing stand alone agreements for productions unwilling to work with the BC Council of Film Unions. The Locals are committed to continuing to establish and maintain good working relationships with both lower budget producers and producers of new content such as webisodes and mobisodes. Representative Julia Neville continues to help the Locals in these attempts.

Local 822 (Toronto – Wardrobe, Hair and Makeup) has unsuccessfully been bargaining with Mirvish Productions, owner of 4 theatres in Toronto and Canada's largest theatre producer, for over 2 years. Local 822's members are predominantly female. Theatres across the country

have recognized that gender based inequality has played a significant role in the substantial wage disparity between wardrobe and the male dominated stage Locals, and as a result, have been making wage adjustments accordingly. At the Mirvish Theatres, the gap is almost \$13 an hour and the Local has received legal advice that the failure of Mirvish to establish a pay equity plan violates provincial legislation. In its negotiations, the Local is not demanding that the gap be immediately eliminated, only that the gap not be widened. In particular, the Local wished to change the past practice from granting the same percentage salary increase to wardrobe as given the stage Local to granting the same increase in dollar amounts which would effectively narrow the gap. Mirvish not only refused, but has exhausted the legally required conciliation process in Ontario so that the employer will soon be in a legal lock out position and the Local will also be in a legal strike position. As a result, the Local has received strike authorization from the International and has overwhelmingly voted to authorize a strike for the first time in its history. A mediation session is scheduled in Toronto immediately following the Board meeting.

There has been a slight increase in Canadian screen based production starts in Atlantic Canada in the first 7 months of 2010, but it has produced a dramatic increase in production budget totals. Local 849 (Halifax – Motion Picture Technicians) has worked hard to maintain a good relationship with Local producers and organize these productions. The

Local has not seen this level of activity in Atlantic Canada since 2005, which was a record year for the region.

Equally there has been a dramatic change for Local 873 (Toronto – Motion Picture Technicians) in the last 18 months. In particular, many production companies that formerly used NABET (e.g. Disney Channel, MTV, Lifetime, and E1 Entertainment) have now begun utilizing Local 873 members. As a result, not only does the Local now perform virtually all foreign service work, but is now approaching half of all of the Canadian work. Not only is work significantly increased from the lows of 2008, but is now surpassing levels not seen since 2005.

Toronto has recently been awarded the Pan-American Games to be held in 2015. A meeting was held in March with the mayors of the three largest cities involved (Toronto, Hamilton, St. Catharines) which representatives of Local 58 and the International attended. As with the Winter Olympics, IATSE will be engaged to secure work opportunities for members and Locals.

At the request of several locals, the Canadian office researched the current use of reciprocal agreements to flow health and benefit and retirement contributions for members who work in the jurisdiction of another Canadian Local other than their own. Although there were some previous agreements between individual locals, they were difficult to keep track of and administer. In May, a revised a single page agreement was sent to all Canadian Locals, for every participating Local

to sign. It is a simplified agreement, and the signatory Locals will be regularly updated. At this point in time, all Canadian Locals involved in motion picture and television productions and some stage Locals have signed.

To meet the growing demand and needs of members and Locals in Canada, the Canadian office is being re-organized. Not only have there been physical upgrades to the office, but Operations Manager Krista Hurdon has assumed responsibility for investigating organizing possibilities and researching industry lobbying efforts and representing the IATSE at various labour and industry meetings. Administrative Assistant Juli Gladston, who had been working on a temporary basis has now been hired full-time and is overseeing the implementation and operation of an electronic filing system.

As part of this re-organization and fulfilling the message of the International President that each Local should have at least one active organizing target, the Canadian office has been:

- A) researching large outdoor venues, particularly those that regularly host festivals and large concerts as well as any stadium in the country that seats more than 5000 people;
- B) identifying colleges and universities that offer theatre programs and feature full theatre facilities;
- C) identifying PACT (Professional Association of Canadian Theatres), theatres with annual operating budgets in excess of \$500,000;
- D) identifying federal and provincial



government sources of financing to these various venues and theatre companies which is not only useful for organizing but for collective bargaining purposes; and
E) reviewing and advising Locals of postings in the Canadian Institute of Theatre Technology job board.

International Representatives will be contacting each Local to discuss these results with the aim of identifying and prioritizing organizing targets.

Since the 2008 Canadian Off Year Convention, the Canadian office has been looking into improving the health benefits provided by Canadian Locals and possibly developing a national health benefits plan. Initially, surveys were undertaken to ascertain the level and cost of benefits currently being provided. At the 2010 Canadian Off Year Convention, a possible structure was presented that would enable Locals to purchase benefits together. Since Canadian Locals are spending over \$15 million per year on health benefit premiums, significant lost savings can be achieved by consolidating this purchasing power. Support has been forthcoming not only from Locals that would be able to increase their benefit levels (or provide some benefits for the first time), but from larger Locals with established plans that might be able to reduce costs. Locals have been asked to commit their willingness to participate in such a plan in writing by September 15, 2010, so that the Canadian office can assess what further development work is warranted.

Preliminary work is now commencing about a possible national

term agreement for motion picture and television production. The use of one-off promulgated agreements has always been problematic because it leaves Local Unions vulnerable to attempts by other labour organizations to cover the work of the IATSE. The attempt by the Teamsters to raid Local 873 in Toronto in the fall of 2009, led the International to seek legal advice about the manner in which Locals were obtaining bargaining rights and ratifying promulgated collective agreements in many areas of the country. The preliminary advice indicated that some of the Locals' practices might be vulnerable to challenges from employees or other trade unions. As well, the Canadian Media Production Association ("CMPA") (formerly the CFPTA) had been pressing various Locals in various regions of the country to enter into agreements, but only on the CMPA's terms that the agreements be non-exclusive and non-binding. The consistent response of the IATSE had been to decline to enter into such negotiations unless the agreements would be exclusive and binding on all signatory employers or members. The CMPA's campaign was particularly vocal in the province of Alberta where production levels had declined because of the Alberta government's elimination of many tax credits. The CMPA, for its own purposes, blamed the decline on alleged labour instability resulting from the IATSE's refusal to enter into these negotiations with them. Vice President Petti was singled out in such false accusations both by the CMPA and in the budgetary debates

by the Provincial Minister in charge of the film industry. As a result, in March 2010, President Loeb not only reiterated the long-standing position of the IATSE, but served notice to bargain both on the CMPA and the AMPTP, to commence bargaining for a national agreement to cover all jurisdictions in Canada not already covered by existing term agreements and which would be binding on all parties. There was a meeting with representatives of the AMPTP and the CMPA at the IATSE general office re-affirming the IATSE's position that bargaining would commence only for binding collective agreements. Preparations are now being made and bargaining is anticipated to commence in late fall or early winter.

There has been increasing criticism of the efficacy and relevance of the Canadian Labour Congress throughout the Canadian labour community. A commission on structural review was established by the CLC and has produced a number of preliminary reports culminating in a leadership forum on structural review in late March 2010. The forum addressed the changing face of unionization in Canada and the effectiveness of the federal and provincial labour bodies. This is still an ongoing project with much disagreement among the various stakeholders.

The Canadian office also continues to update the data base of legal decisions and proceedings involving Canadian Locals over the last 10 years as well as the more significant landmark decisions going back to the 1980s.

Local 873 President Bob Hall took the opportunity, at the end of the Canadian report, to express his and his Local's appreciation and gratitude to the International for all of its assistance in defeating the recent raiding by the Teamsters, culminating in the withdrawal, only days before, of the Teamsters' certification application for the transportation department on the ABC TV series "Happy Times" already covered by a Local 873 collective agreement.

President Loeb thanked the Canadian representatives once again for a thorough and comprehensive report and their significant level of important activity throughout the country.

AFL-CIO YOUNG WORKERS INITIATIVE

International Representative Joseph Hartnett, and Special Representative Joseph Short reported to the Board on their assignment to attend the AFL-CIO's first Youth Summit on June 10-13, 2010 in Washington, D.C. There were 450 attendees at the Summit and included union members, community and social activists and union staff, who ranged in age from 18 to 35, with 75% of the attendees in the 25 to 35 years of age range and some over the age of 36. The Summit was held in connection with the AFL-CIO's Young Workers Initiative and focused on the new generation of union workers, issues facing young workers and organizing for tomorrow. Breakout sessions divided the attendees into four groups and focused on "Communications for a New Generation", "Issues of Our Generation", "Struc-

ture and Leadership", and "organizing for Tomorrow".

Representatives Hartnett and Short stated that the attendees were a diverse group of individuals and while the discussion of issues were good, solutions to some of the concerns expressed were somewhat difficult to address due to the internal structure of the IATSE and other unions. Overall, the Summit was informative and provided a good opportunity to see how active the younger union members are becoming involved in the labor movement, and a recurring theme throughout the Summit was "how can we take a more active role."

President Loeb thanked the Representatives for the report and noted that this was the first conference of its kind and he stated that he will continue to monitor the activities of the AFL-CIO Young Workers Initiative and participate in those conferences that will prove to be helpful to the IATSE.

ARTS CENTER ENTERPRISES

International Representative Donald Gandolini, Jr. reported on successful contract negotiations between New Orleans Stage Local 39 and Wardrobe Local 840 and the San Antonio-based Arts Center Enterprises (ACE), which now manages both the Saenger and Mahalia Jackson Theatres in New Orleans. In the wake of Hurricane Katrina, these venues have had basically no work for five years and the goal was to significantly increase the contract economics. ACE had sought to finalize the stagehand agreement before resuming negotiations with the Wardrobe Local. This request was

denied by Local 39, which stood behind their sister Local 840. Through cooperation and solidarity, the Wardrobe Local was able to achieve significant wage and performance rate increases, including a first-year increase in wages of 21% and a 41% performance rate increase.

President Loeb commended Local 39 for doing the right thing, noting that the Local was, itself, in a tenuous position and held out in support of its sister Wardrobe Local, an action nothing short of exemplary.

AMPTP COOPERATIVE

International Vice President Michael F. Miller, Jr., along with Assistant Director of Motion Picture and Television Production Daniel J. Mahoney, and representatives of the West Coast Studio Locals reported on the recently held AMPTP-IATSE Cooperative Meeting. These meetings are held pursuant to the provisions of the Producer-IATSE Basic Agreement.

Several issues were on the agenda for discussion at the meeting. Noteworthy was a report on the current status of the Motion Picture Industry Pension and Health Plans (MPIPHP). This information is especially pertinent in view of preparations underway for the next round of negotiations for a successor Basic Agreement.

The staff of Contract Services Administration Trust Fund (CSATF) provided the IA with a report on the implementation of its program to update roster status as provided for in the Basic Agreement. The IATSE successfully convinced CSATF to delay any roster removals for several

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months in order that IATSE members could be given adequate notice and opportunity to come into compliance for continuing their roster eligibility.

Another item discussed between the parties concerned Locals 800 and 892 and a jointly proposed training program. This initial discussion has led to scheduled further talks, with representatives of Locals 800 and 892, with members of the AMPTP.

The greatest achievement of the meeting was a resolution of the long running grievance of the West Coast Studio "backlot" Locals against those studios that persisted in misclassifying craft foremen working on studio productions. President Loeb pointed out that the success of resolving this issue was due, in large part, to the continuing efforts of the backlot Locals working in unity and with a single voice in the grievance against the producers.

ASSOCIATED DESIGNERS OF CANADA

International Vice Presidents John M. Lewis and Damian Petti, Assistant to the President Sean

McGuire, International Representatives Julia Neville and Paul Taylor, Special Representative Rick Perotto, District 11 Secretary-Treasurer and Local 822 Business Agent Cheryl Batulis, Canadian Office Operations Manager Krista Hurdon and Canadian Counsel Bernard Fishbein reported to the Board on recent discussions with the Associated Designers of Canada (ADC).

The ADC represents designers in Canada working in legitimate theatre for lighting, costume, set, sound and projection. It negotiates a standards contract with the Professional Association of Canadian Theatres (PACT), which is essentially not binding and without a real enforcement mechanism. Frustrated with its lack of effectiveness with PACT, ADC is coming to the realization that it needs to associate itself with a recognized trade union to achieve the real benefits of collective bargaining.

To this end, a meeting was held on May 6, 2010 with the Executive Committee of ADC and Vice President Lewis, Sister Batulis and Canadian Counsel Fishbein. The strengths

and benefits of an association with the IATSE were reviewed and the meeting went well. However, ADC is also approaching other guilds and in particular, Canadian Actors' Equity Association.

ADC held its annual General Membership Meeting in June and at that time in a non-binding vote, voted to pursue an affiliation agreement with IATSE. However, these discussions will proceed slowly and will be reported on further at future Board meetings.

BECTU

General Secretary-Treasurer James B. Wood, International Vice President Anthony De Paulo, and Assistant to the President Deborah Reid appeared before the Board to report on their attendance at the 2010 Annual Conference of BECTU (Broadcast Entertainment Cinematograph Technicians Union) held in the United Kingdom in May 2010. Also in attendance at the Annual Conference was International Representative Scott Harbinson who was unable to appear before the Board for this report due to an organizing



Assistant to the President Deborah Reid, General Secretary-Treasurer James B. Wood, International Vice President Anthony DePaulo, BECTU President Christine Bond and former President of BECTU Tony Lennon.



President Loeb, Mr. Lennon and General Secretary Wood

assignment he had received from President Loeb. Also appearing before the Board were BECTU representatives Christine Bond and Tony Lennon.

As he has in the past, Vice President De Paulo addressed the delegates assembled at the Arts and Entertainment Division workshop and gave an update on some of the challenges faced by both the IATSE's Stage Craft Department and BECTU with some of our common employers.

As President Loeb's designated point person for Digital Media/Intellectual Property theft, it was reported that Representative Harbinson was assigned to serve as a panelist at the Production Division workshop during the Conference. The focus of the workshop was Digital Media/Intellectual Property theft and it was reported that there were notable differences of opinions among the delegates in attendance. The IATSE and BECTU are among those unions that are working with

together globally, along with other UNI-MEI member unions and guilds, combat the challenges we are facing in attempts to protect our respective memberships.

It was noted that longtime President and friend of the IATSE, Tony Lennon announced his retirement from BECTU at the conclusion of the Conference and an election was held for his successor. Christine Bond of Northern Ireland was elected as BECTU's new President and is the first woman to hold that position. In her remarks to the Board, Christine stated that she looks forward to continuing the relationship enjoyed by our two labor organizations and meeting our challenges head-on in coordinated efforts whenever possible.

On behalf of the General Executive Board, President Loeb presented Tony Lennon with a Proclamation of Appreciation signed by the Board, which read as follows:

WHEREAS, Tony Lennon served as President of the Broadcasting

Entertainment Cinematograph & Theatre Union (BECTU) of the United Kingdom for over eighteen years with dedication and commitment; and

WHEREAS, Tony has been instrumental in the growth and development of relations, and furthering communications between the IATSE and BECTU; and

WHEREAS, during his tenure in office, Tony's relationship with the IATSE and our affiliated local unions has always been characterized as one of solidarity, honor and friendship; and

WHEREAS, the General Executive Board of the IATSE, in meeting duly convened on August 2, 2010 in Philadelphia, Pennsylvania, in recognition and appreciation for the extraordinary contribution made by Tony Lennon to the joint efforts of the IATSE and BECTU to best service and protect our respective memberships,

THEREFORE, BE IT RESOLVED that this General Executive Board go on record in full appreciation of Tony Lennon's years of service and for his relationship with the IATSE, and wish him much success and happiness in his future endeavors.

In addition, President Loeb presented Mr. Lennon with a plaque as a personal memento from the General Executive Board expressing its appreciation for his "vision, leadership and commitment to the betterment and protection of the lives of all working men and women, and for [his] longstanding and ongoing solidarity and friendship with the officers and members of the IATSE."

The Board accepted the report and extended its congratulations to Christine Bond and to Tony Lennon.

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CBS BROADCASTING MATRONS & BUILDING SERVICE ATTENDANTS IN NEW YORK

Assistant Director of Motion Picture and Television Production Daniel M. Mahoney reported on successful negotiations between the International's Radio and Television Department and CBS Broadcasting, Inc.

The agreement covers building matrons and service attendants who are staff employees.

It includes wage increases, a raise in employees' shoe allowance, and improvement in vacation leave. The employees' participation in the CBS health and pension plans continues. The agreement covers the period July 28, 2010 through July 27, 2014.

CANADIAN ADVOCACY PRESENTATION

International Vice President John M. Lewis, Canadian Office Operations Manager Krista Hurdon, and IT Manager for the International Arthur Bracco reported on a new tool on the International's Web site that allows IATSE Canadian members to advocate directly for positions that are in the IATSE's and members' interests. Previously, IATSE and its members had been largely silent, not just due to the Canadian multi-party and multi-jurisdiction political landscape, but relative to other entertainment guilds. The campaign against piracy and digital theft presented an opportunity to change this and to communicate the IA's primary interest on this issue and how it destroys jobs.

A license has been obtained by the International for a software pro-

gram that allows members to directly send letters by email to designated politicians, whether federal, provincial, or municipal. Although a draft letter is provided, it can be fully edited to reflect the member's individual thoughts. Very user friendly, the program allows members to send such letters in seconds. The program also allows for multiple and simultaneous campaigns at an annual cost less than one paper mailing to all Canadian members.

The debut of the program on the intellectual property/piracy issue has demonstrated its effectiveness. When the federal government announced its proposed copyright legislation, Vice President Lewis was one of a handful of people invited to be present at a pre-meeting prior to the announcement. Both responsible federal Ministers commented on the number of letters and emails they had received from IA members. While participation in traditional letter-writing campaigns ranges from 1-2%, the Canadian membership participation on this first campaign was 5%. The next campaign will be on Pension Reform. The International President complimented all those involved in the development of what promises to be a very powerful tool in promoting the interests of IA members.

CHILD GUARDIANS

International Vice Presidents Daniel E. Di Tolla and Anthony De Paulo, and International Representative Patricia White advised the Board on organizing Child Guardians who work on Broadway.

Approximately forty professional guardians who work in New York

came to the IATSE to seek representation. Of the thirty-nine productions on Broadway, twenty employ child actors. The guardians are responsible for the supervision of any child actor from the time they enter the stage door until they leave the theater.

Representation petitions were filed by the IATSE on "A Little Night Music", "Billy Elliot", and "West Side Story".

The parties negotiated a Consent Election Agreement regarding "Billy Elliot" and an election is scheduled for Friday, August 6, 2010. Representation hearings will also be scheduled for "A Little Night Music" and "West Side Story".

[Editor's Note:

Subsequent to the adjournment of the Board meeting, it was reported to President Loeb that the IATSE prevailed in the representation election for the Child Guardians employed with "Billy Elliot" with 100% of the unit in favor of the union.]

LOCAL NOS. 794, NEW YORK, NY AND 819, WASHINGTON, DC

Re: Fox Agreement

International Vice President Daniel E. Di Tolla and International Representative Sandra England presented a report on negotiations for a collective bargaining agreement between Fox and Local Nos. 794 and 819 covering two television stations in Washington, D.C. and two television stations in New York City. The negotiations were extremely difficult as the economic model for local television stations has been highly strained. The parties met approximately 40 times without

much progress being made. Management proposals included a termination of the pension, laying off a fourth of the workforce and a wage reduction of twenty percent (20%). Vice President Di Tolla and Representative England were assigned and participated in approximately 30 more meetings. In December 2009, the Company made a final offer. Ultimately, an agreement was secured wherein advantageous severance and seniority provisions were maintained. This was of primary concern to the members as layoffs were imminent. Additionally, the wage reductions were not nearly as significant as those requested by Management.

President Loeb noted that this was a difficult and challenging situation and reminded the member Locals that the International is available to provide help and assistance whenever needed.

D-WARS SETTLEMENT

West Coast Counsel James G. Varga reported on the settlement of the grievance against D-Wars, LLC arising from the production of the motion picture "Dragon Wars".

When the production company became signatory to a one-off contract with the IATSE, it was represented that the project would fall within the tier-one low budget parameters. Following the shoot in Los Angeles, an audit was conducted based on suspicions that the film was over budget. When the audit confirmed this, an over budget grievance was filed for the back pay differential as provided in the low budget agreements.

A settlement was reached for payment of the back pay but the settlement money was deposited with Axium to payroll the wages. When Axium went bankrupt and out of business, the D-Wars settlement money was lost.

The IATSE filed a claim in the bankruptcy proceedings, but continued to pursue the production company for the money. Several months ago, the Korean production company behind D-Wars was once again in the United States to produce another film. The IATSE signed the new production to a contract and used the opportunity to leverage a payment based on the original D-Wars settlement.

DIGITAL THEFT

International Vice Presidents J. Walter Cahill, Michael F. Miller, Jr., John M. Lewis and Thom Davis, Assistant to the President Deborah Reid, International Representatives Scott Harbinson and Paul Taylor appeared before the Board to report on various aspects of the IATSE's efforts in connection with its campaign against Digital Theft (piracy).

As President Loeb's designated representative to coordinate the IATSE's efforts to combat the theft of the intellectual property created by our members in the form of motion pictures and television, and on all matters relating to the campaign against theft of Digital Media and Intellectual Property, Representative Harbinson led the report.

The protection of motion pictures and television from the wanton theft that currently exists is the most critical issue that has faced the IA in a generation or more. Downstream revenues account for 70% of motion picture and 50% of television's total earnings. The rate at which those revenues are being stolen has been increasing over the years. The fact is that diversified, multi-national



Reporting on Digital Motion Picture Theft were Assistant to the President Deborah Reid, International Vice Presidents John M. Lewis, Michael F. Miller, Jr., International Representative Scott Harbinson, Assistant Director of Motion Picture and Television Production Dan Mahoney, International Vice Presidents J. Walter Cahill and Thom Davis.

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companies will not reinvest into segments of their business that are unprofitable. Thus, for the men and women who make their living creating this product the stakes could be no higher. The danger is great and the forces arrayed against us are substantial, well-funded and have powerful allies in Washington, Ottawa and in capitols around the world.

In the face of this, in partnership with other union allies in a coalition with like-minded employers, the International has taken up the gauntlet and certain key aspects of the overall strategy to beat back this threat.

It was reported that in Canada the federal government stated in March 2010, that "It will launch a digital economy strategy to drive the adoption of new technology across the economy. To encourage new ideas and protect the rights of Canadians whose research, development and artistic creativity contribute to Canada's prosperity, our Government will also strengthen laws governing intellectual property and copyright." It was noted that an article in the Toronto Sun reported that the first individual who was convicted under the strict anti-camcorder legislation, which was passed in 2007, was sentenced to four months and two years probation with strict conditions under the new legislation.

Additionally, a letter writing campaign was conducted whereby IATSE members in Canada were able to automatically generate a letter via email to Tony Clement, Minister of Industry, and James Moore, Minister

of Canadian Heritage and Official Languages, as well as their respective MP. The letter urges them to represent our members' best interests by enacting strong copyright legislation that would bring Canada into compliance with international standards governing the protection of copyright and the prevention of online piracy. It was noted that Vice President Lewis was invited to attend a special advance briefing, which took place before the release of the bill, and that at this briefing both Ministers Clement and Moore were impressed to have received over 600 letters from IATSE members in Canada.

In the United States, the importance placed on this issue by the President Obama's Administration was clear. It was reported that meetings have been held with Vice President Biden and several Cabinet members, including but not limited to Attorney General Eric Holder, head of the F.B.I. and Homeland Security. In direct response to the meeting with Vice President Biden relating to the prevention of the digital theft of motion picture product, Attorney General Holder announced the formation of an Intellectual Property Task Force and the appointment of Ms. Victoria Espinel as the Intellectual Property Coordinator, as part of a broad intellectual property (IP) enforcement initiative. To combat the theft of this property that deprives our members of monies they should receive on the legitimate sale we will need the cooperation of the Federal Government.

The ongoing work of the DPE includes a meeting on August 10th in Washington at the AFL-CIO Head-

quarters. Others involved at the DPE, namely the American Federation of Musicians and Actors Equity Association and their representatives, will also be attending this meeting because in addition to motion picture and television piracy, other forms of intellectual property theft will also be discussed. Ms. Espinel will be attending the August 10th meeting as well.

It was reported that on the West Coast, Vice Presidents Davis and Miller have attended various meetings with President Loeb, other members of the coalition, and high level officials to discuss the impact that digital theft has on workers in the entertainment industry and the campaign against it. In addition, it was noted that a press conference was held by ICE (Immigration and Customs Enforcement) where Vice President Davis was invited to speak and on behalf of the IATSE, he expressed his appreciation to ICE for joining in the efforts to combat theft of intellectual property/digital media.

Due to the severity of this issue, President Loeb urged that a resolution be submitted through the DPE, to the AFL-CIO Executive Council and at its meeting in March 2010, the Council adopted a statement entitled: "Piracy is a Danger to Entertainment Professionals". In addition, President Loeb directed that the International's web site post a section on the home page drawing attention to Digital Media Theft. This section provides a link where visitors may access lists of Legal Content Sites for the downloading/streaming of motion pictures, television shows and music. These

lists are updated on a regular basis by the Motion Picture Association of America (MPAA) and the Canadian Motion Picture Distributors Association (CMPDA). To further expand our outreach, President Loeb sent a letter to every local union of the IATSE as well as the AFL-CIO, its Trades Departments, and all its affiliated unions and guilds, seeking their support by posting the link on their web sites. A similar letter was sent to the CLC and its affiliates in Canada.

An assessment of the current regulatory landscape and identified initiatives in the United States were reported on as follows:

THE FCC

The FCC has been the primary battleground for the regulation of the Internet in the United States. Though it asserts authority to regulate and has had a *de facto* role, recent developments in the federal court system and the climate on Capitol Hill are reshaping what actually may emerge from the FCC.

The core issue is Net Neutrality and the ISPs right to manage its own network. Simply put, Net Neutrality is the concept that all traffic across the Internet should be treated equally. Our opponents on the "Copy Left" believe that the Internet should be like telephone lines, wide open and every transmission treated the same. In theory a free and open Internet is appealing, however, when investigated it is revealed that 70% of the world's Internet pipeline consists of data-intense video files. Further, it is realized that most of those video files are illegal copies of copyrighted content. The IATSE,

along with the motion picture and television companies and the ISPs themselves, contends that the illegal content does not merit the same consideration as lawful content.

The situation intensified when the FCC tried to impose fines on Comcast for throttling the transmission speed of BitTorrent, a video file sharing site. Comcast appealed and the court essentially agreed with Comcast in its ruling that Comcast had the right to manage its own network and the FCC lacked authority to fine Comcast or order it to desist.

The process, as reported at the 2009 Mid-Winter Board meeting, where the combatants were basically slugging it out in front of the FCC commissioners and staff has been turned upside down. The ruling of the Court has fundamentally challenged the FCC's authority to regulate the Internet.

Fearing total irrelevance, the FCC proposed a concept under Title II which is the section of law that regulates common carriers such as phone companies. Under its proposal has the FCC states that it would agree to apply only some of Title II to the ISPs and renounce enforcement of other aspects up front. In essence, it seeks to mediate a set of rules under Title II with all of the industry stakeholders in advance., minimizing the possibility of another embarrassing defeat in court if they could get consensus up front.

In furtherance of this approach, Representative Harbinson attended a meeting held by Eddie Lazurus, the chief-of-staff of FCC Chairman Genankowski. The meeting was also attended by representatives of the

MPAA, DGA, DPE as well as representatives from the "Copy Left" including Gigi Sohn from Public Knowledge.

The position of Sohn and Public Knowledge is that they want as little regulation and inspection by the ISPs as possible. They fundamentally believe that copyright holders have adequate remedies at law to otherwise address the theft of digital product over the Internet. While the FCC's efforts to broker a deal are not over, it is not viewed with optimism that there is a deal to be had at the FCC that the coalition would be happy with.

There has been a groundswell of concern on both sides of the aisle regarding the FCC's attempt to reclassify broadband as a common carrier under Title II. Clearly that provides us leverage to try to strengthen any voluntary structure under the FCC's proposal, but it also opens doors to engage Congress on the issues and consequences facing our members as it relates to the pirating of their creative works. Whether the issue is resolved by FCC action or by Congress is wide open. However, lobbying efforts in both venues will continue.

THE LEAHY BILL

Senate Judiciary Committee Chairman Leahy, in conjunction with several of his committee colleagues, plans to introduce legislation to address IP infringement on the Internet, targeting "rogue" sites- the worst of the worst – illegitimate sites - that appear to be legitimate sites with credit card acceptance, mainstream advertising, etc.

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While this opportunity has just recently presented itself, it is expected that a meeting will be held with staff to express our concerns, make recommendations and suggest specific language. As part of our efforts, we will be targeting lawmakers with traditional affinity for organized labor and/or whose state's economies have a substantial contribution from the motion picture and television industry. Our engagement on this issue not only addresses a key concern related to these rogue sites, but also brings pressure on the FCC and other regulators regarding other types of IP enforcement. It will also serve to help in building our relationship with lawmakers in the likely event that the FCC's Title II adventure gets reined in by Congress.

INTERNATIONAL EFFORTS

Protection of intellectual property is a global issue. Not surprisingly, many of the worst offenders take refuge in countries with weak or unenforced intellectual property laws and run global businesses by monetizing stolen creative works. Similar to the efforts undertaken by the IATSE Canadian office to bring meaningful improvements to Canadian IP protection law, those efforts are also being encouraged and promoted by the IA through its affiliation with UNI-MEI. UNI is a global consortium of unions, MEI is the media and entertainment division of UNI.

The IATSE is providing direct support and consultation to Johannes Studinger of UNI-MEI and others to lobby in parliaments around Europe as IP rights are con-

sidered, modified and formed into law. The IA is also working closely with our friends and allies in BECTU regarding intellectual property protection and a variety of other issues related to our common employers.

The importance of a global strategy cannot be overstated. Perhaps more than any other industry, motion pictures and television are the most ubiquitous American product and icon of our culture. Its global popularity coupled with ease of theft and re-transmission along with uneven enforcement make it vital to have a sustained international presence. This is not about the imperialism of American culture. There are small film industries in almost every country. Unlike their US counterparts, the theft of their motion pictures is often a near-fatal blow. There are motion picture technicians in those countries whose families suffer the same fate when their employers refuse to re-invest in a market where their investment is disseminated by anonymous looters hiding behind a computer screen. There are business owners around the world who have paid license fees for the rights to exploit motion pictures from around the world, who then see the value of those rights eroded by rampant piracy. While the issue of digital theft is a huge US problem, when that problem is denominated solely in dollars the potential impact of this theft has a ruinous effect in small foreign markets, significantly impacting the diversity of expression in the motion picture universe.

GMMB/HART

The IA, DGA SAG and AFTRA partnered up with the MPAA and it's

constituent companies to fund a research effort into exploring the awareness and attitudes of our base on the subject of internet theft. The venerable political consulting firm of Greer, Margolis along with Hart Research was retained by the coalition to conduct an exhaustive study which included more than 200 interviews with studio heads, labor leaders, business owners, middle management, directors, actors and rank and file. Many local unions were called upon to assist in facilitating the tasks necessary to accomplish this.

The importance of this work is twofold. First, it serves as an effective sample to gauge the attitudes of the general public. Second, we are in a fight for our lives. If we are going to win, we must mobilize the stakeholders to stand up for the kind of laws and policies that keep the Internet free and open, yet protect intellectual property from being stolen by criminals and profiteers.

CONCLUSION

The forces arrayed against us are both numerous and powerful, but not invincible. The IATSE is union labor and our strength lies with individuals coming together to focus their collective strength on defeating a common opponent. The time for action is at hand. In the coming months union leaders at all levels will be called upon to lead and it is expected that call will be answered and look forward to reporting our further progress at the next Executive Board meeting.

President Loeb expressed his appreciation for the comprehensive report to the Board.

DIVERSITY

International Vice Presidents Daniel Di Tolla, Brian J. Lawlor and J. Walter Cahill, International Trustee C. Faye Harper and CLC Delegate Kelly Moon appeared before the Board to provide an update on their work as the IATSE's Diversity Committee.

The Board was reminded that in 2005 the AFL-CIO Convention passed a resolution entitled "A Diverse Movement Calls for Diverse Leadership." In part, that resolution states: "America's union movement must stand as a model of full inclusion. We cannot ask more of broader society than we are willing and able to do ourselves. We cannot build a better future for working families without the full strength brought by brothers and sisters of every description. In our hiring, organizing, representation, outreach and leadership, the union movement must embody our goal of equal welcome and equal opportunity for all." In compliance with the resolution, the IATSE's Diversity Committee was appointed and has met during each meeting of the General Executive Board.

It was noted that the Committee, upon assignment from the International President, stands ready to assist local unions in their efforts to bring greater diversity to the workplace through its membership and its leadership.

President Loeb expressed his appreciation for the Committee's report and stated that the IATSE should have a vision to be reflective

of the communities in which we work.

"DOONBY"

International Vice President Michael F. Miller, Jr. and Assistant Director of Motion Picture and Television Daniel J. Mahoney reported on an organizing drive in Texas during May and June, 2010. The campaign concerned the low budget film called "Doonby". The crew employed in crafts represented by Local No. 484 and the West Coast Studio Locals were 100% solid in supporting the effort to get a contract. With the assistance of International Representative Jamie Fry, the crew conducted a job action, withholding services when the production company balked at negotiating a contract. This effort persuaded the producer that a better tact would be good faith negotiation, which then commenced. After 20 hours an agreement was reached, and the crew returned to work. The contract was retroactive and covered all the crew performing work in the traditional crafts and classifications represented by the IATSE.

It is noted that there is no production budget too small or shooting location too remote that can escape organization by the IATSE.

ELECTRONIC COMMUNICATION PRESENTATION

General Secretary-Treasurer James B. Wood and IT Manager for the International Arthur Bracco appeared before the Board and made a presentation on the International's new Email initiative to be launched shortly after the conclusion of this Board meeting. It was noted that members of every local union

will be able to receive communications from the International by Email if they opt to do so. A demonstration was presented showing the IA's Web site and the steps necessary for members to avail themselves of this option.

Included in the materials a member may receive in this manner is a direct link to view the Official Bulletin. It was noted that the option of electronic communication will no doubt be useful, particularly in light of the many members whose employment requires them to travel.

FRB (LOGO, MTV, VIDEOTAPE, COMEDY CENTRAL)

International Vice President Michael F. Miller, Jr. and Assistant Division Director of Motion Picture and Television Production Daniel M. Mahoney, reported on negotiations with LOGO, MTV, VH1 and Comedy Central for scripted dramatic programming.

Negotiations began in February 2009 and the parties executed the agreements in February 2010. The terms and conditions are consistent with the National Videotape Agreement for scripted dramatic programming.

Vice President Miller also reported on the successful negotiations with Cranetown for scripted dramatic programming for CMT and TV Land. The International and Cranetown concluded negotiations and the term of the three-year agreement expires contemporaneously with the FRB agreements.

All agreements include wage increases, contributions to health and retirement plans, and increases in per diem.

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Upon motion duly made and seconded, the General Executive Board unanimously ratified the agreements.

Freight Agreements

- A) New Orleans Freight/Champion Exhibition election
- B) Area Standards

Director of Tradeshow and Display Work William E. Gears, Jr., International Representative Donald Gandolini, Jr. and In-House Counsel Samantha Dulaney appeared before the Board to report on Freight Agreements and Area Standards in the Tradeshow Division.

After winning a representation election for freight handling late last year, the International and Local No. 39 entered into negotiations with Shepard Exposition Services. In March, terms were reached for a first time three-year collective bargaining agreement. The agreement provides annual wage increases of three percent (3%). Benefit contributions will be made to the IATSE National Annuity and Vacation plans. The freight unit is very happy with the agreement. A second large tradeshow will load in during the week of this Board meeting.

After gathering authorization cards and filing an RC petition, on March 31st, the International and Local No. 39 participated in another representation election for freight work for tradeshow general contractor Champion Exposition Services. In a stipulated election agreement, the usual 52 hours of work in the quarter preceding the election, was negotiated down to 32 hours in the quarter preceding the election. The Labor Board accepted the formula. The union unanimously won the election.

The election results were certified by the NLRB in April. On July 30, 2010, Local No. 39, counsel and Representative Gandolini met with Champion to negotiate and clarify those issues. Negotiations will resume after the Board meeting.

President Loeb observed that Director Gears and Representative Gandolini have been diligent in their efforts in bringing work under contract for Local No. 39, which was adversely impacted after Hurricane Katrina. He charged Representative Gandolini and Local 39 to build on the momentum and to continue their

efforts in bringing non-union work into the Local's jurisdiction.

GLOBAL SPECTRUM

Re: Memorandum of Agreement

International Vice President Michael Barnes presented a report on the successful negotiations between the IA and Global Spectrum.

Global Spectrum, a subsidiary of Comcast, is a facility management company focused on municipal and college venues, including arenas, theaters and stadiums. It currently manages over 30 facilities. The collective bargaining agreement is structured with a Master Agreement with Local Addendums that address local wages. It was reported that these negotiations were tougher than they had previously been, partly because of the economic downturn and partly because there are now far more facilities utilizing Global Spectrum.

In keeping with the International's practices of inclusion, every Local working under the International's Agreement was invited to submit proposals and send one person to attend the negotiations in Philadel-



Reporting on Global Spectrum were Brother Alan Glassman of South Florida Local 500, International Vice Presidents Brian Lawlor, John Lewis, Michael Barnes, Craig Carlson, International Representative Patricia White and Sister Elisa Murphy of Philadelphia Wardrobe Local 799 and Brother Michael LaNinfa of Local 631.

phia. Vice Presidents Michael Barnes, Brian Lawlor and John Lewis, and Director of Tradeshow William E. Gearns, Jr., were assigned to renegotiate the agreement.

Agreement was reached in July and includes a number of union gains most notably that the contract scope will include Convention Centers, which will be implemented on a facility by facility basis in the same manner that the original arena agreement was put in place. The three-year agreement will have wage increases of 1%, 2% and 3%, with a third year 1% increase into Health and Welfare for those who participate. A rigging rate for truss spots and a "two up/one down minimum" was also achieved.

The strength of this agreement is to get the IA into buildings where it previously had no presence thereby helping with our fight against the non-union labor brokers. Local 423, Albuquerque, New Mexico replaced NRG at the Santa Ana Star Center and, following this Board meeting, the IA will be working with Local 195 to get the IA set up in a non-union building previously managed by SMG. In the past six months, the International worked with Local 27 to transition a building that Global Spectrum was assuming management. Local 27 had a contract in place in this facility prior to Global Spectrum taking over.

As part of a separate agreement, the International assisted Local 752 in getting a signed agreement with the newly constructed 30,000 seat soccer stadium in Chester, PA, another Global Spectrum managed facility.

Vice President Lawlor noted that

issues unique to particular facilities and affected Locals bogged down the process. He expressed the goal to work through these localized issues earlier in the process in the future. He also stated that this contract sets the International up well for the next contract cycle.

On behalf of Chicago Stage Local 2 (his home Local), International Vice President Craig Carlson, and Sister Elisa Murphy of Philadelphia Wardrobe Local 799 expressed their gratitude to President Loeb for the International's assistance and the new opportunities that this national contract has presented.

President Loeb commented that Comcast has not been known to be the easiest company for organized labor to work with and he credited Vice President Barnes and the relationship he has nurtured with Comcast that led to the original Global Spectrum agreement. This relationship has proven to be extremely valuable in obtaining union work across the country, in venues which would otherwise be extremely difficult to organize.

The General Executive Board unanimously ratified the contract.

GOVERNMENT EVENTS/ PROCUREMENT PROCEDURES

International Vice President J. Walter Cahill reported on the status of relations with the office of President Obama concerning IATSE staffing of his public events. It was noted that during the 2008 Presidential campaign when the President was a candidate, things went well. Since President Obama's election bureaucratic entanglements have complicated this arrangement. Presi-

dential public events are overseen by two separate offices. The first is the Executive Office of the President, and the second is that of White House Operations which is run by the Department of Defense. White House Operations, due to procurement rules, does not consider whether a union crew will or will not be used.

President Loeb and Vice President Cahill met with Emmett Beliveau, Director of Advance for President Obama, and Nate Tamarin, Association Director of the White House for Political Affairs. Both of these officials acknowledged the IATSE's desire to exclusively use union crews but indicated that, on occasion, there are no available union-staffed vendors. President Loeb made it clear that we are supportive of President Obama. He also made it clear that he expected these events to be crewed by union workers. Should non-union crews or vendors be hired for Presidential events they could encounter organizing efforts or demonstrations by the IATSE.

Hoping to avoid this situation, the Obama officials provided information whereby union-staffed vendors could sign up to get on the government's list. All applicable IA Locals are encouraged to provide sign-up information to their vendors, advising them how to register to get on the government list to be considered for these events, thereby creating the opportunities for more employment for IATSE members. Vendors need to access the CCR Web site located at www.ccr.gov, click on the "Start New Registration" box and



provide the requested information. President Loeb advised that a link to the CCR Web site would be posted on the IATSE's Web site.

IATSE CRAFT ADVANCEMENT PROGRAM (ICAP)

ICAP Committee Chair Kent Jorgensen, and International Representative Julia Neville reported to the Board on the progress of the ICAP Committee since its inception.

The Committee is chaired by Kent Jorgensen of Local 80 and consists of Willy Walters (Local 1), Eddy Raymond (Local 16), Jim Utterback (Local 22), Joel Uldridge (Local 720), Allan Roe (Local 728) and International Representative Neville. The primary objective of ICAP is to advocate for the safety and health of IATSE members (and therefore ICAP will both continue IATSE's relationship with the industry standards and safety organizations and represent the IATSE at local state, provincial and federal agencies and provide health and safety resources to Locals and members seeking assistance with health and safety issues in their workplaces), secondarily, to co-ordinate safety training and education efforts (by providing content standard and training and support the LEAP program) and thirdly promoting the professionalism of IATSE to enhance its representation as a recognized leader in the entertainment industry.

The Committee has met four (4) times and is moving forward in phases. The first phase will be sharing information: classes, training content or any other resources that Locals wish to make available to the rest of the Alliance as well as identi-

fying and sharing existing resources from other organizations, ESTA, Info-com, USITT, CITT, OSHA, NIOSH, NFPA. The next phase will be building a communication structure in the Alliance. Sub-committees will be created to identify safety and training leaders within the membership. The future will see development of content, training trainers' courses and standardizing skills and safety for membership.

To this end, in the spring of 2010, for the first time an ETCP worker certification course was administered in both English and French in Montreal. The IATSE had been working closely with the CITT, ETCP council and the Quebec government to develop such a working course in French and have the certification courses and examinations translated into French. The course was administered by the Lionel Groulx College (whose venue had been recently organized by Local 56) and examinations were administered both in French and English.

As well, OSHA was becoming more aware that it was not particularly servicing workers in the entertainment industry as well as it should be. OSHA Director Dave Michaels indicated that OSHA would step up its efforts.

President Loeb thanked ICAP Chair Jorgensen and his committee members for their important landmark work.

STAGECRAFT DEPARTMENT

International Vice Presidents Anthony De Paulo, Brian Lawlor, Michael Barnes and Timothy Magee, and International Representatives Patricia White and Peter Marley

reported on the Stagecraft Division.

The Pink Contract negotiations have concluded and the International now has, for the very first time in IA history, a collective bargaining agreement with all of the indicia of a labor agreement. Along with an actual printed agreement, there will be a "passport" system supplied to those members who are traveling.

President Loeb met with the Broadway Pink Contract employees to go over the highlights of the contract and the meeting was well attended and the members expressed their great appreciation.

In addition to Special Representative Joseph Short, President Loeb has hired two additional Special Representatives, Brothers Don Martin of Scranton Local 329 and Brian Monroe of Southern Connecticut Local 74, to improve the communications between the members on the road and the General Office. Brothers Martin and Monroe are both long-time members of the IATSE and have traveled under pink contract themselves for a number of years.

The officers and representatives will continue to travel and visit the road crews to explain the changes in the new Pink Contract.

The Stagecraft department has increased focus on organizing, lending support to locals that request assistance and making sure that workers in all of the crafts are well represented by the International and its Locals.

General Activities

Vice President Magee assisted Local 85, Davenport, Iowa, in its Adler Theatre negotiations and was successful in reaching a new, four-

year contract with a 9% wage increase over the term of the contract. He also helped Local 690, Cedar Rapids, Iowa, in getting a new contract with US Cellular Center.

Vice President Magee was assigned to assist Locals 164 and 18, both of Milwaukee, Wisconsin, in a voluntary merger, and both Locals voted unanimously to approve the merger.

Vice President Walter Cahill has been assisting Local 64 in Wheeling, West Virginia with an extension with LiveNation Jamboree in the Hills, and with a two-year contract at the Capitol Theatre with a wage increase in each of the two years.

Representative Youngerman assisted Local 415 in Tucson, Arizona with a new three-year contract with the Arizona Opera. The Opera has moved its operations from Tucson in Local 415's jurisdiction, into Phoenix which is Local 336 jurisdiction. Both Locals have been cooperating to make it work so members of both Locals can work together.

Representative Youngerman continues working throughout the southwest looking at possible organizing targets in the stage craft area.

Representative Mark Kiracofe assisted Local 46 Nashville, Tennessee in negotiating a successor agreement with the Country Music Awards for their show in November.

Representative Joe Hartnett has been working with Treasurers and Tickets Sellers Local 862 in Pittsburgh Pennsylvania with contract negotiations with the Pittsburgh Cultural Trust and the Pittsburgh Symphony and union administration.

Representative Ben Adams was successful in negotiating a statewide agreement with Production Labor Services out of Nevada which uses each Local's Published Industrial rates with yearly three-percent increases which has been working to get work from non-union labor contractors.

Vice President De Paulo assisted Local B-754, Admissions, Mutual Tickets Sellers in Cincinnati, Ohio to get a new one-year contract at River Downs Racetrack. The main issue was to maintain wages and improve job security for the steady employees, which we were successful in doing.

Representative White reported on activities in the Stagecraft Department related to Wardrobe. Since the January Board meeting, we have continued to provide support to Wardrobe Locals that request assistance in updating their Constitutions and Bylaws. In February, Local 799, Philadelphia had their new Constitution endorsed by President Loeb. Local 864, Cincinnati will be sending a final version of their document to President Loeb for endorsement this month, as will Local 810 in Kansas City. A vote of thanks was expressed to In-House Counsel Samantha Dulaney for her assistance with these efforts.

Regarding contract negotiations, Local 830, State of Rhode Island, requested assistance in negotiations with the Providence Performing Arts Center, which presents Broadway tours in Providence. The expiring agreement was a first contract, and the Local was instructed on how to file proper FMCS notices and come

up with a bargaining committee and proposals. Negotiations were held on July 7, 2010, and the Local was able to secure a three-year agreement, through June 30, 2013, with wage increases of 4% the first year, and 3% in each of the next two years. Additionally, the hair and makeup workers, stitchers, beaders, and laundry workers received a 6% increase in the first year, and then 3% in each of the next two years. There were no other changes, and the contract was ratified by the Local earlier this month.

Local 864 in Cincinnati is receiving assistance with negotiations at both the Cincinnati Ballet and the US Bank Arena. These talks are ongoing.

Organizing assistance has been provided to Local 874 in Sacramento and the Local formed an Organizing Committee in February. The Board was informed that they already had their first success when on Monday, June 7, on the basis of a card check, Arco recognized Local 874 as the exclusive bargaining representative for wardrobe and hair and makeup employees at Arco. Local 874 had already been the exclusive source of workers for this venue, but did not have a signed agreement. Contract negotiations have begun, and the Local hopes to conclude a deal soon.

Making certain of having signed collective bargaining agreements is a serious issue for many Wardrobe Locals and other small Locals. Often, in cities with strong Stage Locals, the Wardrobe folks have had rate sheets or even long documents that look like contracts that the



employer has never signed. Problems are not apparent until one of two things happens—either the venue is taken over by new management who will not honor the old system, or, the Local wishes to institute Health or Retirement contributions for their workers, and needs a signed collective bargaining agreement for the benefit funds to accept the money. Everyone needs a signed contract.

This point is illustrated by the story of Local 803, in Dallas, Texas and the AT & T Performing Arts Center. After negotiating for months and reaching agreement on a contract with Local 803, the employer then refused to sign the document negotiated. Local 803 was assisted by the International in filing an unfair labor practice charge at the NLRB, and eventually signed a new four-year term agreement with this venue.

In the Locals that exercise jurisdiction over both stage and wardrobe, the wardrobe craft is becoming more prominent and the International is contacted more and more often by Locals looking for craft training and template contract language for wardrobe-specific work situations. More Mixed Locals are bringing the pay rates for wardrobe workers in line with those of the other departments. In Local 500's recent negotiations with the Florida Grand Opera, the Local was able to negotiate rate increases for the Wardrobe department to guarantee that by the end of the three-year contract cycle, they will be paid on par with the other crafts.

Of course, the Hair and Makeup workers must be included as well.

A reminder to all wardrobe workers and stagehands to be sure not to let your brothers and sisters taking care of the wigs and makeup work right next to you, non-union.

ACT Department

As of August 2010, the Department has 453 members. This makes it the seventh largest Stage or Mixed Local in the United States. Only three Stage Locals and three Mixed Locals have more active members. This says a lot about the difficult processes within our Local unions identifying and embracing new members with demonstrated and specialized skills who the Producers of tours want to hire.

Arguably, some of these new ACT members are recruited for the modified/lower tiered shows because of the inability to identify current members who would be interested in touring under these rates and conditions but several hundred of these ACT members have been members of the Department for more than five years.

Modified Non-League Tours

The decision to go after NETworks by President Loeb is bearing significant fruit by having all like companies become signatory to term agreements as opposed to the previous practice of signing one-offs with these same producers who picked and chose which tours they wanted to travel IA.

NETworks, Troika, Phoenix, Work Light, and Big League are signatory to an agreement that became effective April 1, 2009 and expires June 30, 2011. This exercise was a good starting point in getting away

from a memorandum of agreement for a single tour to a term agreement with these companies, which then led us into the new term agreement with the Broadway League.

Our intent will be to bolster up these modified term agreements to get them to comport as much as possible to what the Broadway League agreement looks like. Proposals will be solicited from the bargaining units at the beginning of 2011.

All of the companies - NETworks, Troika, Phoenix, Work Light, and Big League - have new tours and continuing tours for the coming 2010-2011 season. Next season (2011-2012) Phoenix expects to have five shows touring.

Without the foresight of President Loeb, we might have had half of these 17 or 18 shows.

Family Shows

VEE Corp continues to employ IATSE traveling employees under Pink Contract for family shows. Although their business has been hit by the recession, they are putting out a full slate of shows for the 2010-2011 season. Local unions are urged to get bona fide collective bargaining agreements in venues where VEE Corp shows play, as they will take the position that the building determines who services the show, as opposed to the relationship between the International and the road crew. If local unions are unable to get an agreement in a particular venue, VEE is not against doing an area agreement directly with a local union. They, of course, will try to get a better deal perhaps than the local union may desire, however, the

local union can keep a third party/labor provider from taking work that should be done by IA members.

Feld/Disney On Ice

This coming season FELD will employ approximately 175 road persons in total, between their domestic tours and overseas tours. FELD started doing live shows during the last contract cycle and the live shows were memorialized into the current agreement last year with some improvements and modifications to our term agreement.

The International gets a lot of phone calls each season relative to the FELD shows. When Local Unions contact the General Office, assistance will be best provided if the specific designation of the tour is available, not just the name of the show.

LDI, USITT, INFOcomm

The International continues its mission to reach people personally by attending industry tradeshows, adding Infocomm to the mix this past June in Las Vegas.

LDI continues to struggle a bit in the number of attendees and exhibitors. The next show is scheduled to be held in Las Vegas in mid-October and the International will continue to look at the viability of participating in the show.

United States Institute of Theatre Technology (USITT) celebrated their 50th Anniversary at the end of March in Kansas City. By all accounts this was the best USITT show in both exhibitors and attendees in their history. Local USA 829 had a significant presence, as usual, and the Interna-

tional conducted a session, in conjunction with the Broadway League, NETWORKS, and various interested parties (including Locals One, 764, and USA 829), about the process of "MAKING YOUR WAY TO BROADWAY." Several attendees of the session indicated it was the best session they participated in all week. Their next conference is in Charlotte in early March and it will be the first under the leadership of Local 720 member Joe Aldridge, who is the chairman of the Local 720 Training Trust and a member of the IATSE CAP program. The International wishes Brother Aldridge all the best for his tenure as the President of USITT.

INFOCOMM, with over 900 exhibitors and over 32,000 attendees, is a cross between NAB and LDI with a huge AV/Systems Integration component. The show alternates between Orlando and Las Vegas, with the next show being held in Orlando in June 2010.

ESTA/ETCP

Vice Presidents De Paulo and Lawlor continue to represent the International on the Entertainment Services Technology Association's (ESTA) driven initiative, Entertainment Technician Certification Program (ETCP). The certification program continues to gain steam and certifications have almost doubled in the last two years. Rigging Arena remains the most popular certificate, followed by theater rigging and electrical.

As Locals that are members of ESTA are aware, a resolution was drafted and passed overwhelmingly this past spring for ESTA to merge

with Professional Lighting and Sound Association (PLASA), their European counterpart. The ETCP program will be the least affected of all ESTA initiatives because of the unique governance of practices and rigging standards. The IATSE has pledged our support of the soon to be merged organizations. Through the merger, a newly constructed board process is being established and the IATSE has been asked to consider participating as the organizational member of the Regional Board of PLASA North America. Vice President Lawlor has accepted the nomination to serve on the Board.

Amphitheatres

The International's tri-party agreement for six amphitheatres along the East Coast with LiveNation expires at the end of 2010. The affected Locals are Local 11 in Boston, Massachusetts, Local 84 in Hartford, Connecticut, Local 22, Washington, D.C., Local 322 in Charlotte, North Carolina, Local 500 in West Palm Beach, Florida and Local 321 in Tampa, Florida. The Locals will be invited to participate in the negotiations in New York, which has historically happened at the beginning of December.

President Loeb expressed his thanks for this comprehensive report.

MOTION PICTURE AND TELEVISION PRODUCTION DEPARTMENT

International Vice Presidents Michael F. Miller, Jr. and John M. Lewis, Assistant Director of Motion Picture and Television Production Daniel J. Mahoney and International Representatives Steven Aredas and

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Lyle Trachtenberg reported on the activities and developments involving the Motion Picture and Television Department.

The IATSE continues to follow its policy that term agreements will be offered to those production companies with a past track record, both in productions and in prior status as signatory one-offs. In the past six months, twenty production companies have become signatory to term deals.

It is reported that there is a 45% increase in productions signed during the past six months as compared to the same time period prior to the previous Board meeting. This is in large part due to the many one-off projects getting signed.

In reality television production, a contract has been recently negotiated with Horizon Alternative Television. This agreement will cover all unscripted television product produced by this company. It is a tiered agreement with budget levels designed to cover the various levels of production budgets utilized by the company.

Commercial production is showing a significant increase in production days. Negotiations are currently underway for a successor agreement with the AICP. Music Video Production Agreements are being signed with the individual members of the MVPA. It was also reported that production on all levels in all product, remains strong in Canada. Since the last report, 79 term agreements have been signed covering Canadian productions.

The Audit Program continues to be an effective way to monitor the

Low Budget Theatrical Agreements. Historically, a vast majority of projects audited were found to be compliant. When a budget is exceeded, a grievance is filed to enforce the agreement. There are grievances pending against production companies whose projects went over the tiered budgets.

It is continued policy to seek payroll deposits from at-risk production companies in the Independent and Low Budget production world. This is tied into the need for crew members to call in their jobs to the local unions. The sooner a job is called in, the greater the opportunity to bring the project under the terms of a collective bargaining agreement. This ensures obtaining a payroll deposit to protect the payment of the crew's wages.

Overall, since the last Board meeting, the IATSE has processed 354 agreements, including Area Standards Agreements, Low Budget Theatrical Agreements, Single Production Memoranda, "Behind the Scenes" Agreements, Multi-Camera Agreements, among others.

At the time of this report, the Basic Agreement has been published and distributed. The Videotape and Digital Supplements are in the final editing phase. The Area Standards Agreement, Low Budget Agreement, and the Music Video Production Agreement are all in mid-term. Pay Television agreements with HBO Entertainment, Showtime and Starz are all up for negotiation this Fall. Television contract negotiations are currently underway with KTLA and KTTV/KCOP in Los Angeles.

The Motion Picture and Televi-

sion Production Department continues to work as a single unit throughout the United States and Canada. There are ever increasing efforts to maintain the highest level of support between the International and the local unions.

TRADE SHOW & DISPLAY WORK DEPARTMENT

Director of Tradeshow and Display Work William E. Gearn, Jr., International Trustee C. Faye Harper, and International Representatives Joanne Sanders, Mark Kiracofe, Donald Gandolini, Jr. and Brian Faulkner reported on matters relating to the Tradeshow and Display Work Department.

Representative Sanders reported that Local No. 12 (Columbus) and Local No. 835 (Orlando) were conducting informational campaigns directed at three contractors. The Locals are bannerizing Excel Decorators and any other contractors who utilize labor brokers Team United or Quickest Service Center (also called Phong).

International Representative Brian Faulkner reported on his assignments. He assisted Nancy Trowse with her duties as interim (now elected) business representative for Local No. 838. This included the negotiation and signing of a General Service Contractors Area Standard Agreement by Sorenson Services. Representative Faulkner was also assigned to assist negotiations with Nth Degree, a national Exhibitor Appointed Contractor ("EAC"), and stated that progress is being made.

Local No. 158 in Fresno, California is currently attempting to secure



International Representatives Joel Youngerman, Joseph Hartnett, International Vice President Daniel DiTolla, International Representatives Sandra England, David Garretson, and Fran O'Hern reported on the activities of the Organizing Division.

a term agreement to replace show agreements in an effort to secure jurisdiction exclusively for IATSE.

This month, Local No. 363 in Reno, Nevada will begin bargaining with Reno Exhibitor Service, which holds the Laser Exhibitor Service franchise for the area. There is a tentative agreement with Champion Expo Services and they have also initiated communications with Ecclectica Expositions.

Local No. 336 in Phoenix, Arizona will begin negotiations with multiple employers later this month.

International Representative Donald Gandolini, Jr. reported that he and International Representative Mark Kiracofe were assigned to assist Atlanta Local No. 834 in organizing the employees of numerous Exhibitor Appointed Contractors who erect and dismantle exhibits. They are in the early stages of identifying and contacting the employees. It is expected that these activities should accelerate in the fall as the exhibition season picks up.

Additionally, GES subcontracted work in violation of its collective bargaining agreement with Local No.

834, to Expo Services, an EAC under the GES corporate umbrella of the VIAD Corporation. When this issue was brought to the attention of GES, Division Director Gearns succeeded in working out an agreement with GES wherein Expo Services will sign the first ever EAC agreement in Atlanta.

For Kansas City Local No. 31, negotiations are underway with Freeman Decorating and are scheduled to commence in the near future with the George Fern Company.

Local No. 423, Albuquerque, New Mexico and Convention Services of the Southwest ("CSS") came to terms on a new three-year agreement with modest wage increases.

Division Director Gearns, and Representatives Kiracofe and Gandolini attended the Exhibition Services and Contractors Association ("ESCA") summer educational conference in June 2010. Subjects addressed included labor relations, ESCA identification badges and the economic forecast.

Representative Kiracofe reported on several matters. On behalf of Nashville Local No. 46, he assisted in

the successful filing and resolution of a grievance concerning an Employer's (Shepard) use of non-bargaining unit employees in restricted job classifications.

Local 197 in Knoxville has initiated arbitration with the George Fern Co. in a jurisdictional dispute, which is in the preliminary stages.

Negotiations on the economic reopener in the agreement between Salt Lake City Local No. 838 and Freeman will begin at the end of August. This negotiation will affect ten additional contractors who are signatory to the contract.

The IA continued its participation in two conferences, EXHIBITOR2010 in Las Vegas and TS2 in Boston. Other labor organizations participate in these conferences and Representative Kiracofe expressed his belief that our participation signals the IA's commitment to the industry and to the Locals that serve it.

International Trustee C. Faye Harper reported on the annual meeting of the Exhibitor Appointed Contractor Association ("EACA") held in Boston July 12-14, 2010. Also attending were Division Director Gearns,

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Representatives Kiracofe, Gandolini and Sanders, and Herman Dagner, President of Orlando Local No. 835. This meeting was held in conjunction with the TS2 Conference and Tradeshow. The meeting included in-depth discussions of the economics and other issues affecting the industry. The result of their evaluation was a position paper describing a new business model that provided a basis for panel discussions. She noticed a surprising willingness to accept changes, including standardized show kits, work rules, cost containment and exhibitor-focused customer service.

Trustee Harper concluded by noticing that the EACA meeting provided an excellent opportunity to network with the owners of the companies that either have contracts with IATSE or are companies we seek to organize.

Division Director Gearn's concluded the Tradeshow report by highlighting his activities. An agreement was reached between Local 85, Davenport, Local 690, Iowa City and Lincoln Local 151, and Freeman Decorating for a three-year agreement with 2% increases in the second and third year.

Springfield Local No. 53 and Freeman agreed to replace a show agreement with a three-year term agreement with wage/benefit increases of 3.6%, 3.6% and 3% and which included first time contributions to the National Vacation Fund.

Salt Lake City Local No. 838 and GES agreed to a three-year contract with increases of 1% the first year, and 2.65% in the second and third years.

Sullivan Management Services, a new tradeshow company, executed a three-year national agreement with the International. The agreement provides for area standards to be paid in each Local's jurisdiction.

Division Director Gearn's acknowledged the substantial economic decline of the tradeshow industry which hit bottom in 2009. Moreover, a new challenge has occurred in Chicago that could impact how labor is provided to tradeshows. The Illinois legislature has passed a law that empowers the board that manages McCormick Place and the Navy Pier to unilaterally set working conditions in both facilities. Some of these changes affect overtime and crew size. While stagehands were exempt from the initial changes, other unions have filed legal challenges. If facilities can unilaterally alter the terms of contracts, then our contracts may face new challenges across the country.

President Loeb noted that this could effectively destroy collective bargaining and expressed his utmost concern about this threat. He indicated that the developments should be closely monitored and expressed intent to explore our options and participate legally or politically in this process.

President Loeb reaffirmed the IA's commitment to organize and develop the Tradeshow Industry.

ORGANIZING DEPARTMENT

International Vice President Daniel Di Tolla and International Representatives Sandra England, David Garretson, Joseph Hartnett, Fran O'Hern and Joel Youngerman reported on the activities of the

Organizing Division since the Board meeting in Austin, Texas.

With regard to Stage, Representatives Youngerman and Hartnett coordinated a meeting with Tucson Local 415 to discuss organizing. Brother William Hennessy, Business Agent of Phoenix Local 336 also attended to provide any assistance his Local could, considering the influx of workers coming down from his jurisdiction to work in Local 415's jurisdiction. The meeting was well attended by members of Local 415 and Business Agent Hennessy and the younger members were very receptive to the realization that we need to bring the non-union workers into membership. After this meeting, a database of non-union employees with whom Local 415 has a relationship was created.

Representative England advised that Seattle Local 15 won a representation election at the Village Theater to represent both the stagehand and the scenery shop employees. The Local successfully negotiated the first contract.

Representative Garretson reported on his long-term organizing efforts in the South. He continues to travel to Nashville, Huntsville, Atlanta, Memphis and Las Vegas to recruit and train individuals to assist with the International's organizing efforts.

Representative Youngerman made the following report regarding his assignments in the Southwest. For several months, Local 423, with the assistance of the International and Local No. 480 Business Manager and Special Representative Jon Hendry, have been developing a relationship with the City of Santa Fe. Recently,

the Local did its first job under a one-off agreement with the City, meeting or exceeding all expectations, and is now on the verge of signing a term agreement. Santa Fe has a contract with the AFSCME Local that covers city-run events, and Local 423 will be the secondary labor source. The union will be the preferred provider for outside events in which the city is merely a landlord. We have been working to craft neutrality language to be inserted in all City contracts. Special Representative Hendry's help in this effort has been invaluable due to his political savvy and close relationships with the Mayor and City Attorney. All of these items need the approval of the City Council.

Cirque de Soleil recently performed at Santa Ana Star Center, a Global Spectrum building in Rio Rancho, New Mexico.

Representative England reported on B-20 accretion. Local B 20 organized 18 Door Watch People. They will be accreted into the existing front of the house employees unit. The contract is currently open and Representative England is involved in assisting the Local with bargaining a new collective bargaining agreement.

Representative Hartnett gave an update on Pittsburgh Treasurers and Ticket Sellers Local 862 and internal organizing in that Local. He was assigned to assist Local 862 with a multitude of issues. The Local had been delinquent for quite some time and, with the assistance of General Secretary-Treasurer Wood, we were able to bring the Local out of delinquency. Also, the Local is now up to date with its LM reporting to the



Overwhelming participation for the Education Seminar that was held on Wednesday, August 4th.

Department of Labor. In addition, 10 new members have been brought into the Local. Currently, Representative Hartnett is assisting the Local with negotiations with the Pittsburgh Cultural Trust and the Pittsburgh Symphony.

It was also reported that Los Angeles broadcast employees have been feeling the pressure of the upcoming change to the MPIPHP qualification rules that will increase the hours needed for eligibility. A positive effect has been the increased willingness of some of our members to call in non-union jobs and follow up with representatives on any job they are not getting benefits on. The International has been working with the affected local unions to institute more effective procedures for following up on these non-union jobs, and a more workable communication system among the unit that is represented by several locals in the Los Angeles area.

The International has instituted quarterly meetings with craft repre-

sentatives and stewards to work through this process. President Loeb has attended both meetings personally and the effort has been greatly appreciated by the members of the committee.

Vice President Di Tolla reported on the conclusion of negotiations for new agreements with Comcast Mid-Atlantic Sports Network and Trio Video in Chicago. He also reported that negotiations have begun for new contracts with the YES Network in NYC and Fox, the Burke Brothers and TRO in Arizona.

Representative O'Hern reported on his research activities since his hiring in March 2010. Vice President Di Tolla reported that the collective bargaining agreements with the YES Network and Arizona are open for renegotiation. He concluded by reporting that the Division had just published an Organizing Manual, which has been distributed at District Conventions and will be available to locals upon request. The booklets were distributed to Dele-

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gates in attendance at this Board meeting. Vice President Di Tolla thanked Representative England who penned the pamphlet, as well as General Counsel Dale Short, outside counsel Gillian Costello and her assistant Glenda Malave for their hard work in getting the American version of the manual completed. A Canadian Organizing Manual is being drafted by Director of Canadian Affairs John Lewis and Canadian Counsel Bernie Fishbein. As soon as it is completed, it will be distributed to Canadian Locals.

President Loeb observed that the activities and plans of the Division are exciting and that its time has come. He stated that this report was the best report of the Organizing Division that he has ever witnessed. He recalled that Vice President Di Tolla and Representative England have long shouldered the burden of running the Division but that they now were in good company with the additions of Representatives Youngerman, Garretson, Hartnett and O'Hern. He further noted that the Division's plans are strategic, methodical and intelligent. Repeating what he has said since his election as International President—that the threat to Stagecraft is from labor contractors—President Loeb voiced confidence in meeting the challenge with representatives who are capable, committed and who believe in what they are doing.

IATSE LEAP PROGRAM (LABOR EDUCATION ASSIS- TANCE PROGRAM)

International Representative Patricia White and In-House Counsel Samantha Dulaney reported on

the activities of the IATSE education program since the winter Board meeting.

In March, all International Vice Presidents, Representatives and key staff members attended customized training on the National Labor College campus in Silver Spring, Maryland. The focus of the sessions was on Internal and External Organizing, Strategic Planning, Leadership Skills and Communication. In addition to the lessons learned, the sessions gave the staff an opportunity for focused discussion, with input from diverse geographic areas and different departments. The various departments also were able to work intensively together on plans for organizing. Most importantly, the sessions formed the basis for training then being developed for presentation at the District Conventions throughout the spring and summer. Vice President Daniel E. Di Tolla and Representative Sandra England were instrumental in the development of this course, which would not have been nearly as successful without their input. Bonnie Ladin of the National Labor College (NLC) coordinated the training.

Following the staff training, Vice President Di Tolla, Representatives England and White, In-House Counsel Dulaney and the trainers from the National Labor College met to develop the curriculum for the District Training Sessions. The District 4 Convention held on April 17 and 18, 2010 on the NLC campus served as the prototype. All of the instructors—Patricia Westwater, Robyn Cavanagh, Sharon Simon, as well as the IA education team, attended

these sessions. A debt of gratitude is owed to International Vice Presidents Michael Barnes and Walter Cahill, District 4 Secretary John Page, and the delegates of District 4 for agreeing to be the first District to receive the training. Based on their comments and evaluations, the course was tailored to be as useful as possible to the majority of our local unions. It was then exported to the other Districts.

Thanks go out to all of the International Vice Presidents who chair the District Conventions, the District Secretaries and the various host Locals for helping to make the trainings a success. As soon as all of the Districts have received the training, it will be made available to local unions for presentation to their executive boards and committees. Any interested Local (or group of Locals in a particular city) can call or e-mail Representative White in the General Office for details.

The IATSE Labor Education Assistance Program (LEAP) continues to be successfully utilized. Almost \$30,000.00 has been approved for officers from over 25 Local Unions to attend Labor Studies courses of all types. Details of this program, along with lists of institutions that offer courses, are on the IATSE Web site. Everything from a semester-long college class in a degree program to a one-day workshop or one-hour webinar are covered, so the program is accessible to fit every schedule and educational level.

At the conclusion of the report, President Loeb recommended that the Board expand the scope of indi-

viduals eligible for participation in the LEAP to all officers, officials, trustees and executive board members of all local unions. After motion duly made and seconded, the Board unanimously approved the recommendation, making LEAP funding available to an expanded number of Local representatives.

IATSE NATIONAL BENEFIT FUNDS

In their capacity as Trustees of the IATSE National Benefit Funds, General Secretary-Treasurer James B. Wood, International Vice Presidents Daniel E. Di Tolla, Brian J. Lawlor, Michael F. Miller, Jr., International Representative Patricia A. White and Special Representative Ronald G. Kutak appeared before the Board to provide an update of the Funds since the mid-Winter Board meeting in Austin, Texas.

At the last meeting of the General Executive Board it was reported that the Benefit Funds, after years of contribution receipt growth, incurred a less than 1% decline in overall employer contributions in 2009 over 2008. The first half of 2010 has seen a return to the Funds growth patterns. In the six month period ending June 30th, the overall employer contributions have increased approximately 5% over the same period in 2009.

The IATSE National Health & Welfare Fund's Plan C has been able to maintain the CAPP charges for Plans C2 and C3 for both single and family enrollees, without an increase for the April and October 2010 quarters. Plans A and C of the Fund now cover close to 16,000 participants and over 23,000 total

lives when spouses and dependents are included.

The trustees have eased the re-entry into coverage provision for the Fund's Plan C effective 7/1/2010. Through Plan C there are numerous ways in which someone may lose coverage. Re-entering the Plan required a level of employer contributions that made it difficult for members in certain areas to obtain vital health care coverage. In recognition of this, the Board of Trustees eased the amount required to regain benefits and this change resulted in more than 1,000 members rejoining Plan C on July 1st.

In compliance with the recently signed Patient Protection and Affordable Care Act, more commonly referred to as The Health Care Reform Act, the IATSE National Health & Welfare Fund will be covering dependents until the end of the year in which they turn age 26 beginning with the Plan year starting on January 1, 2011. Dependents on file with the Fund Office or those added on or after January 1, 2011 will be able to continue on their parent's Family plan regardless of their dependency status.

After the merger of the IATSE 401(k) into the IATSE Annuity Fund on January 1, 2010, those Plan participants have experienced significantly reduced quarterly administrative expenses. This merger positively extends their ability to save for retirement.

The IATSE National Pension Fund continues to be fully funded, in the Green Zone as defined by the Pension Protection Act of 2006 and has no employer withdrawal liability

as of its last valuation year, 2008. The Plan's actuaries, during their preliminary look at 2009, fully expect that this status will continue uninterrupted.

The Trustees of the Annuity Fund have not been satisfied with a number of administrative issues with Prudential, the present administrator. In addition, the Financial Advisors for the Fund felt that a better selection of investment options could be made available to participants if a different company were used. A search for a new provider has been conducted and commencing January 1, 2011 the Annuity Fund will be administered by Mass Mutual. A substantial communication program for the participants will be unveiled by Mass Mutual over the coming months.

The Fund's Web site continues to experience a significant level of activity and now features real time work history viewing capability, CAPP account maintenance, address change functionality and dependent maintenance. The online CAPP payment functionality continues to see over 40% of all participants required to make co-payments do so via this methodology.

The local union portal of the Web site was successfully deployed in April of this year and we wish to acknowledge Locals 15, 478, 481 and 631 for their assistance in testing and providing feedback on the beta version prior to the launch. The Funds are seeing an increased utilization of this portion of the Web site by local unions who are reporting back the assistance this functionality is providing to them, enabling a better over-



sight of reported work. The Funds are receiving added feature requests and will review the cost and feasibility of such enhancements over the next several months.

Finally, a long awaited development is being launched this month which is to have all employer contributions and participant co-payments go directly to the Fund's bank via a lockbox service. All stakeholders have been advised of the new address for these submissions and the address for all other Fund correspondence remains the same. Any payments from employers and participants that are sent directly to the Fund office address will continue to be accepted.

INTERNATIONAL BYLAWS APPLICATION/EMAIL

In continuing the International's efforts to update the records of the International and improve the means of communication with the membership and local unions with the use of technological advancements, President Loeb proposed the following two amendments to the International's Bylaws for the approval of the General Executive Board:

1) BYLAWS – Article Ten, Section 2. Application for Membership

This Section provides a template of the official form used for membership applications. It is proposed that the application forms be modified to include a space for the applicant's email address.

2) BYLAWS – Article Eleven, Section 1. Bulletins and Supplies

This Section currently provides that the name, address, telephone numbers of the Secretaries and Business Agents of our local unions be

published in the Local Union Directory of the Official Bulletin.

It is proposed that local unions be given the option of also having an email address for the Secretary and Business Agent published in the Directory.

Therefore, it is proposed that the second paragraph of this Section be amended to add the following sentence:

“At the option of the local union, the email addresses of the Secretary and Business Agents will also be published in the Bulletin.”

The General Executive Board unanimously approved these amendments.

MAVERICK FILMS

Re: Slaughter

General Counsel Dale W. Short and West Coast Counsel James G. Varga reported to the Board on the status of litigation brought by the IATSE against Maverick Films, LLC. This production company was signatory to a one-off agreement for the production of a theatrical motion picture called “Slaughter”. Before production was completed, there was a breakup of the production company and a failure in the financing for the project. In the aftermath, the members of the IATSE-represented crew were not fully paid for the services they had rendered. A grievance was filed for the back wages and eventually a settlement was reached and structured for a payment. A partial payment was made by Maverick and then the company reneged on the remainder owed. In response, the IATSE continued to pursue the grievance for the unpaid wages. Although the company pre-

sented an appearance of willingness to meet its obligations, such proved to be a pretext. The IATSE then brought an action against Maverick Films, LLC for breach of the settlement agreement and fraudulent misrepresentation. In process, at the time of this report, is a new settlement that includes a stipulated judgment for the amount due. This matter is an example of the IATSE policy that the Union will pursue any avenue available to it to protect its members and to reject any attempt by an untrustworthy producer to usurp the rights of an IATSE crew.

MEMORANDUM ON CANADIAN EXHIBITION AND TRADE SHOW ORGANIZING

International Vice President John Lewis, Trade Show Director William E. Gears, Jr., Assistant to the President Sean McGuire, International Representative Barny Haines, and Canadian Office Operations Manager Krista Hurdon reported on the efforts to greater focus on organizing in the Trade Show market in Canada. A strategy has been devised to begin with the mid to smaller markets, where greater opportunities may initially present themselves.

Commencing with Winnipeg, Manitoba, the Canadian Office conducted extensive research into what was scheduled in particular markets in 2010 and 2011. The information was collated and then analyzed to identify specific target venues and companies with the cooperation of the relevant Local and its members working in the industry. This process commenced with Winnipeg and sig-

nificant companies and venues have already been identified where Local 63 members previously performed some work, but not under a collective agreement.

The International is working with the Local to organize these companies and venues in a deliberate and planned strategy. Similar efforts are now being undertaken in Edmonton, Alberta and commencing in Regina, Saskatchewan. Although a lengthy and methodical process, it is one that everyone is optimistic will be successful and bring new employment opportunities and growth for IATSE members.

MOTION PICTURE INDUSTRY PENSION & HEALTH PLANS

International Vice Presidents Michael F. Miller, Jr., John Ford, and Thom Davis, International Trustee George Palazzo, West Coast Studio Local representatives Buffy Snyder (705), Tommy Cole (706), Ed Brown (44), Scott Roth (800), Ronald G. Kutak (700) and Bruce Doering (600) all appeared before the Board in their capacity as Labor Directors (trustees) of the Motion Picture Industry Benefit Plans.

It was reported that as of May 2010, the Plan's assets totaled \$5.267 billion of which \$4.817 billion (over 90%) is in the Pension and IAP retirement plans, leaving only \$450 million (less than 10%) in both the Active and Retiree health plans. Investment returns through May 2010 were: Pension Plan, 0.5%; Individual Account Plan, 1.3%; Active Health plan, 0.9%; and Retired Health Plan, 2.6%. More importantly, over the past twenty years the Pension Plan annual investment returns

have been 8.1%, which comports with the actuarial rate used for Plan projection of 8%.

Residual receipts from supplemental markets through May 2010 were trending \$8 million below those received for the comparable period of 2009. June receipts were \$10 million above 2009. Hourly contributions are up \$20 million for the first five months of 2010, due largely to the increase in the hourly contribution rate. The annual hours of work upon which contributions are based peaked at 79 million in 2007. It is anticipated that the level of employment will be 75 million hours per year for the next three years.

The last contract round focused on closing an approximately \$600 million funding deficit in the Plans. This was accomplished by increasing the employer contributions into the plans, plan design changes and utilizing Plan reserves. The next round of negotiations will be far more challenging as the projected deficit is \$1.25 billion. This is the result of health care cost inflation, decreasing income from investments, declining hours of employment and declining residuals (fewer DVD sales and increased Internet theft). The Plan reserves are now at minimum levels and can no longer be utilized to meet the funding needs of the Plans. Reserves were spent down over 15 years to subsidize the benefit plans. Vice President Miller indicated that the recently passed Retirement Relief Act has provided some assistance by relaxing certain actuarial rules. This will reduce the projected

deficit to approximately \$800 million, a still formidable obstacle.

Under the leadership of President Loeb, work on how to address this problem began at the conclusion of the 2009 Basic Agreement negotiations. A Benefits Bargaining Committee has been appointed and is comprised of the IA's Plan trustees. The Committee has developed a strategy entailing a multi-phased, comprehensive approach. Activities include closely analyzing MPI projections, scrutinizing accuracy and factors used, continuous monitoring of experience, investment returns, residual receipts and employment trends.

Most importantly, the Committee will focus on membership education and communication. This will include "town hall" meetings, newsletters, Internet resources and professional surveys. The surveys will be utilized to provide direct membership participation and input to assist in setting priorities and understanding how members view their benefits. After a comprehensive search, the Committee has chosen David Binder Research to conduct the research survey. Upon motion and vote, the General Executive Board unanimously approved this expenditure.

President Loeb indicated that an open and transparent dialogue with the membership is pivotal to the success of meeting this challenge. He indicated that we had dodged a bullet the last contract cycle but that double digit inflation of health care costs is taking its toll. The easy answer, spending reserves, is no longer available. President Loeb



affirmed that he will not be negotiating without the membership having a voice.

President Loeb took the opportunity to thank all the IATSE Labor Directors of the Plans for volunteering their time and efforts. Vice President John Ford commended Vice President Miller who serves as Secretary of the Plans, Plans Co-Chair George Palazzo, and Financial Committee Co-Chair Ronald G. Kutak for the great job they perform as trustees of the Plans.

Local 44 Business Agent Ed Brown stated that in his thirty-three years of involvement with the IATSE, he has never seen such cutting edge leadership and commended the effort to involve the membership. President Loeb concluded by stating his opinion that the International and Local officers have the best group of leaders addressing the problem, who will do their utmost to solve the challenges ahead.

MOVIE FUTURES TRADING

International Representative Scott Harbinson reported to the Board on the recent phenomenon of an attempt to create an exchange for motion pictures futures trading. Commodities futures trading traditionally involves growing crops and sale of raw materials, products at the base of our mercantile system. The role of futures trading allows for forecasting the price of products and costs of production along with prediction of sales.

During the Spring of 2010, the IATSE was contacted by the Motion Picture Association of America (MPAA) to enlist the IA's support in combating the advancement of a

proposal to create a market for investors to engage in futures trading on the success or failures of motion pictures at the box office.

Two Wall Street traders, Cantor-Fitzgerald and Trend Exchange, achieved a hearing before the House Agricultural Subcommittee, after petitioning the Commodities Futures Trading Commission for approval of their proposed Exchange. President Loeb assigned Representative Harbinson to join the MPAA in testifying at the Congressional Hearings.

The MPAA, IFTA and NATO, representing the major studios, independent film producers, and theatre owners respectively, took the position that they had no interest in utilizing such a hedging tool. The IATSE, along with the DGA, expressed concerns that those gambling on box office futures would infringe upon union crew members to gain inside information to advance their "investment" activities.

Although the CFTC approved the request of the Trades, ultimately a prohibition of such an exchange based on the motion picture industry was inserted into the financial reform law recently passed by Congress and signed into law by President Obama.

President Loeb noted that this effort between the unions and the producers is a positive example of the two sides working together to protect the interests of those who work in the entertainment industry.

President Loeb also informed the Board that he assigned Representative Harbinson to act on his behalf in matters involving the IATSE, DGA,

and the MPAA and others in connection with matters regarding movies futures trading, as well as with the IATSE's active participation in the campaign against Digital Media theft. President Loeb stated that the International's involvement on these issues requires an inordinate amount of time and he expressed his appreciation for the outstanding efforts put forth by Representative Harbinson and commended him for his remarkable work in this regard thus far.

NEW PROCESS STEEL, L.P. V NATIONAL LABOR RELATIONS BOARD

In-House Counsel Samantha Dulaney and West Coast Counsel James G. Varga reported on the recent United States Supreme Court decision commonly known as New Process Steel, L.L.P. v. National Labor Relations Board. The case presented an issue of the number of Board members needed to decide a case before the National Labor Relations Board. The National Labor Relations Act provides that the five-member Board may delegate its authority to a three-member panel to decide cases. The Act also provides that two members may act as a quorum of the three-person delegated panel. This case, however, presented the question of whether two members may decide a case if the initially delegated three-person panel no longer exists.

This case arose because at the end of 2007, the Board consisted of four members and one vacancy. It was known that additional vacancies were to occur on December 31st so the four members delegated their

authority to a three-member panel. Come the first of the year, the Board had two members and three vacancies. The two member Board sat all of 2008, 2009 and through the first quarter of 2010, until such time President Obama made two recess appointments, bringing the Board to a compliment of four.

While sitting as a two-member Board, over 600 cases were decided. In various appeals of Board decisions, the Circuit Courts became split in their rulings over the validity of authority for a two-person Board to so act. With a split in the Circuits, the Supreme Court accepted certiorari to decide the question.

The Court ruled that the Board has the authority to delegate to a three-member panel and two members make a quorum of such a panel but only so long as the delegated three-member panel maintains its existence. In January 2008, this was no longer the case. Thus, the Court remanded 600 cases back to the Board for further deliberation under newer delegated three-member panels.

The result here is that the "Obama Board" is already faced with a huge backlog of cases. The Board has assigned the cases to the new appointees so that each of the remanded cases will ultimately have been decided by a duly constituted panel.

SAENGER THEATER

International Representative Ben Adams gave an update on negotiations for a first contract at the Saenger Theatre. By way of background, it was noted that in 2009 Local 60 successfully organized the

Saenger Theatre. The Saenger is owned by the City of Pensacola and is operated by SMG.

Negotiations have been protracted and difficult with the employer's conduct tantamount to bad faith. Meetings are scheduled to continue next week.

President Loeb observed that the Local has the full support of the International. He directed IA General Counsel to take all necessary steps to see that the employer adheres to applicable labor laws.

SASKATCHEWAN TRADE UNION ACT

Re: Local Nos. 295, 300, & 669

International Vice President and Director of Canadian Affairs John M. Lewis, International Representative Barny Haines, Local 669 President Rob McEwan, Vice President Christine Kasperczyk, Business Agent Marcus Handman and Local 295 Business Agent Deborah Sawarin reported to the Board on the newly enacted amendments to the Trade Union Act by the recently elected Saskatchewan Party government.

In Saskatchewan, since a voluntary recognition agreement (the customary way IATSE Locals obtain bargaining rights) has been found not to bar subsequent certification applications by other trade unions, the IATSE Locals have resorted to certifying productions in order to ensure their bargaining rights are immune from attack. The new government's amendments were intended to make the certification process more onerous and in particular now make representation votes mandatory in all certification applications. One of the consequences was to cre-

ate delays and bottle-necks in the certification process for an unprepared and ill-equipped Saskatchewan Labour Board.

This was particularly significant to the motion picture and television industry, with its well-known jobs of short duration. As a result, of four shows in 2009 that Local 295 sought to certify, only one was processed in time and successful. The potential for labour disruption by competition between rival trade unions during such delays only served to drive production away from Saskatchewan.

Notwithstanding that the provincial government was unresponsive to pleas from other unions and central labour bodies, with the support of the Saskatchewan Producers' Association, through the efforts of the Locals, and in particular the President of Local No. 295, Andrew Gordon, Vice President Lewis and Representative Haines, a meeting with the Associate Minister took place in January 2010. At that time, the government announced a "fast track" method of certification tailored specifically to the film industry to serve as a solution until such time as (if ever) the new legislation would be revisited. As a result, Local 295 has been successful in certifying the past two productions in 2010 within ten days after the start of the production.

SECTION 41 REVIEW

International Vice President John M. Lewis, International Representative Julia Neville, CLC Delegate and Senior Steward for Local 891 Kelly Moon, Local 669 President Rob McEwan, Vice President Christina Kasperczyk and Business Agent Marcus

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON PHILADELPHIA CITY CENTER HOTEL



Handman, along with Local 891 President Ken Anderson, Treasurer Frank Haddad, Business Agent Paul Klassen and Corresponding Secretary Dusty Kelly reported to the Board on the recent developments since the last Board meeting with the Section 41 review undertaken by the government of British Columbia. Section 41 formed the basis for the establishment of the BC Council of Film Unions and its exclusive jurisdiction over certain portions of the motion picture and television industry.

The British Columbia Labour Relations Board had directed the creation of an association between the members of the Film Council (IATSE Locals 669 and 891 and the Teamsters Local 155) with the BC District Council of the Directors Guild of Canada and the Union of BC Performers to informally and regularly meet to enhance communication and cooperation. In future collective agreements, the unions are required to identify and coordinate common collective bargaining issues, update each other on bar-

gaining progress relating to issues that are not common, consult each other prior to a final decision to conduct a strike vote, continue to have common expiry dates for collective agreements and continue the use of "safe harbour" arrangements as established in previous rounds of bargaining. To resolve organizing issues regarding union representation, a valid voluntary recognition agreement (VVRA) will suffice in the future with no certificate requirement necessary. If no VVRA is in place, an application for certification can be made and if successful, a presumptive collective agreement will apply. An industry working group is to be established to make recommendations for more cooperative labour relations within in the film industry, including the line between the exclusive and non-exclusive zone. A subcommittee of the working group will deal with problems arising out of the UBCP's collective agreements and particularly their audit requirements.

In the most recent development, BC Labour Relations Board Vice Chair Michael Fleming, who is overseeing the Section 41 review, proposed criteria for determining when a VVRA is in place and when and how a presumptive agreement will apply. Without a VVRA in place, the relevant collective agreement of the union will apply after a successful certification effective from the date of the application. Vice Chair Fleming has imposed a deadline for submissions concerning his proposals with a meeting scheduled for September 14, 2010 in Los Angeles. The IATSE Locals will await the employer submissions due first before making their own submissions. Although crucial to participate, the IATSE Locals will be wary and cautious where this process is going and to the extent that the BC government is intervening in private collective bargaining.

Further consultative process will take place on the issue of the demarcation between the exclusive and non-exclusive zones.



International Representative Paul Taylor, CLC Delegate Kelly Moon, Assistant to the President Sean McGuire, International Vice Presidents John Lewis and Damien Petti, International Representative Julia Neville, Canadian Office Operations Manager Krista Hurdon, Special Representative Rick Perotto, Canadian Counsel Bernard Fishbein and International Representatives Barny Haines reported to the Board on developments in Canada.

STAFF RETIREMENT

The General Executive Board met in Executive Session with IA counsel to discuss the Staff Retirement Fund. In 2002, an amendment improving the terms of the Plan was made. Earlier this year when the current Trustees to the Plan were updating the Summary Plan Description it was discovered that the procedure in the Trust document with regard to implementing benefit improvements was not properly complied with. The terms of the Trust provide that any proposed improvements to the Plan must be submitted to and approved by Convention action. Thus, improvements such as those made in 2002 should normally have been submitted to the next Convention, in this case 2005. However, those changes were not submitted to the Delegates for approval at the 2005 International Convention as is required by the terms of the Trust. Rather, it was only in or about March 2010 that the Trustees who currently sit on the Staff Retirement Fund discovered that the procedure to implement the 2002 amendments had not been complied with as mandated by the Trust. Research established that since the inception of the Plan in 1959, all improvements to the Plan have been approved by the Delegates sitting in Convention. The rules of the Plan provide that changes to the Plan—with the exception of improvements—may be made by the General Executive Board between Conventions. After exhaustive discussion and upon motion duly made and seconded, a majority of the Board accepted Fund

counsel's recommendation that the General Executive Board act in the interim to continue the benefit improvements approved by the Fund's Trustees in 2002 until the Delegates assembled consider the improvements at the 2013 Convention as required by the terms of the Plan.

STATE OF TENNESSEE LEGISLATION

Re: Workman's Comp Coverage

Special Representative David F. Garretson appeared before the General Executive Board and reported on the successful lobbying efforts that resulted in Tennessee legislation requiring workman's compensation coverage for technical workers in the entertainment industry who are misclassified by management as 1099 employees (independent contractors). Non-signatory employers lobbied hard to exclude stagehands from this legislation. These same employers had continually payrolled under a 1099 without paying the Workman's Compensation premiums. The union's lobbying efforts were successful and effective July 2011, this practice will be a crime in Tennessee.

President Loeb praised Representative Garretson for his tenacity and dedication in this regard, and expressed his appreciation to Local 46 for its important role in working with Representative Garretson. Further, President Loeb encouraged all Local leaders to pursue lobbying and other activities that benefit their members beyond the basic contract administrative issues.

TEAMSTERS

International Vice Presidents John M. Lewis and Michael F. Miller,

Jr. updated the Board on the recent developments with the International Brotherhood of Teamsters.

The IATSE had jurisdiction for transportation in motion picture and television throughout Canada with the exception of the Provinces of British Columbia and Alberta. As previously reported to the Board, the Teamsters had attempted to raid IATSE's jurisdiction in Canada, primarily in Ontario and the jurisdiction of Local 873. A Teamster organizing campaign in 2002 ended after the intervention of the International. Most recently, the Teamsters again began attempting to raid in Ontario, culminating in October 2009 with a Teamster application for a transportation department bargaining unit on "Happy Town", a television series for ABC that was bound to a collective agreement with Local 873. A representation vote was held, but the ballot box was sealed due to a multiplicity of legal challenges raised by Local 873. Meanwhile, the International filed raiding charges against the Teamsters with the Canadian Labour Congress.

The disputes with the Teamsters were not confined to Canada. As previously reported to the Board, disputes had arisen in the jurisdiction of many Locals in the United States. As a result, a number of meetings initiated by President Loeb, had taken place with the Teamsters at various senior levels including a meeting between President Loeb and IBT General President James P. Hoffa, to discuss ways to end these disputes and repair the relationship between the Teamsters and the IATSE so it could reach the



level of cooperation against common employers that the IA enjoys with other entertainment unions and guilds. As a result of these discussions, it was reported that the week before this Board meeting the Teamsters withdrew their certification application for "Happy Town" in Toronto and the IATSE withdrew its charges at the CLC against the Teamsters. President Loeb advised that Teamsters General President James P. Hoffa consented to a Mutual Assistance Pact with the IATSE, which was approved by the General Executive Board of the Teamsters.

This Pact provides that both unions will respect the other's craft jurisdiction in the areas where it has historically been established, the development of a protocol for their mutual assistance and the establishment of a committee of the two unions to discuss and resolve disputes between them. The Pact could be rescinded on 30 days' notice by either union, but not before a meeting between the two Presidents to discuss such decisions.

Adoption of this Mutual Assistance Pact with the Teamsters was unanimously approved by the General Executive Board. The Board complimented the International President on this forward-looking achievement, and President Loeb received a standing ovation by all those in attendance.

3D MOTION PICTURE PRODUCTION

International Vice President Michael F. Miller, Jr. and Local No. 600 National Executive Director Bruce Doering reported on their

attendance at an educational session provided by Local 600 and SONY Pictures on the state of the art in 3D motion picture production. This is in conjunction with the ongoing activities of Local 600 to train its members in this ever more popular method of film production and exhibition. As part of the training that Local 600 has conducted, the Local has reached out to students of Hollywood CPR to bring this technology not only to veterans of cinematography, but those just developing their interests as film photographers. The Local has also sought to engage college acting students to provide live studies to be filmed during the training sessions. This will be an ongoing program provided by Local 600 for its membership.

LOCAL NO. 56, MONTREAL, QC

Re: Initiascene

International Vice President John Lewis and International Representative Paul Taylor reported to the Board on the developments with Local No. 56, the oldest chartered Local in Canada.

The Local successfully certified approximately 25 stagehands working for Initiascene at several venues in the regional municipality of Therese-de-Blainville (a northern suburb of Montreal), ranging from an 800-seat theatre to small houses and including other venues operated by the employer in the municipality. Representative Taylor was assigned to assist the Local in negotiations.

The Local has also purchased its own office in April 2010 in Montreal, not only gaining an appreciating

asset but actually reducing its previous rent costs.

President Loeb complimented the Local on its continuing organizing activity.

LOCAL NO. 63, WINNIPEG, MB

Re: Pantages Playhouse Theatre

International Vice President John M. Lewis, International Representative Barney Haines and Canadian Counsel Bernard Fishbein reported to the Board on the developments with respect to the Pantages Playhouse Theatre in Winnipeg.

First opened in 1914, the Pantages Playhouse Theatre had operated as a theatre, cinema, and vaudeville house, always with its labour requirements being supplied by Local 63. Unfortunately, the Local never had a collective agreement with the Theatre. When the City of Winnipeg, owner of the Theatre, served notice that it intended to terminate the contract of the Performing Arts Consortium, the long-time operator of the Theatre, and call for public tenders to operate the Theatre, the Local requested the assistance of the International.

A strategy was devised and the Local applied for certification for the Performing Arts Consortium. Initially, the Consortium opposed the application, denying it was the employer and raising a number of legal issues. This caused the Local to challenge, under the Canadian Charter of Rights and Freedoms, certain policies of the Manitoba Labour Relations Board. Prior to the scheduled hearings, the Consortium withdrew its objections, and after a brief hearing, the Labour Board issued a certificate to the Local. Notice to

bargain was issued by the Local, but by then the contract with the City had been terminated and the Consortium indicated that it was no longer in business. Still, the members of Local 63 continue to work in the Theatre. The Local and its counsel have been in contact with the City to determine who (or whether the City itself) is the employer, so that bargaining can commence. The City is responding and once the exact identity of the employer has been precisely fixed, negotiations for a valid collective agreement will resume.

LOCAL NO. 82, WILKES BARRE, PA

International Vice President Michael Barnes reported on his assignment to assist Local No. 82 in negotiations with SMG.

A new agreement was reached that included time and one-half after eight hours work and time and one-half for all hours worked between midnight and 8:00 a.m. The wardrobe load-out minimums were increased from two to four hours and wages were increased each year of the agreement. Workers will see a 9-12% increase in the first year of the agreement.

The contract was ratified by the membership of the Local.

LOCAL NO. 193, BLOOMING- TON/NORMAL/SPRINGFIELD, PEORIA, IL

International Vice President Anthony M. De Paulo reported on his assistance to Local 193 in obtaining a new collective bargaining agreement with the Peoria Civic Center. The Civic Center is managed by SMG and has a 12,000-seat arena, a

2,200-seat theatre, a 27,000 square foot ballroom, and 110,000 square feet of convention space.

The Local's contract with the Peoria Civic Center was set to expire on April 30, 2010. It was able to negotiate a new three-year contract with a 7% wage increase over the term. In addition, all work rules were kept intact. One of the most important successes resulting from the negotiations was added jurisdiction to include work in the ballroom of the Civic Center. The ballroom is part of the Convention Center and hosts various large meetings and events. Previously, the Civic Center was using the Local for some of the events held in the ballroom but the contract never stipulated that work done in the ballroom required the use of Local 193 members. The contract now requires the venue to use the Local for any rigging, any amount of lights that require focusing, hanging more than 10 lights and all spot light work.

The Local officers did an excellent job in preparing for these negotiations. Sister Mary Roffers, Secretary of Local 193, was exceptionally helpful throughout the process and with her assistance were able to negotiate a good deal for the Local, which was ratified unanimously on May 9, 2010.

President Loeb remarked that the expanded jurisdiction was significant. He also noted the Local's unanimous ratification of the agreement.

LOCAL NO. 251, MADISON/ COLUMBIA/SUAK COUNTY, WI

International Vice President Timothy Magee and International Repre-

sentative Joanne M. Sanders reported on the lengthy process to organize the Overture Center for the Performing Arts and the Monona Terrace Convention Center in Madison, Wisconsin.

The organizing drive began in 2001 and, once litigation was concluded as to who was the employer, Local 251 prevailed 81-0. Negotiations began in June 2008 and, after repeated stalling by the employer, the Local demanded mediation. Finally, in January 2010 a deal was reached and the City of Madison approved the first ever bargaining agreement between the City of Madison and Local 251.

Some of the highlights of the agreement include 10% health contributions to the IA National Plan, 11% contributions on gross wages to the Wisconsin Retirement System, and a 2.5% wage increase.

LOCAL NO. 262, MONTREAL, QC

International Vice President John Lewis and International Representative Paul Taylor reported on the recent success of Local 262 in certifying a group of front of house employees at the Centre Pierre Peladeau in Montreal. The certification was significant because this was the first certification for the Local for front of house employees in a live theatre venue as opposed to the Local's other successes in movie theatres. It was also significant because the Quebec Labour Board, in concluding that this was an appropriate bargaining unit for Local 262 (as opposed to other unions claiming jurisdiction), took into account the employees' desire

REPORT OF THE GENERAL EXECUTIVE BOARD MEETING HELD AT THE SHERATON PHILADELPHIA CITY CENTER HOTEL



to be represented by the same union as the stagehands, who were already represented by Local 56 (and who had assisted Local 262 with its organizing).

LOCAL NO. 274, LANSING/ EAST LANSING/JACKSON/ SAGINAW, MI

Re: MSU/U2 Concert

International Vice President Timothy Magee reported on Local 274 negotiations with Michigan State University and the upcoming U2 concert. The Local has an agreement that covers the arena, theater and hockey rink, but it does not cover the football stadium, the sight of the U2 concert.

Representatives of the University, without permission to do so, entered into an agreement with LiveNation to perform all of the steel work, provide the labor contractors of their choosing and locking in wages at the current arena rate.

After several hours of heated conversation, Vice President Magee requested a sidebar that resulted in an agreement that had the Local performing all production work, provided a 20% increase in wages for the work on U2, and assigned all forklifts, loaders and heads for the steel positions to the Local. More importantly, the University has agreed to add Spartan Stadium to the scope of jurisdiction at the upcoming negotiations.

President Loeb thanked Vice President Magee for his work with Local 274 and commended him for his invaluable assistance on all assignments since coming on Board full time with the International.



President Loeb, Ms. Barbara Jackson and General Secretary-Treasurer Wood

LOCAL NO. 300, SASKATOON, SK

International Representative Barny Haines reported to the Board on his recent assignment to investigate into the affairs of Local 300. The investigation resulted from calls from the Local upon the discovery of certain financial irregularities. The investigation disclosed that the Local was in financial and administrative disarray compounded by the destruction of all the Local's records in a move of the Local's office and the tragic death of the Local's Business Agent shortly after the investigation was initiated.

Representative Haines reported that order has now been restored to the Local. A new Business Agent has been installed to handle only dispatch in a new office. Four of the Local's agreements had been open for negotiation. In May, the collective agreements were renewed with Prairieland Park Corporation and the 25th Street Theatre. Negotiations were underway with Friends

of the Broadway Theatre and negotiation dates for the Centennial Auditorium and Convention Centre were being arranged. New financial controls were now in place. In view of the costs of ascertaining the precise amount of any financial irregularity (as opposed to use for bona fide Local purposes), the lax administration and supervision in the Local, and the death of the Business Agent, it was determined that no further action would be taken concerning any possible financial irregularity. Representative Haines conveyed the Local's gratitude for the interim loan provided by the International and will be regularly and closely monitoring the progress of the Local.

LOCAL NO. 329, SCRANTON/ PITTSBURGH, PA

International Vice President Walter Cahill and Special Representative Donald Martin reported on the successful negotiation of a collective bargaining agreement between Local

329 and LiveNation for the Toyota Pavilion.

The contract contained modest increases in wages and benefits and substantial increases for rigging. More significantly, it provided first time ever overtime provisions. A two-year term was agreed to in the hope that economic conditions would be improving. Representative Martin stated that the Local requested and received assistance from the International, thereby achieving more than they had hoped. He noted that the Employer came to realize that it was not just dealing with a group of guys from Scranton; rather, it was negotiating with the IATSE.

Vice President Cahill noted that wages were up 17% this year largely due to the overtime provisions. President Loeb stated that they did a good job with the contract and also in getting members to understand and appreciate the deal as it was unanimously ratified.

President Loeb also took the opportunity to commend and thank Representative Martin who, as a member of the Stage Craft Department, has been very helpful with the implementation of the new pink contract.

LOCAL NOS. 514 & 667, PROVINCE OF QUEBEC AND EASTERN CANADA

Re: Mediation AQTIS & Provincial Government

International Vice President John M. Lewis, International Representative Paul Taylor, Special Representative and Local 667 Business Manager Rick Perotto and Local 514 Business Agent Michel Charron reported to

the Board on the recent settlement of certain issues that had arisen since the introduction of Bill 32 on June 18, 2009.

Although Bill 32 had gone a long way to bring stability to the motion picture and television industry in Quebec by formally recognizing IATSE and clearly dividing jurisdiction between AQTIS and IATSE, certain issues were left outside of the Bill to be resolved later particularly, a common health plan and the administration of the 1% training tax on wages. Though an agreement was supposedly reached, AQTIS was delaying in finalizing a formal agreement. Then AQTIS passed and began enforcing new bylaws to expel members who were also members of IATSE (denying them an opportunity to work and jeopardizing their health coverage). As well, recently elected AQTIS Board Members who were identified as supportive of IATSE were ruled ineligible to hold office. As a result, with the support of the International Defense Fund, Locals 514 and 667 filed a complaint against AQTIS at the Quebec Labour Board. When the Quebec government became aware of these developments, fearing future labour unrest and any resultant disruption to the industry, which had led to the passage of Bill 32 in the first place, the government again appointed a mediator to meet with the parties and the Labour Board hearings were adjourned. Vice President Lewis and International Representative Taylor participated in the mediation.

On June 18, 2009 an agreement was reached. It provided that both

organizations' Constitution and Bylaws were to be amended to allow for dual membership in Quebec and preclude any member being deprived of work because of that dual membership. Since there is exclusive jurisdiction and AQTIS does not compete with IATSE, this would not be problematic for IATSE members. Officers and employees of one union would not be permitted to hold such positions in the other. AQTIS will reinstate expelled members and compensate them for their losses. Local 514 and AQTIS will form a single health plan which will be administered by a board comprised equally of representatives of Local 514 and AQTIS. Local 667 will continue to maintain its separate benefits plan and dual camera members will be permitted to direct all their contributions to the 667 plan, even when working on AQTIS productions. Both Locals 514 and 667 will be permitted to join REAVQ, the training organization, and will be offered two seats on its Board. Both unions agree to maintain labour peace and a committee will be created to deal with any future disputes.

This resolved the current disputes and provides the basis for greater security and establishment of Locals 514 and 667 into the permanent landscape of the Quebec film industry.

LOCAL NO. B-26, MINNEAPOLIS/ ST. PAUL, MN

Re: Historic Theatre Group

International Vice President Timothy Magee reported on Local B-26 and its negotiations with the Historic Theatre Group. Vice President Magee was assigned as the Officer-



in-Charge of the Local and to assist the Local whose contract had expired in 2008 and was rolled over with no wage increases for 2009.

The employer was taking a hard line but a new four-year deal was reached with 9.5% wage increase over the term and a 15% front-end loaded medical contribution. The contract was unanimously approved.

LOCAL B-173, TORONTO/ HAMILTON, ON

Re: Agreement and Voluntary Recognition of Bartenders at Hamilton Place

International Vice President John Lewis and International Representative Paul Taylor reported to the Board on the recent agreement reached with Compass Group North America (a very large food services company) covering bartenders working at Hamilton Place in Hamilton, Ontario.

The bartenders had previously been covered by the Local's agreement with the Hamilton Entertainment and Convention Facilities, Inc. ("HECFI"). HECFI had reached a commercial arrangement with Compass to take over the bartending functions at Hamilton Place. Compass has now agreed with the Local to be bound by the HECFI collective agreement for bartenders and to discuss with the Local any other positions that Compass may cover at the venue.

Representative Taylor also took the opportunity to report to the Board on other developments with the Local. Representative Taylor was assisting the Local in negotiating a new collective agreement with the Sony Centre, which is reopening in

October after having been closed for two years for renovation and redevelopment. Because of operational changes, additional classifications may be covered in this new agreement.

As well Technicolor, which was bound to a collective agreement with the local, had recently merged its distribution facility with its competitor, Deluxe. Representative Taylor had assisted the Local in negotiating a new collective agreement with the successor merged company that also covered the former Deluxe employees.

Lastly, the Local, which had been in great financial difficulty and in Trusteeship as recently as two years ago, with a new Constitution, administration and dues structure is now financially viable and stable with a significant surplus in its bank account.

RETIREMENT OF BARBARA JACKSON

As reported earlier by General Secretary-Treasurer James B. Wood, longtime staff member Barbara Jackson appeared before the Board and officially announced that effective September 3, 2010 she would retire from her position as Executive Assistant to the General Secretary-Treasurer. Barbara stated that she has worked for the International for 22 years and during her tenure has known five International Presidents and worked for five General Secretary-Treasurers of the Alliance.

General Secretary-Treasurer Wood stated that he is grateful to Barbara for her dedication to the Alliance and their close working

relationship, Barbara's institutional knowledge over the years and while she will be retiring, Barbara has assured him that she will be available for assistance in the future when called upon. He also stated that a retirement celebration will be held in New York City on a date to be announced prior to her retirement date.

President Loeb expressed his appreciation to Barbara for her many years with the International and recalled the days when Barbara acted as the "mother hen" to so many members of the Official Family during the days when all insurance benefit claims were processed through Barbara who dealt with the insurance company on their behalf. He also noted that her assistance to so many local unions has been invaluable.

On behalf of the General Executive Board and all those in attendance at the Board meeting, Barbara was presented with a floral arrangement as a token of their appreciation for her service to the International and to express their best wishes for a healthy and happy retirement.

MISCELLANEOUS

President Loeb updated the Board on the IATSE's lobbying efforts. He stated that since the Board's last approval for lobbying fees in connection with our participation in the campaign against digital theft, the portion of the lobbyists' work on FCC filings has concluded. They are, however, continuing to be involved on other legislative and issue-driven work.

President Loeb further recommended to the Board that the Inter-

national engage the services of another lobbying firm in Washington, D.C. that specializes in Intellectual Property and would provide services more specific to the IATSE and represent the International in a

proactive manner to best represent and protect the membership. The General Executive Board unanimously approved the recommendation to engage the lobbying firm for those purposes.

ADJOURNMENT

Having completed all business properly brought before it, the General Executive Board meeting was adjourned at approximately 9:30 a.m. on Friday, August 6, 2010.

REPORT OF THE DEFENSE FUND COMMITTEE

held at the

SHERATON PHILADELPHIA CITY CENTER HOTEL

PHILADELPHIA, PENNSYLVANIA

AUGUST 3, 2010

In conjunction with the Mid-Summer Meeting of the General Executive Board, the Defense Fund Committee met at 12:15 p.m. on August 3, 2010 at the Sheraton Philadelphia City Center Hotel in Philadelphia, Pennsylvania.

Present at the meeting were Committee Members: International President Matthew D. Loeb, Vice Presidents Timothy Magee, J. Walter Cahill, John M. Lewis and Anthony De Paulo, as well as General Secretary-Treasurer James B. Wood, General Counsel Dale Short, In-House Counsel Samantha Dulaney, West Coast Counsel Jim Varga, Canadian Counsel Bernard Fishbein and Mid-West Counsel John Shepherd.

A joint appearance was made before the Committee by the following: Greg Hancox, President- Local No. 59; Richard Drum, Business Agent- Local No. 59; Peter Busacca, Member- Local No. 59; Michael Stas, President- Local No. 21; Stanley Gutowski, Business Agent- Local No. 21; Craig Werner, Business Agent- Local No. 534; Erik Molitor, Vice President- Local No. 534; Charles Cox, Business Agent- Local No. 536; Kevin O'Brien, President- Local No. 632; James DeWolf, Vice President- Local No. 632; Judy Feltus, Secretary- Local No. 632; Carolyn DeWolf, Member- Local No. 632. The Committee determined that they required clarification on this matter and these locals have been so notified.

After careful consideration of the documentation brought before it, the Committee authorized the following disbursements:

Local No. 169- Alameda-Contra Costa-Solano-Napa Counties, CA	\$554.91	Printing
Local No. 129-Hamilton-Brantford, ON	<u>3,756.34</u>	Legal
TOTAL	\$4,311.25	

There was also a request from Local No. 142-Mobile, Alabama. President Loeb directed General Counsel Short and In-House Counsel Dulaney to contact the Local and its legal Counsel regarding this request. He will then determine if a poll should be issued to the Committee.

The Committee also voted to pay from the Defense Fund, all costs related to the LEAP, Education Seminars, conducted at District Meetings as well as those conducted by the Labor College.

Respectfully Submitted,
Matthew D. Loeb
Timothy F. Magee
J. Walter Cahill
John M. Lewis
Anthony De Paulo

HomeBuyer Tools

Expert advice. Easy application.
Specially designed for IATSE families!

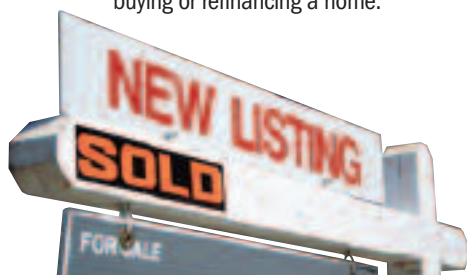
Buying a home can be one of the most expensive and complicated purchases you will make in a lifetime. That's why we're proud to offer our union members exclusive benefits and services designed to **cut your costs, ease your stress** and help you secure that home of your dreams!



Customized advice from expert counselors

How much you can afford to borrow? Which type of mortgage best suits your needs? When should you think about refinancing?

- Our specially trained mortgage counselors are standing by to answer all your questions, just a phone call away.
- Available during early-morning and evening hours, so you can call whenever it's most convenient.
- Walk through the entire process of buying or refinancing a home.



Unique benefits for union families

- Only program that can cover your mortgage payments when you're unemployed, disabled or on strike.
- Parents and children of union members also eligible for Union Plus Mortgages.
- After a year, mortgage holders become eligible for hospital grants.

Wide range of mortgages for union workers

- Affordable options, including FHA and VA loans with low down payments.
- Program for first-time buyers.

Affordable terms

- Competitive fixed and variable interest rates.
- Savings on closing costs.

Easy application

- Call **1-800-848-6466**.
- To find a mortgage counselor near you, visit www.UnionPlus.org/Mortgage.



For more information, visit

UnionPlus.org/Mortgage

IATSE HomeBuyer 0910



Why We Fight

Many of you have been asked to risk your jobs by striking an employer to obtain recognition and obtain a contract. No one likes it, but it is an unfortunate aspect of a freelance business.

Many people observe that in the industry, the non-union employers observe most of the work rules established by the IA over the years and pay close to scale. The biggest difference? The absence of health insurance contributions. But if you're young, healthy and have no dependents is it really worth fighting for?

It is. And for several reasons that aren't always apparent. First, there are generations of filmmakers who have come before you, who drew a line and risked their careers to get the things that are now regarded as "standard" practices in the industry. Do you think the studios agreed to meal penalties, daily overtime, turnaround and hazard pay because of their compassion and concern for below-the-line workers? They did it because the generations before you stood shoulder-to-shoulder to demand professional standards befitting their professional stature.

Today you are called upon to defend the employer healthcare contribution. In all future bargaining, it will be the most contentious and dangerous subject of mandatory bargaining. So is it worth the fight? Consider this: A Harvard University study says medical expenses are the biggest cause of bankruptcy. Sixty-two percent of all personal bankruptcies are filed because of huge medical debt. And surprisingly, the study also showed that 78% of those who had to file bankruptcy because of medical debt had insurance.

The healthcare situation in this country is out of control. Hopefully, President Obama's healthcare reform policy will bring some stability and fairness back to the market. But we cannot simply sit on the sidelines and hope. We must aggressively pursue meaningful employer contribution to our members' health insurance accounts. This is our time, this is our battle, this is our homage to the generation who fought the earlier battles over professional standards and this will be our legacy for the next generation of filmmakers to follow.

**IT HAPPENS TIME AND TIME AGAIN:
A LOW BUDGET PROJECT WILL COMMENCE PRODUCTION AND OUR MEMBERS WILL WORK AND THEN REALIZE...
"HEY, WE'RE NOT GETTING PAID!!!!"**

Most low budget productions come to the front door looking to make a deal well in advance. Others like to roll the dice and see if there's a better deal to be had by delaying or perhaps hold their breath hoping to escape notice.

The productions that drag out the process or have to be organized will not have had their financial situation (payroll deposit, etc) verified by the IATSE.

This is a potentially risky situation. While the IA may get the contract, safeguarding the crew payroll and benefit contributions becomes more complicated as active production winds down. Our only true leverage is the ability to withhold our skilled services. If business agents and International Representatives don't have ample time to both negotiate the deal and secure the payroll, it's the members who are at risk.

The moral of the story - Call your jobs in early. Let your local know what's going on so a contract can be reached within a time period that also allows the IA to secure a deposit.

HELP YOUR LOCAL UNION HELP YOU

The importance of calling in your jobs cannot be overstated. Aside from being required under the Constitution and Bylaws of most Local Unions, early reporting of jobs helps your Local represent you more effectively and efficiently. When your Local knows about a job from the beginning, it can track benefit contributions to ensure you are receiving the funds required under the agreement, distribute dues check-off forms, and make sure employers are following the agreement.

In instances where the Union has not yet negotiated an agreement, reporting of jobs is vital to our ability to orga-

nize non-union work. The earlier your Local knows about the project, the quicker it can secure an agreement. As soon as you are contacted about a job, let your Local know.

Equally as important as reporting your jobs is your prompt communication with your Local when you have an issue with a late or incorrect paycheck, or missing benefit contributions. The quicker your Local knows about the issue, the quicker it can be resolved.

Better communication between members and Local Unions helps maintain our strength by holding the line on our agreements and taking care of our members.



Local 13 Stage Crew of the Historic Fitzgerald Theater, which will celebrate 100 years of bringing fine entertainment to the good people of St. Paul, Minnesota and the greater Twin Cities area. The Fitzgerald Theater is also the proud home of the very popular *A Prairie Home Companion* national radio show.

Local 205 crew
for Austin Lyric Opera's
production of "The Star"
at the Long Center,
Austin, Texas.



Pictured here are the members of Local 122 who assisted in the set-up, operation and strike of Comic-con International in San Diego, California.

From left to right, bottom row: Joe Williams, Susan Houston, John Baross, Ken Davies, Jack Shepherd. Top row: Brian McLeish, Brandon Resenbeck, Sheldon Goff, Greg McCambridge, Dean Alexander, Mike Smith, Jason Eggert, Justine Ginsburg, Brian Kitlinger.

Comic-con is the largest comic book and popular arts convention in the world!





Pictured here are members of IATSE Local 30 with the NCAA Men's Championship Basketball trophy. The Final Four Men's Basketball Salute television broadcast hosted by Mr. Jim Nance was held at the Hilbert Circle Theatre in Indianapolis on April 1, 2010.

From left to right: Ken Bandy, Mike Harmeson, Steve Martin, Dan Welling, Mike Luke, Craig Burton, Mike Williams, Bart Marshall, Robert Beaty, C.R. Reames, Quentin Quinn

Sporting the IA emblem in the form of temporary tattoos is the entire Costume Department for the Fox series *The Good Guys* shooting in Dallas.

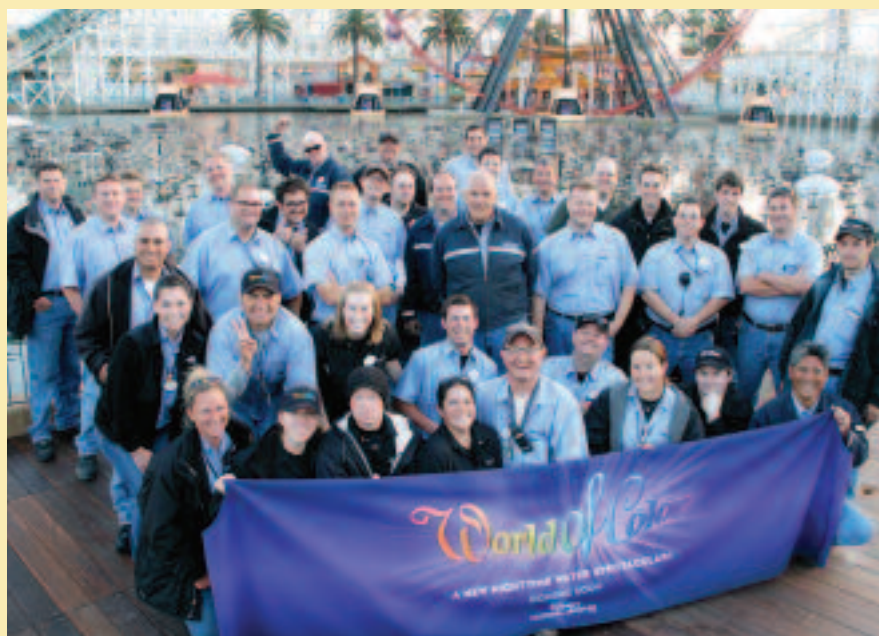


Local 39 Crew for the production of "Wicked," playing in New Orleans, LA, from March 24, 2010 to April 11, 2010 at the Mahalia Jackson Theater for the Performing Arts, in Louis Armstrong Park.



Pictured here is the crew at Radio City Music Hall in New York City for a corporate event for Texas Roadhouse Restaurants.

Pictured here is the partial crew of Local 59 at the Red Bull Air Show held at Liberty State Park, Jersey City, New Jersey on June 19-20, 2010.



Here is the crew from World of Color Show, part of the Disneyland Resort in Anaheim, California.

First row, left to right: Maggie Francis, Tiffany Spicer, Patrick Hartson, Roxanne Rosas, Tim Garvey, Sheila Paap, Henry Tuttle, Jay Brillantes. Second row: Mari Cataldo, David Velasco, Lindsey Gassaway, Matt Ferguson, Justin Sykes, Chris Jones. Third row: Jose Hernandez, Ben Mills, Ron Perttula, Jim Higgins, Rickey Wells, John Otsby, Doug Allen. Fourth row: Greg Keslake, Noah Hall, Russ Ketteringham, Erik Koehler, Sammy Brezarich, Jared Kleier, Chris Dodd, Matt MacAdams, Brian Larsh, Gerald Griffin. Fifth row: Paul Walker, Jeremy Rynders, Michael Fritsinger, Robbie Klostreich, Kevin Bowden.

Organizing For Diversity

Successful organizing drives are ones where the workers are confident that they and their co-workers will be accepted and welcomed into a local union membership that reflects the diversity of their bargaining unit. Locals that effectively establish a commitment to represent workers who reflect the demographics of their whole community have been successful in protecting their jurisdiction from non-union encroachment while also expanding job opportunities for their members. No local union should see its jurisdiction threatened because of its lack of diversity. We have also seen economic development plans in various jurisdictions that have required participants to demonstrate their commitment to diversity.

By 2050 non-white Latinos, Americans of African descent and Asians will constitute 50% of the population of the US. For the IATSE to maintain its predominant position in the industry we must continue to grow, and do it in ways that reflect that reality. That means we must continue to organize. If we fail to reflect the diversity of our communities we will be all too easily susceptible to being portrayed by employers as representative of a special interest that can be dismissed as, at best out of touch and obsolete, and at worst as an impediment to the career advancement of minority workers. It is incumbent on all our locals to dispel this characterization.

While the pursuit of social justice is a laudable goal in and of itself, there are practical reasons why our union should strive to achieve a level

of diversity reflective of our society as a whole. Any worker in a protected class who has successfully established a career in the entertainment industry will be suspicious of an organization that includes few individuals they can identify with. This includes people of color, as well as young workers, women and gay, lesbian, bi-sexual and transgender workers. And its goal is not only the integration of our membership but the elimination of

We cannot build a better future for working families without the full strength brought by brothers and sisters of every description

harassment and inappropriate behavior towards these workers on the job.

Workers who are disadvantaged by outright or implicit discrimination in union membership are the prime targets of exploitation by unscrupulous employers. Any stage local that suffers from competition by non-union labor contractors knows that the most difficult workers to organize are the young men and women who are struggling to begin careers in the entertainment industry. In the trade

show industry a labor contractor has captured a significant portion of the work in the Southeast by exploiting Vietnamese workers who have few other employment options available to them. For the last decade one of the fastest growing segments of the entertainment industry has been Spanish language television where we have limited presence.

Resolution 2 of the 2005 AFL-CIO Convention stated, in part that "America's union movement must stand as a model of full inclusion. We cannot ask more of broader society than we are willing and able to do ourselves. We cannot build a better future for working families without the full strength brought by brothers and sisters of every description. In our hiring, organizing, representation, outreach and leadership, the union movement must embody our goal of equal welcome and equal opportunity for all.

The IATSE Diversity Committee, established by action of the 2005 Convention, is committed to assisting local unions that are interested in establishing their own diversity initiatives. Under the direction of International President Loeb, we have begun the process of compiling information obtained from the AFL-CIO and CLC and their affiliates about their diversity programs. We would also appreciate any IATSE locals that have diversity programs sharing the details of their efforts with us so that we can serve as a clearinghouse of information for other local unions. Any interested locals or members should contact the General Office.

IATSE Family Members Awarded

UNION PLUS PROVIDES \$150,000 TO HELP STUDENTS

Union Plus has awarded \$150,000 in scholarships to 121 students representing 42 unions, including four children of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (IATSE) members.

“During these challenging economic times, with college tuition rising and many working families struggling just to get by, we’re pleased to be helping some of the labor movement’s most promising students achieve their college dreams,” says Leslie Tolf, president of Union Privilege, the organization that provides an array of Union Plus benefit programs for union families, including the scholarship program.

This year more than 5,000 applications were received from students representing all 50 states, Puerto Rico and Canada.

Meet the 2010 IATSE Honorees

LOCAL 44—JOSEPHINE AHRENS

Josephine Ahrens of Los Angeles, CA, whose parents Paul and Anne Ahrens are members of IATSE Local 44, has been awarded a \$500 scholarship. For some American families, Labor Day means a cookout or a trip to the beach. For Josephine, it always has meant marching with the Longshore workers to celebrate hard-won victories for working people. “Because of the union,” she says, “I am inspired to be a catalyst for peace, change, social justice

and inclusion.” Her passion for learning shows in her myriad volunteer activities and her stellar academic record, which she plans to expand upon as she enters college as a political science major.

LOCAL 700—HANNAH COLEMAN

Hannah Coleman of West Hills, CA, whose father Albert Coleman is a member of IATSE Local 700, has been awarded a \$1,000 scholarship. Hannah was a freshman in high school when her bubble burst. It was the day she learned about the genocide in Darfur and realized how privileged but isolated she had been. Of course, she is grateful to her father’s union for the security and health care she has enjoyed, but now she understands that with privilege comes responsibility. Today Hannah volunteers with Amnesty International and is an activist for justice. “I am interested in pursuing a career as a civil rights attorney or UN delegate,” she says.

LOCAL 700—RAFFERTY SWINK

Rafferty Swink of Ashland, OR, whose mother Jana Carole is a member of IATSE Local 700, has been awarded a \$500 scholarship. Rafferty is a talented music major with his own jazz-funk combo. He loves the thrill of improvisation, and he knows the realities of his chosen profession. “As an aspiring musician,” he says, “I have seen the difficulties that exploitative business owners can cause individual performers.” Having a mother who is a 20-year union member and past local president has shown Rafferty a model for how creative individuals can protect their rights. “My family would not have health care without my mom’s union benefits,” he says.

LOCAL 18032 (ATPAM)—ANGELA BRYAN-BROWN

Angela Bryan-Brown of New York, NY, whose mother

ded Union Plus Scholarships

FROM UNION FAMILIES ACHIEVE THEIR DREAMS

Florie Seery is a member of IATSE Local 18032 (ATPAM), has been awarded a \$1,500 scholarship. She has seen the benefits of union security, power and opportunities firsthand—her grandparents were union members, and her mother attended college on a union scholarship. Angela lauds the bonds of “brotherhood-sisterhood” that exist within a union, and notes how being a sister to a sibling with autism has helped shape her life. She plans to attend Kenyon College in Ohio and major in English literature, and is aware of workplace issues she may face. “Now more than ever,” she says, “writers need the protection of a union to help them through the changing media.”



Learn More About the Union Plus Scholarship Program

Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school or a recognized technical or trade school. Since starting the program in

1991, Union Plus has awarded \$3 million in educational funding to more than 1,900 union members, spouses and dependent children. Recipients are selected based on academic ability, social awareness, financial need and appreciation of labor.

In addition to the Union Plus Scholarships, the following benefits help union families afford higher education:

- College Savings Grants to help families save for their young children's futures;
- Scholarships to help union members and leaders finish their degrees at the National Labor College with an affordable, flexible and convenient online program; and
- Scholarships to obtain a Green Workplace Representative Certificate from the National Labor College.

Visit UnionPlus.org/Education for applications and benefit eligibility.

Other programs include mortgage and finance benefits, safety net and insurance benefits and even money-saving offers on Goodyear tires, entertainment and AT&T service. Union members can visit UnionPlus.org to find out which programs their unions offer.

Announcing the Expansion of the I.A.T.S.E. Labor Education Assistance Program (LEAP)

Since its inception in the fall of 2009, the IATSE's Labor Education Assistance Program has approved almost \$30,000 in reimbursement money to officers of local unions who enroll in qualifying Labor Studies Programs. Effective immediately, the program has been expanded so that going forward, all Officers, Officials, Trustees, and Executive Board Members of all Local Unions are eligible to be reimbursed for one (1) labor studies course each calendar year.

The Program was previously available only to local union officers. Now every representative has access to a broad range of educational opportunities to help them better-represent the workers in their jurisdiction.

All representatives from local unions may, with pre-approval have tuition and reasonable housing expenses reimbursed for qualifying labor studies courses. The request must contain the name of

the course and teaching establishment, along with the cost of instruction and any anticipated housing expenses and be submitted to the International President in writing on the Local's letterhead. (A sample letter that may be adapted for this purpose is available on the IATSE Web site.) This pre-approval process is essential to guarantee reimbursement of educational expenses, which will be provided upon the receipt of proof of successful completion of the course. The International will pay for course tuition and for pre-approved housing expenses for short courses (such as those at the National Labor College) lasting less than one week. Not included is transportation, which will be the responsibility of the individual or the Local Union. LEAP funding is available for courses at any accredited institution with a bona fide Labor Studies program.

Educational opportunities exist to fit every schedule and level of education, and cover a spectrum of topics. Thus far, IATSE-sponsored

LEAP participants have begun online degree programs at the National Labor College, participated in lively one-day workshops sponsored by the Labor Arbitration Institute, (which are held across the country), and studied collective bargaining, organizing, and contract-writing at week-long skills trainings on college campuses. Representatives have participated in Cornell University's online Shop Steward Training, which was available on their own schedule.

As President Loeb has said when speaking to delegates at the District Conventions around the Alliance, the IATSE and its locals owe our members the best, most up-to-date and informed representation possible. Changes in the law, the economy, membership demographics, technology, employers and other factors make it critical that Union representatives keep themselves abreast of current trends and update and hone their skills. LEAP was begun to further this goal. Locals all over the United States and Canada in crafts ranging from stagehands, studio mechanics, hair and makeup, wardrobe workers, and front-of-house have availed themselves of funding, and with eligibility now expanded, participation is expected to increase.

Details of the Program, along with lists of institutions offering courses are on the IATSE Web site: www.iatse-intl.org/education



IATSE District 3's inaugural educational seminar "Arena & Theatrical Rigging" was held under the auspices of Local 84 in Hartford CT on Tuesday, May 25 & Wednesday May 26, 2010. Bill Sapsis, President of Sapsis Rigging Inc. was the instructor for this seminar which was conducted as a preparation for the ETCP certification testing. There were 35 IATSE members in attendance representing Locals 11, 23, 53, 74, 84, 96, 114, 481 and 919.



INTER-LOCAL COOPERATION

LOCALS 873 & 634 WORK TOGETHER FOR WINNING SOLUTION

Due to provincial government incentives specifically aimed at Northern Ontario, an increasing number of film productions are being shot in the jurisdiction of Local 634. Local 634 has consequently teamed up with Local 873, which is the closest film local. The locals will work together with regard to flow of benefits, crewing and training for film positions. District 11, along with Locals 667 and 873 have also agreed to help finance training for 634 members.

Local 873 Training Coordinator Rae Morgan, along with member instructors Davidson Tate and John Vrakking, travelled to Sudbury to host a two-day training course in June. Nineteen Local 634 members were in attendance, which was an impressive turnout, given that the local has 34 members in total. Local 634 Business Agent Jamie Adamson had made all arrangements for the seminars, which focussed on Set Etiquette, Introduction to Grip and Electric Work in the Film Industry, and WHMIS (Workplace Hazardous Material Information System) Certification.



Local 873 member John Vrakking teaches Introduction to Grip Work in the Film Industry to Local 634 members at Sudbury training seminar

FINANCIAL STATEMENTS

and accompanying information for years ended April 30, 2010 and 2009

Mr. Matthew D. Loeb, President
International Alliance of Theatrical Stage Employees,
Moving Picture Technicians, Artists and Allied
Crafts of the United States, its Territories and Canada
1430 Broadway
New York, NY 10018

We have audited the accompanying statements of financial position of the General Fund and Subsidiaries, the Convention Transportation and Per Diem Fund and the Defense Fund of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada (International) at April 30, 2010 and 2009, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of management of the International. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the

audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the General Fund and Subsidiaries, the Convention Transportation and Per Diem Fund and the Defense Fund of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada at April 30, 2010 and 2009, and the changes in their net assets and their cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

PKF LLP

July 26, 2010

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA

GENERAL FUND AND SUBSIDIARIES Consolidated Statement of Financial Position

	Year Ended April 30	
	2010	2009
ASSETS		
Cash	\$295,372	\$311,119
Board designated investment (note 3)	3,152,137	2,495,961
Investments, at market (notes 2 and 3)	34,549,692	33,265,435
Interest receivable	256,696	247,099
Other receivables	51,112	9,435
Protested checks	48,722	35,036
Loans and credits to locals	37,700	45,000
Prepaid insurance	45,948	45,948
Prepaid real estate taxes	6,260	5,992
Prepaid rent	87,733	87,733
Real and personal property (notes 2 and 8)	4,057,281	3,931,293
Total assets	<u>\$42,588,653</u>	<u>\$40,480,051</u>
LIABILITIES		
Accounts payable and accrued expenses	\$73,143	\$74,816
Tenant deposit payable	5,000	5,000
Accrued rent (note 4)	120,922	132,875
Accrued I.A.T.S.E. retirement (note 5)	12,311,635	7,566,690
Due to Convention Fund	114,212	135,316
Due to Defense Fund	359,533	410,470
Due to Security Department	-	6,751
Deferred income (note 6)	4,531,481	3,838,952
Total liabilities	<u>17,515,926</u>	<u>12,170,870</u>
UNRESTRICTED NET ASSETS		
Unrestricted net assets (note 12)	25,072,727	28,309,181
Total liabilities and unrestricted net assets	<u>\$42,588,653</u>	<u>\$40,480,051</u>

GENERAL FUND and SUBSIDIARIES Consolidated Statement of Activities

	Year Ended April 30	
	2010	2009
INCOME		
Per capita tax (note 6)	\$15,790,305	\$16,790,212
Processing fees		
General	523,100	587,915
Immigration	430,070	318,050
Radio and television and A.C.T.	21,350	22,400
Special department	5,760	7,790
	<u>980,280</u>	<u>936,155</u>
Supplies and other	20,793	21,223
Interest earned		
Checking accounts	387	1,897
Term deposits	166,884	266,119
Merrill Lynch Investment Fund - Accounts	1,176,050	1,002,283
Oppenheimer Limited Term Government Fund	137,237	138,953
J.P. Morgan Chase money market	448	15,080
	<u>1,481,006</u>	<u>1,424,332</u>
Radio and television and A.C.T. departments		
Dues	190,431	164,950
Initiation fees	435	933
	<u>190,866</u>	<u>165,883</u>
Rental income (note 10)	141,590	136,895
Royalty income (note 7)	162,482	184,247
Constitution and bylaws	8,873	6,185
Miscellaneous income	143,592	120,344
Total income	<u>\$18,919,787</u>	<u>\$19,785,476</u>
EXPENSES		
International President		
Matthew D. Loeb (from August 2008)		
Salary	\$299,626	\$216,354
Expenses	10,400	7,800
Transportation and incidentals	104,421	47,857
	<u>414,447</u>	<u>272,011</u>

GENERAL FUND and SUBSIDIARIES Consolidated Statement of Activities (continued)

	Year Ended April 30	
	2010	2009
International President Thomas C. Short (through July 2008)		
Salary	-	71,187
Expenses	-	2,600
Transportation and incidentals	-	68,515
	-	142,302
General Secretary - Treasurer James B. Wood		
Salary	246,165	237,539
Expenses	10,400	10,400
Transportation and incidentals	25,325	48,415
	281,890	296,354
Vice-Presidents		
Salaries	1,240,787	1,195,594
Expenses	41,600	44,200
Transportation and incidentals	212,236	295,476
	1,494,623	1,535,270
Assistants to the President		
Salaries	306,719	291,228
Expenses	10,400	10,400
Transportation and incidentals	85,732	103,310
	402,851	404,938
International Trustees		
Salaries	31,951	25,466
Transportation and incidentals	21,511	27,677
	53,462	53,143
International Representatives		
Salaries	2,634,703	2,457,589
Expenses	80,400	75,800
Transportation and incidentals	535,745	542,067
	\$3,250,848	\$3,075,456
Special Representatives and Miscellaneous Assignments		
Salaries	\$424,147	\$339,703
Expenses	800	2,200
Transportation and incidentals	81,882	73,438
	506,829	415,341
Administrative and general expenses		
Office salaries	1,162,150	1,092,434
Stationery and printing	94,514	129,498
Official bulletin	595,980	575,676
Telecommunications	90,118	88,883
Postage	136,373	156,323
Insurance - general	134,514	119,782
Hospitalization and insurance	1,921,446	1,757,524
Audit and computer services	162,000	201,596
Legal fees and expenses	602,315	649,086
New York office rent (note 4)	630,114	661,235
Payroll taxes	448,974	402,613
Convention expenses	224,689	-
Subscriptions, trade papers and publicity	37,191	44,615
Executive board meetings	443,923	257,220
Canadian office expenses	4,506	4,817
Foreign currency exchange (gain) loss (note 2)	64,905	(54,529)
Storage rent and related expenses	46,932	41,456
Investment fees and other	184,031	177,715
Office expenses and supplies	120,164	150,498
Emblems, seals, etc.	54,467	57,949
Per capita tax		
A.F.L. - C.I.O.	650,125	672,706
Union Label and Service Department	22,800	22,800
Canadian Labour Congress	66,037	61,063
Department of Professional Employees	54,000	54,000
Tickets for dinners and testimonials	26,464	22,767
Donations	247,125	388,495
I.A.T.S.E. Retirement Fund costs (note 5)	2,201,677	1,439,424
Office - pension	163,719	200,662
Exhibit	31,023	54,405
Computer	102,785	74,894
Lease expenses	21,540	20,167
Consultant fees	21,012	27,895
Miscellaneous	271,125	309,947

	Year Ended April 30	
	2010	2009
Depreciation	195,417	102,011
West coast building		
Real estate taxes	37,294	35,752
Electricity	21,835	19,132
Depreciation	53,899	55,046
Management expense	12,060	11,400
Repairs and maintenance	53,777	57,237
Miscellaneous	11,337	8,239
Canada building		
Insurance	6,170	5,556
Accounting fees	6,165	2,835
Legal fees	1,157	4,366
Repairs and maintenance	8,986	3,338
Real estate taxes	19,407	15,235
Depreciation	20,905	20,823
Miscellaneous	10,824	14,701
	11,497,971	10,219,287
Total expenses	17,902,921	16,414,102
Change in net assets before investment (gain)/loss	1,016,866	3,371,374
Investment (gain)/loss		
Realized (gain)/loss on sale of investments	(217,636)	6,404
Unrealized loss on investments	160,580	242,009
	(57,056)	248,413
Change in net assets (note 12)	\$1,073,922	\$3,122,961

GENERAL FUND and SUBSIDIARIES Consolidated Statement of Cash Flows

	Year Ended April 30	
	2010	2009
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in net assets	\$1,073,922	\$3,122,961
Pension related changes other than benefit cost	(4,310,376)	(2,302,040)
	(3,236,454)	820,921
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation	270,221	177,880
Canadian translation	(1,111,201)	500,000
Straight-line rent	(11,953)	(11,497)
Unrealized loss on investments	160,580	242,009
Realized (gain)/loss on sale of investments	(217,636)	6,404
Changes in certain other accounts		
Interest receivable	(9,597)	57,782
Other receivables	(41,677)	2,974
Protested checks	(13,686)	(1,174)
Loans and credits to locals	7,300	(35,000)
Prepaid expenses	(268)	(201)
Accounts payable and accrued expenses	(1,673)	(152,513)
Accrued I.A.T.S.E. Retirement Fund	4,744,945	2,186,959
Due to other funds	(21,104)	5,328
Due to Defense Fund	(50,937)	12,793
Due to Security Department	(6,751)	6,751
Deferred income	692,529	(435,743)
Total adjustments	4,389,092	2,562,752
Net cash provided by operating activities	1,152,638	3,383,673
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of investments	(28,502,932)	(39,575,380)
Proceeds from sales of investments	28,386,932	37,253,935
Purchase of real and personal property	(396,209)	(249,231)
Board designated investment	(656,176)	(830,342)
Net cash (used) by investing activities	(1,168,385)	(3,401,018)
(Decrease) in cash	(15,747)	(17,345)
Cash at beginning of year	311,119	328,464
Cash at end of year	\$295,372	\$311,119

GENERAL FUND and SUBSIDIARIES

Notes to Consolidated Financial Statements

April 30, 2010

Note 1 - Organization

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, (the International) was established July 17, 1893.

The purpose of the International is to achieve, by organization and mutual endeavor, the improvement of the social and economic conditions of employees identified with the theatrical, moving picture, entertainment, amusement and commercial or industrial show industries of the United States and Canada. In addition, the International seeks to insure the maintenance of a fair rate of wages, to ensure the employment of all members, and to secure by unity of action, wise, honorable, and conservative mediation, so that equity may be obtained.

The International's wholly-owned subsidiary, the I.A.T.S.E. Realty Corporation (Realty Corp.), a California nonprofit mutual benefit corporation, was incorporated on September 3, 1999 to hold title to property, collect income therefrom and pay related expenses. The International has a 100% controlling financial interest in the Realty Corp.

On April 5, 2005, a second wholly-owned subsidiary, the I.A.T.S.E. International Building Corporation (Building Corp.), was incorporated as a nonshare capital corporation in Ontario, Canada to hold title to property, collect income therefrom and pay related expenses. The International has a 100% controlling financial interest in the Building Corp.

Note 2 - Summary of significant accounting policies

The consolidated financial statements include the accounts of the General Fund and its subsidiaries, Realty Corp. and Building Corp. All intercompany accounts and transactions are eliminated.

The International and Realty Corp. are tax exempt organizations under the provisions of Sections 501(c)(5) and 501(c)(7), respectively, of the Internal Revenue Code and file annual information returns as required.

The Building Corp. is a Canadian tax exempt notforprofit Corporation.

The International's functional currency is the United States dollar. Some transactions of the International are made in Canadian dollars. Gains and losses from these transactions are included in income as they occur. These assets are translated using year-end rates while income is translated at average exchange rates. The International records adjustments resulting from these transactions as foreign currency exchange (gain) loss in the statement of activities.

Buildings are being depreciated on a straight-line basis over a useful life of 39 years. Furniture and equipment are being depreciated on a straight-line basis over useful lives ranging from five to seven years.

In preparing its consolidated financial statements in conformity with accounting principles generally accepted in the United States of America, the International makes estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of income and expenses during the reporting period. Actual results could differ from those estimates.

All of the International's cash is deposited in various banks. The International has not experienced any losses on its cash deposits.

The International reports investments in equity securities with readily determined fair values and all investments in debt securities at fair value with unrealized gains and losses included in the consolidated statement of activities. Unrealized gains/(losses) for the years ended April 30, 2010 and 2009 amounted to \$(160,580) and \$(242,009), respectively. Investments consist primarily of Merrill Lynch Investment Fund Accounts, Harris Private Banking, J.P. Morgan Chase Money Market Fund, and Oppenheimer Limited Term Government Fund.

The International has evaluated subsequent events through July 26, 2010 and has determined there are no subsequent events or transactions which would require recognition or disclosure in the International's consolidated financial statements.

Certain information in the fiscal 2009 consolidated financial statements has been reclassified to conform to the fiscal 2010 presentation.

Note 3 - Fair value measurement of investments

The International measures and reports its investments at fair value, which is the price that would be received from selling an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

U.S. GAAP establishes a hierarchical disclosure framework which prioritizes and ranks the level of market price observability used in measuring fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value. The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into three broad levels with the highest priority to quoted prices in active markets (Level I) and the lowest priority to unobservable inputs (Level III).

Fair value measurements are classified in one of the following categories:

Level I Observable inputs such as quoted prices for identical assets or liabilities in active markets.

Level II Observable inputs other than quoted prices substantiated by market data and observable, either directly or indirectly for the asset or liability. This includes quoted prices for similar assets or liabilities in active markets.

Level III Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets and liabilities.

In certain cases, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value of the measurement. Management of the International's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment, and considers factors specific to the investment.

The following table summarizes the valuation of the International's investments in securities by the above fair value hierarchy levels as of April 30, 2010 and 2009:

April 30, 2010				
	Total	Level I	Level II	Level III
Board designated investments(A)	\$3,152,137	\$3,152,137	\$-	\$-
Investments, at market	34,549,692	34,517,174	-	32,518
Total investments	\$37,701,829	\$37,669,311	\$-	\$32,518

April 30, 2009				
	Total	Level I	Level II	Level III
Board designated investments (A)	\$2,495,961	\$2,495,961	\$-	\$-
Investments, at market	33,265,435	33,232,917	-	32,518
Total investments	\$35,761,396	\$35,728,878	\$-	\$32,518

There was no activity in the Level III classification during fiscal years 2010 and 2009.

(A) In July 2001, the General Executive Board, authorized the allocation of funds from the General Fund to a building reserve. For the fiscal years 2010 and 2009, funds in the amount of \$428,670 and \$778,950, respectively, were transferred to a Building reserve account. Such funds were deposited into a Merrill Lynch investment account. The fair value for the Merrill Lynch investment account at April 30, 2010 and 2009 was \$3,152,137 and \$2,495,961, respectively.

Note 4 - Lease agreement

In May 2001, the International entered into an agreement to rent office facilities in New York City. The lease is for a term of 12 years and 3 months and is to expire on January 31, 2014. Under the provisions of the lease, the annual rent payable for the premises is \$459,200 for the period from November 1, 2001 through January 31, 2007, \$481,600 for the period February 1, 2007 through January 31, 2012 and \$526,400 for the period from February 1, 2012 through and including January 31, 2014.

In addition to the above rents, the International is required to pay escalation charges for real estate taxes, wage rates and utility costs as provided for in the agreement.

The lease also requires, as security for lessee's obligations under the lease, a \$87,733 letter of credit.

The lease rents are calculated on a straight-line basis which is used to recognize minimum rent expense under leases which provide for varying rents over their terms. Use of the straight-line basis results in accelerated recognition of expense since the applicable lease provides for free rent periods and increasing rents over its term. The effect of applying the straight-line basis as opposed to recognizing expense when payable resulted in a (decrease) in rent expense in the amount of \$(11,953) and \$(11,497) for the years ended April 30, 2010 and 2009, respectively. Total rent expense for the years ended April 30, 2010 and 2009 amounted to \$630,114 and \$661,235, respectively.

The aggregate minimum annual rental payments for the remainder of the lease term, exclusive of escalation charges, are as follows:

Fiscal Year	
2011	\$481,600
2012	492,800
2013	526,400
2014	394,800
	<u>\$1,895,600</u>

Note 5 - I.A.T.S.E. Retirement Fund

The International has a contributory retirement plan covering its qualifying employees. The plan provides a normal pension to a participant whose covered employment with I.A.T.S.E. terminates, has attained age 65 and accrued at least 5 years of credited service. Disability pension benefits are payable at any age to a participant whose covered employment with I.A.T.S.E. terminates with at least 10 years of credited service. For fiscal years 2010 and 2009, the annual funding is 25% of each participating employee's salary.

The funded status of the International's pension benefit obligation and amounts recognized in the consolidated statement of financial position as of April 30, 2010 and 2009, were as follows:

April 30

GENERAL FUND and SUBSIDIARIES Notes to Consolidated Financial Statements (continued)

	2010	2009
Plan assets at fair value	\$14,918,249	\$11,953,821
Projected benefit obligation	(27,229,884)	(19,520,511)
Funded status	\$(12,311,635)	\$(7,566,690)

	April 30 2010	2009
Prepaid pension cost	\$1,092,880	\$1,527,449
Unrecognized actuarial (loss)	(13,191,106)	(8,835,685)
Unrecognized prior service costs	(213,409)	(258,454)
	\$(12,311,635)	\$(7,566,690)

	April 30 2010	2009
Benefit cost	\$2,201,677	\$1,439,424
Employer contribution	\$1,767,108	\$1,554,505
Benefits paid	\$1,210,436	\$1,109,212

Weighted average assumptions made as of the end of the year (April 30, 2010 and 2009) were used to determine the benefit cost for the years indicated. The calculation of the plan's funded status and amounts recognized in the consolidated statement of financial position were based upon actuarial assumptions appropriate at those dates and are shown below:

	April 30 2010	2009
Discount rate	7.25%	6.50%
Expected long-term rate of return on plan assets	7.50%	7.50%
Rates of increase in compensation levels	4.00%	4.00%

The following are weighted-average assumptions used to determine benefit obligations:

	April 30 2010	2009
Discount rate	6.00%	7.25%
Rates of increase in compensation levels	4.00%	4.00%

The plan's weighted-average asset allocations by asset category, are as follows:

	April 30 2010	2009
Equity securities	36.91%	32.47%
Debt securities	29.08%	37.71%
Other	34.01%	29.82%
	100.00%	100.00%

Fair value measurements for the International's benefit plan's assets at April 30, 2010 are summarized below:

	Quoted Prices in Active Markets for Identical Inputs (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Plan assets				
Cash	\$410,237	\$-	\$-	\$ 410,237
Equity securities	5,506,623	-	-	5,506,623
Debt securities	4,337,531	-	-	4,337,531
Other	2,516,756	-	2,147,102	4,663,858
Total plan assets at fair value	\$12,771,147	\$-	\$2,147,102	\$14,918,249

Changes in fair value measurements of Level III investments during the year ended April 30, 2010 were as follows:

Balance, April 30, 2009	\$1,507,317
Realized (loss) on investments in investment fund	(34)
Unrealized appreciation on investments in investment fund	154,819
Increase in investments in investment fund, at cost	485,000
Balance, April 30, 2010	\$2,147,102

The investment objectives for the pension plan assets are designed to generate returns that will enable the fund to meet its future obligations. The precise amount for which these obligations will be settled depends on future events. The obligations are estimated using actuarial assumptions, based on the current economic environment. The plan's investment strategy balances the requirements to generate returns, using equity investments for longterm growth of capital and fixed income investments to provide income and to preserve capital. Risks include, among others, the likelihood of the plan becoming underfunded, thereby increasing the plan's dependence on contributions from the International. The plan assets are managed by a professional advisor and performance is evaluated by management and adjusted periodically based on market conditions.

The accumulated benefit obligation was \$21,808,241 and \$16,007,653 for the years ended April 30, 2010 and 2009, respectively.

Expected contributions to the plan in fiscal 2011 are approximately \$1,678,600.

Expected future benefit payments are as follows:

Calendar Year	
2010	\$1,212,260
2011	1,212,192
2012	1,216,771
2013	1,268,430
2014	1,582,377
2015-2019	8,782,477
	<u>\$15,274,507</u>

Note 6 - Per capita tax

Pursuant to the constitution and bylaws, each affiliated local union shall purchase from the General Secretary-Treasurer of the Alliance, one Quarterly Receipt Stamp for each member of the local union whose name appears upon the roster of membership of the current quarter. Payments received for future quarters are recorded as deferred income. The cost of one quarterly receipt stamp and its allocation is as follows:

	Allocation of Quarterly Stamp			
	Cost of One Quarterly Stamp	General Fund	Defense Fund	Convention and Per Diem Fund
Period				
Jan. 1, 2010-April 30, 2010	\$45.00	\$38.90	\$4.00	\$2.00
May 1, 2008-Dec. 31, 2009	44.00	37.90	4.00	2.00

Richard
Walsh/
Alfred W.
DiTolla/
Harold
Spivak
Foundation

Note 7 - Royalty income

During 1997, the International entered into an agreement with the A.F.L.-C.I.O. granting them the right to use the International Union trademarks and membership list. In consideration for this license, the A.F.L.-C.I.O. pays annual royalties to the International based on usage. The annual royalties received by the International during fiscal 2010 and 2009 amounted to \$162,482 and \$184,247, respectively. The term of the existing agreement expires on February 28, 2017.

Note 8 - Real and personal property

Real and personal property is recorded at cost and consists of:

	April 30 2010	2009
Land	\$1,147,391	\$1,147,391
Buildings	2,717,496	2,710,996
Furniture and equipment	2,012,354	1,622,645
Total	5,877,241	5,481,032
Less accumulated depreciation	1,819,960	1,549,739
	<u>\$4,057,281</u>	<u>\$3,931,293</u>

Note 9 - Employee 401(K) Savings Plan

The International maintains a 401(K) defined contribution savings plan through Merrill Lynch. All those employed by the International who have attained the age of 21 and completed one year of service are eligible to participate. Each employee is permitted to contribute up to 15% of their compensation up to the maximum amount permitted under the law and is 100% vested in the amount contributed. There is no matching contribution made by the International.

Note 10 - Rental income

The Realty Corp. as lessor under two commercial leases, which expire in fiscal 2012 and 2014, will receive minimum base rents during the term of the leases as follows:

Fiscal Year	
2011	\$106,556
2012	81,491
2013	81,367
2014	13,627
	<u>\$283,041</u>

Note 11 - Contingency

The International has been named in a number of lawsuits that arose in the normal course of business. It is the opinion of management the eventual disposition of these legal actions, based on available insurance coverage and the assessment of the merits of such actions by counsel will not have a material adverse effect on the financial position of the International.

Note 12 Unrestricted net assets

	Total	Unrestricted Net Assets	Pension Liability Adjustments
Balance April 30, 2008	\$27,488,260	\$34,280,359	\$(6,792,099)
Change in net assets	3,122,961	3,122,961	-
Pension related changes other than benefit cost	(2,302,040)	-	(2,302,040)
	820,921	3,122,961	(2,302,040)
Balance April 30, 2009	28,309,181	37,403,320	(9,094,139)
Change in net assets	1,073,922	1,073,922	-
Pension related changes other than benefit cost	(4,310,376)	-	(4,310,376)
	(3,236,454)	1,073,922	(4,310,376)
Balance April 30, 2010	\$25,072,727	\$38,477,242	\$(13,404,515)

CONVENTION TRANSPORTATION AND PER DIEM FUND Statement of Financial Position

ASSETS				
	Year Ended April 30			
	2010	2009		
Cash	\$36,300	\$1,083,319	Accrued interest receivable	11,097
Investments, at market (notes 2 and 3)			Due from General Fund	114,212
Merrill Lynch Investment Fund Account	2,453,482	3,184,384	Total assets	\$3,185,072
Harris Private Banking (net of valuation allowance of \$-0- and \$146,000, in 2010 and 2009, respectively)	569,981	668,696		
	<u>3,023,463</u>	<u>3,853,080</u>		
			LIABILITIES AND UNRESTRICTED NET ASSETS	
			Deferred income (note 1)	\$229,842
			Unrestricted net assets	2,955,230
			Total liabilities and unrestricted net assets	\$3,185,072
				\$5,100,464

CONVENTION TRANSPORTATION and PER DIEM FUND Statement of Activities

	Year Ended April 30			
	2010	2009		
INCOME			Change in net assets before net realized and unrealized gain (loss) on investments	(1,941,509)
Per capita tax (note 1)	\$824,813	\$885,597	Net realized and unrealized gain (loss) on investments (note 2)	(6,134)
Interest earned	51,097	140,370	Change in net assets	(1,947,643)
Foreign currency exchange gain	22,763	-	Unrestricted net assets - beginning of year	4,902,873
Total income	<u>898,673</u>	<u>1,025,967</u>		3,927,407
EXPENSES				\$2,955,230
Foreign currency exchange loss	-	65,899		\$4,902,873
Printing expense	368,663	-		
2009 convention delegates' transportation and expense	2,466,579	-		
Miscellaneous	4,940	5,793		
Total expenses	<u>2,840,182</u>	<u>71,692</u>		

CONVENTION TRANSPORTATION and PER DIEM FUND Statement of Cash Flows

	Year Ended April 30			
	2010	2009		
CASH FLOWS FROM OPERATING ACTIVITIES			Net cash provided (used) by operating activities	(2,016,502)
Change in net assets	\$(1,947,643)	\$975,466	Cash flows from investing activities	
Adjustments to reconcile change in net assets to net cash provided (used) by operating activities			Purchase of investments	(3,417,043)
Canadian translation	(146,000)	138,000	Proceeds from redemption of investments	4,386,526
Net realized and unrealized (gain) loss on investments	6,134	(21,191)	Net cash provided (used) by investing activities	969,483
Changes in certain accounts			Increase (decrease) in cash	(1,047,019)
Accrued interest receivable	19,617	26,523	Cash at beginning of year	1,083,319
Due from General Fund	19,139	(3,363)		45,926
Deferred income	32,251	(24,413)	Cash at end of year	\$36,300
Total adjustments	<u>(68,859)</u>	<u>115,556</u>		\$1,083,319

DEFENSE FUND Statement of Cash Flows

	Year Ended April 30			
	2010	2009		
Cash flows from operating activities			Deferred income	64,501 (48,825)
Change in net assets	\$1,113,982	\$1,330,328	Total adjustments	253,476 60,300
Adjustments to reconcile change in net assets to net cash provided by operating activities			Net cash provided by operating activities	1,367,458 1,390,628
Canadian translation	(142,000)	134,000	Cash flows from investing activities	
Unrealized loss on investments	364,545	13,516	Purchase of investments	(7,621,231) (11,868,486)
Realized (gain) on sale of investments	(75,319)	(17,166)	Proceeds from redemption of investments	6,241,053 10,485,006
Changes in certain other accounts			Net cash (used) by investing activities	(1,380,178) (1,383,480)
Due from General Fund	50,937	(12,793)	Increase (decrease) in cash	(12,720) 7,148
Accrued interest receivable	(10,061)	15,320	Cash at beginning of year	99,908 92,760
Other assets	(2,670)	-	Cash at end of year	\$87,188 \$99,908
Accounts payable and accrued expenses	3,543	(23,752)		

DEFENSE FUND Notes to Financial Statements

Note 1 - Organization

The Defense Fund (Fund) was initiated by convention action in August 1974. Each member of "A" Locals is to pay \$4 per quarter and each member of "B" Locals is to pay \$3 per quarter to the Fund. The per capita is collected and distributed by the General Fund. The Fund is to be used to defray extraordinary legal and other expenses of locals as determined by the Defense Fund Committee. Payments received for future periods have been deferred.

Note 2 - Summary of significant accounting policies

The Fund is a separate fund of the International. The International is a tax-exempt organization under the provisions of Section 501(c)(5) of the Internal Revenue Code and files annual information returns as required.

The Fund's functional currency is the United States dollar. Some transactions of the Fund are made in Canadian dollars. Gains and losses from these transactions are included in income as they occur. These assets are translated using year-end rates while income is translated at average exchange rates. The Fund records adjustments resulting from these transactions as foreign currency exchange gain (loss) in the statement of activities.

In preparing its financial statements in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP"), the Fund makes estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of income and expenses during the reporting period. Actual results could differ from those estimates.

All of the Fund's cash is deposited in various banks at April 30, 2010. The Fund has not experienced any losses on its cash deposits.

The Fund reports investments in equity securities with readily determined fair values and all investments in debt securities at fair value with unrealized gains and losses included in the statement of activities.

For the fiscal year ended April 30, 2010 and 2009, the Fund had \$364,545 and \$13,516, in unrealized loss on investments, respectively.

The Fund has evaluated subsequent events through July 26, 2010 and has determined there are no subsequent events or transactions which would require recognition or disclosure in the Fund's financial statements.

Certain information in the fiscal 2009 financial statements has been reclassified to conform to the fiscal 2010 presentation.

Note 3 - Fair value measurement

The Fund measures and reports its investments at fair value, which is the price that

would be received from selling an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

U.S. GAAP establishes a hierarchical disclosure framework which prioritizes and ranks the level of market price observability used in measuring fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value. The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into three broad levels with the highest priority to quoted prices in active markets (Level I) and the lowest priority to unobservable inputs (Level III).

Fair value measurements are classified in one of the following categories:

Level I - Observable inputs such as quoted prices for identical assets or liabilities in active markets.

Level II - Observable inputs other than quoted prices substantiated by market data and observable, either directly or indirectly for the asset or liability. This includes quoted prices for similar assets or liabilities in active markets.

Level III - Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets and liabilities.

In certain cases, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value of the measurement. Management of the Fund's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment, and considers factors specific to the investment.

The following table summarizes the valuation of the Fund's investments in securities by the above fair value hierarchy levels as of April 30, 2010 and 2009:

	Total	Level I	Level II	Level III
April 30, 2010	\$10,822,399	\$10,822,399	\$-	\$-
April 30, 2009	\$9,589,447	\$9,589,447	\$-	\$-

Note 4 - Processing fees

On August 11, 2008, the International's General Executive Board authorized the allotment of monies received through the collection of processing fees to be recognized as income in the International's General Fund.



The Central Contractor Registration (CCR) is the primary registrant database for the U.S. Federal Government. This will give IATSE members a better opportunity in obtaining work when government officials travel to local unions' jurisdiction for their next event. Please contact your signatory contractors and encourage them to register with the CCR in order that they are eligible for such work.



Want your members to staff Presidential public events? Register at CCR from the IATSE's homepage





Brother Osburn Honored at Convention

At the District 2 Convention held in Universal City, California, May 14-16, 2010, Business Agent of Local 695 James Osburn was presented with his 40 year pin by International President Matthew Loeb for his years of dedication and service to the Alliance. President Loeb's comments were as follows:

"On February 3rd, 1970, an individual became a member of the Alliance, and this individual has since then dedicated himself to this industry and to servicing the members in a tenacious, effective way. It's been 40 years -- more than 40 years -- since this individual became a member. I have a 40-year pin that I would like to award him." (Brother Osburn was called to the stage). "Jim, you earned this. We're proud of you. We appreciate your hard work...And, again, on behalf of your members and everyone here today, we truly appreciate your commitment."

Brother Osburn began his career at TODD-AO as a production and post-production recordist.

During that time, he attended undergraduate courses at UCLA for motion picture and television industry studies. In 1972, he was elected to serve as Shop Steward at Glen Glenn Sound-Paramount Studios audio-visual production department. In 1974, he began his career with Local 695, from Board of Directors to Business Representative, a position he has held for twenty-five years.

Jim has attended all IATSE Conventions since 1978, served under five International Presidents, and is credited in over seventy produc-

tions, features, television, commercial, documentaries, educational, live theater and post-productions.



Brother
Jim Osburn



From left to right: International Vice President Mike Miller, President Loeb, Brother Osburn, District 2 Secretary Ed Brown, Long Beach City Councilman of the 9th District Steve Neal, Executive Secretary-Treasurer of the Los Angeles County Federation of Labor Maria Elena Durazo and West Coast Counsel Jim Varga.



Pictured here are AFL-CIO President Richard Trumka, Local 600 Eastern Regional Director Chaim Kantor, U.S. Rep Donna Summer (D-Md), and NLC Interim President Dr. Paula Peinovich at this year's graduation ceremony at the National Labor College on June 26, 2010.



The photo was taken at The Governor's Mansion in Columbus, Ohio, on June 10th. From left to right: Democratic Candidate for Lieutenant Governor Yvette McGhee Brown, Governor Ted Strickland, Pam Simmons (wife of Brother Shack), Business Agent of Local 12 Richard Shack, Democratic Candidate for Secretary of State of Ohio Mary Ellen O'Shaughnessy, Chief Justice of the Ohio Supreme Court Eric Brown and Attorney General Richard Cordray.

Support the IATSE-PAC

Please complete this form and return it with your contribution to the IATSE General Office. Thank you.

YES! I want to support the IATSE-PAC and its efforts to make the voices of IATSE members heard in Washington. I enclose my voluntary contribution to the IATSE-PAC of:

_____ \$25.00 _____ \$50.00 _____ \$100.00 \$_____ (Other)

(THE IATSE IS UNABLE TO ACCEPT MONIES FROM OUR CANADIAN MEMBERS)

Name: _____

Occupation: _____

Local No.: _____

Current Employer*: _____

Mailing Address: _____

*If you are currently between jobs, but usually work for a variety of entertainment industry employers, you may state "Various Entertainment Employers."

All contributions to the IATSE-PAC are voluntary, and not tax-deductible.

A person's contribution to the IATSE-PAC may not exceed \$5,000.00 per year. The contribution amounts listed are suggestions only, and you may contribute more or less than the suggested amount.

Federal Law requires the IATSE-PAC to use its best efforts to collect and report the name, mailing address, occupation and the name of the employer of individuals whose contributions exceed \$200.00 in a calendar year.

The amount contributed, or the decision not to contribute, will not be the basis for the IATSE or any of its locals to benefit or disadvantage the member or his/her family. Neither the IATSE nor any of its locals will retaliate against a member for deciding not to contribute, or based upon the amount of the contribution.

Continuing Advancement and Changes to the Broadway League Pink Contract

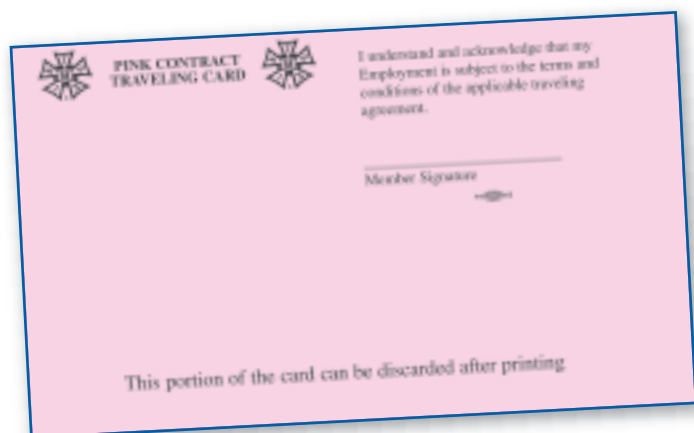
As has been reported in the last two editions of the Official Bulletin, the Stagecraft Department continues to work towards the release of the new Pink Contract book and the accompanying Passports for members traveling under the Agreement between the IATSE and the Broadway League. The revisions to the draft of the contract were completed in early July and the Agreement was signed by International President Loeb and representatives of the Broadway League and Disney Theatrical Productions on July 8, 2010. The Agreement was subsequently sent to the printers, along with the Passport, and both documents were unveiled at the Stage Caucus in conjunction with Summer General Executive Board Meeting several weeks ago in Philadelphia, Pennsylvania. The bulk of the Stage Caucus surrounded the introduction of these documents, along with the discussion of recommended inclusions of a deal memo for individual negotiation issues. This article will try to encapsulate the presentation at the Caucus.


As Road Members traveling under Pink Contract who have followed the conversion process know, the General Office is and has morphed the distribution of individual pink contract to traveling members into a singular contract which will cover all the crafts that we represent on the road. The concept of turning a two-sided document into a full-fledged collective bargaining agreement was entirely the vision of International President Loeb and the Department continues to applaud his foresight in turning this agreement between the individual and their employer into a full-blown contract. What had been the pipe dream of Retired International Vice-President Michael J. Sullivan is now a reality. In conjunction with the new contract is a new way of issuing contracts (Passports) and the introduction of a new Traveling Members program for the issuance and tracking of those who are currently on the road and will allow the creation of a database for reports that should be extremely useful in future negotiations with all of our Road Employers. The introduction of the

required considerable time and effort, which is on-going as this article is being written. The Traveling Members Program has been years in the making and is close to launching. The incorporating of all the conditions of all the various pink contracts and all the new language agreed to in the Memorandum of Agreement that resulted in the new Pink Contract book took six months to work thru. The Stagecraft Department is hoping to have started generating Passports to new shows going out shortly after Labor Day and then we will start to replace the traditional Pink Contracts with Passports and Books as time allows. Pink Contract books have been distributed to our Broadway members on Pink Contract and we have sent contract books to all existing road shows in anticipation of forwarding their Passports thereafter. Thank you in advance for your patience in this regard.

Please remember that this new system of utilizing Passports applies to only our contract with the Broadway League for now. As each term agreement comes up for renegotiation (NETworks, Troika, Phoenix, Work Light, Big League, Feld, VEE Corp, TOTS, etc,) our intent is to comport those agreements to the structure of the Broadway League contract and Passport. This exercise will take several years to accomplish and in the meantime, the General Office will be also issuing "old" pink contracts to the aforementioned Employers. We have included a mock-up version of the Passport in this "On The Road" section so that

An undertaking as large as this





road personnel and Business Agents and their representatives start to become familiar with the new document and what to look for. The new Traveling Members system will have the ability to generate Passports for open ended runs as well as a specific day or days, depending on the circumstances. So the Passport will

either have the date(s) where the member is under contract or the date when the contract was issued. The issuance of a Passport, either by the General Office or one of our Stage, Mixed, Hair and Makeup, or Wardrobe Locals will not occur until their good standing is assured and the practice of our local unions issu-

ing road cards will continue. In addition, please remember that ACT members are not issued road cards.

These are very exciting developments and the Stagecraft Department looks forward to giving periodic updates about the implementation of the Contract, the Passport, and the new Traveling Members program.

WHEN I STARTED IN THIS BUSINESS...

By Don Martin, Special Representative

Don't you just hate it when an old guy starts a story with "when I started in this business"? There was a time when the road guy was welcomed in every Local by at least one officer of that Local. Not only to check "cards and contracts", but to ask if they needed anything. Golf dates were set. (I have played on courses that I never could have gotten on without the locals.) Fishing trips were arranged. (I have fished all over the US and Canada with the company of local members.) Extra work was offered. (I did a load-out of the Grateful Dead back when they were alive.) Evenings out at the local watering hole were plentiful (and still are.) I know of Locals that raised bail money for road guys (that wasn't me). Lifelong friendships were made. Now there are some Locals that still go out of their way to make the road people feel welcome, but more and more, the road people are left to fend for themselves. The road crews can certainly find their own entertainment. That's not what I'm talking about. I'm speaking to the issue of becoming out of touch with the Union. Younger members as well as older members need to have some contact with Union Officers. Without Union contact, even the old road hardened people become estranged from the Union.

We all know that some people are on the road for the first time. They not only need to know that the Union is there for them, but need to be taught what it is to be Union. They are very accomplished at the tech end of their jobs, but let's remember that some have never worked as a local hire and now they are supervising local crews. Local Officers and members should take

them under their wing, help them become better Union People and better road people. This will make the IA stronger.

When I started - here I go - the road guy was met at the door of the theatre by the Local BA and cards and contracts were checked. I have seen road folks sent back to the hotel to get their card and contract. Now, maybe one in ten Locals check cards and contracts. The Yellow Card system and the checking of Cards and Contracts is for everyone's good. Any good Union person should be proud to show his or her Union Card to anyone. The Local should be happy to police the Yellow Card shows for the IATSE.

So I'm asking all the Local Union Officers, when a road show is in your town, stop by and say hello to the road personnel and ask them if there is anything you can do for them. Let them know that they have a friend and that friend is Union. Remember that they sometimes are on the road for a year or more and very seldom see anyone from their local, but every Thursday someone from management hands them a paycheck. They need to know who their friends are. The younger road people are the future of touring attractions and the older road people are what keeps touring strong. Let's support them.

The IATSE road people are not alone anymore. Old Road Dog or New ACT Member, I want you to know that with the help of the Locals throughout North America the IATSE will work for you.

Remember to work safe, work Union, and stay hydrated.

Don't Sign Your Contract Away

The new Pink Contract contains specific language that prohibits producers from asking their employees to sign anything that takes anything away from what you are entitled to by contract.

The specific language is on page 8 of the new Pink Contract and it is as follows:

"All wages, benefits, hours and working conditions set forth in this Agreement are minimum conditions only. Employees are entitled to negotiate better conditions with an Employer on an individual basis, provided that any resulting agreement may not abrogate any of the conditions of this Agreement. Any Employee enjoying better conditions will not have his or her wages, benefits, hours and working conditions reduced in any way as a result of this Agreement."

This does not mean that you cannot negotiate for more than the contract provides, such as over scale wages, better housing accommodations, or box rental fees. To the right is a suggested template. Any over scale wages and conditions are between the producer and employee. Nothing in any such deal memo can diminish or detract from the Pink Contract.

Finally, this does not change the International's position on "Deal Memos" which has been set forth in numerous Bulletins (see, for example, First Quarter, 2005 pp.44-45; First

Quarter, 2007 p. 40; Second Quarter, 2008 p. 17). For ease of reference, we reprint here relevant sections of an article appearing in the Official Bulletin from the Fourth Quarter, 2008.

"NOTHING ON THE SIDE"

One growing problem is the issue of "side deals". These are agreements between the producers and individuals – or sometimes entire departments – to rewrite the negotiated agreements. This practice threatens the integrity of the collective bargaining process and hinders the union's ability to make necessary adjustments in bargaining strategy.

When a crew member or a department agrees to something other than what the contract calls for it is harmful for two reasons. First, everyone has worked very hard to set and hold the current standards. Undermining these standards makes it harder to hold the line in future negotiations.

DEAL MEMORANDUM

This Deal Memorandum between _____ (Company) and the _____ (Employee) delineates only conditions above and beyond those contained in the Agreement by and between The Broadway League or Disney Theatrical Productions, on the one hand, and the International Alliance of Theatrical Stagehand Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its territories and Canada, AFL-CIO, CLC. Nothing in this Deal Memorandum can or may abrogate any of the wages, benefits, hours and/or conditions of that Collective Bargaining Agreement ("Agreement").

Employee understands the Agreement reflects minimums and agrees to the terms therein.

Date: _____

Name: _____

Position: _____

With (name of attraction): _____

Salary (per week): _____

Per Diem (per day): _____

Box Rental (per week): _____

Producer: _____

Employee: _____

Many times producers cited the fact that crews routinely agree to do something less than what the contract calls for as justification for eliminating it in an agreement. Second, if crews do not value a current work condition and we're pressured to modify it at the bargaining table, then we can bargain for something more important to us in exchange.

If you're asked to do something other than what the contract calls for, raise the issue with your Shop Steward. Doing a "favor" for the producer may not be a big deal for you but it has a ripple effect that you may not be aware of.

WE WILL BE COMING TO VISIT

In President Loeb's commitment to firming up the relationship between the Pink Contract Employees and the General Office, the Department has previously reported the addition of Special Representatives Don Martin and Brian Munroe to assist the Stagecraft Department in its outreach, for the Road and Broadway, respectively. At the recent General Executive Board meeting in Philadelphia, President Loeb assigned several other Representatives to this inclusionary project. It is the intent of the Department to have one of the four assigned representatives, in addition to Vice Presidents DePaulo and Lawlor, visit all tours

in production prior to the starting of their respective tour. The representatives will spend some time with each show, introducing the new touring members and new ACT members to some of the protocol and nuances of traveling within the yellow card system and throughout the Alliance. The representatives will also explain the contract that the members are working under, the overall vision of the International President, and we will collectively work to make the relationship between the traveling member and the General office more cohesive. We look forward to seeing you soon.

DON'T FORGET TO FILE!

An important reminder to Local Unions working under Collective Bargaining Agreements

As your Collective Bargaining Agreement gets close to expiring, there are some very important steps you must remember to take that are required by the National Labor Relations Act.

1. NOTIFY THE COMPANY

- Generally 60 days before your Collective Bargaining Agreement is set to expire, you must notify the company in writing of the pending expiration and make yourself available to meet for renegotiating the CBA. The required notice must be received a full 60 days before the date of termination or modification, not counting the date received. The day before the 60th day is the last day for timely notice. For example, if a contract expires on June 30, 2010, the notice must have been received by the employer on May 1. If you mail the notice, you must send it in enough time for it to be received on the required date.

2. FILE AN F-7 WITH THE FEDERAL MEDIATION AND CONCILIATION SERVICE

- Within 30 days of sending written notice to the company regarding the upcoming expiration of your CBA, you must also notify the Federal Mediation and Conciliation Service (FMCS) by filing an F-7 form (Notice to Mediation Agencies).
- This form can be completed and filed online. It is only one page and should take no more than 15 minutes to complete. It can also be printed and mailed or faxed to the FMCS.

Filing the F-7 form with the FMCS is required by the National Labor Relations Act and is also incredibly beneficial to your Local. Once you have filed this form with the FMCS, a mediator is assigned to your case in order to help resolve disputes if they arise or to lend assistance if negotiations arrive at an impasse.

By failing to notify the FMCS, you put your entire Local in danger by eliminating your right to a legal strike and putting members in jeopardy of being permanently replaced.

TO FILL OUT THE F-7 FORM VISIT THIS WEBSITE:

www.fmcs.gov

This FMCS notice is separate from the notification that may be required by the collective bargaining agreement. Thus, you should review the agreement to determine what the notice requirements are for contract expiration, particularly in the case of contracts with Evergreen (Automatic Renewal) Clauses. Such clauses specify that the collective bargaining agreement will automatically renew unless one party gives notice to the other of intent to terminate or modify. The type of notice that must be given (written or oral), the timing of the notice, and the effect to be given such notice are all matters of contract. For example, if the agreement requires ninety (90) days notice, then you must notify the employer in advance of ninety days. You must also send a completed F-7 form to the FMCS and the employer as discussed above.

*****An easy way to remember to notify the FMCS is to file the F-7 form at the same time you notify the company of the need to renegotiate your CBA (generally, 60 days before it expires, however check the specifics of your contract)*****



2010 TS2 Conference

Representatives of the Tradeshow Division managed a booth at the 2010 TS² Conference and Exposition, held in Boston July 13-15. Formerly the “Trade Show About Trade Shows”, TS² has evolved to provide timely and relevant resources and education to the ever-changing tradeshow marketing industry. Today the conference and exposition, designed for exhibitors, by exhibitors, is bringing together exhibitors, event marketers, show organizers, labor providers and suppliers to network and learn in a leading-edge marketplace. In addition to manning the booth and networking, Tradeshow representatives had the opportunity to view products and services covering every aspect of the industry.



International Representative Joanne Sanders and International Trustee C. Faye Harper at the IATSE Booth.



A group of newly organized freight handlers met recently at the New Orleans Opera Scenic Studio with members of Local 39's Executive Board for orientation into the IATSE and to review the terms and conditions of a first time collective bargaining agreement with Shepard Exposition Services.

IN MEMORIAM



NAME	LOCAL	NAME	LOCAL	NAME	LOCAL	NAME	LOCAL
Edward M. Bullard, Sr. May 5, 2010	1	Irving Goldfarb April 11, 2010	44	Arch J. Hawk April 26, 2010	329	Jane McCulley May 31, 2009	700
Frank J. Carofalo April 13, 2010	1	Russell K. McElhannon February 14, 2010	44	Morris B. Kessler April 26, 2010	329	William W. Moore November 7, 2009	700
Erwin Dehling May 29, 2010	1	Allen Price April 12, 2010	44	Richard H. Lizarrago April 5, 2010	336	James H. Stellar, Jr. April 2, 2010	700
William F. Edwards June 2, 2010	1	Edward T. Reiff April 10, 2010	44	Sunil Rajan May 1, 2010	395	David Roesler May 24, 2010	705
James J. Kiernan, Jr. May 22, 2010	1	Gregory G. Sachen May 24, 2010	44	Herbert C. Petersen June 16, 2010	416	Diana Wilson May 8, 2010	705
Albert Koch June 5, 2010	1	Robert J. Van Dyke April 11, 2010	44	Gary C. Champagne April 1, 2010	478	Susan Carol-Schwary September 10, 2009	706
Vincent J. Mancini April 5, 2010	1	John H. Bolz, Jr. May 10, 2010	52	Luke J. Malloy April 20, 2010	481	David Clark December 25, 2008	706
Robert Massa June 10, 2010	1	Fred H. Johanns April 6, 2010	52	Newman E. Ward April 9, 2010	500	Elle Elliott June 10 2009	706
George D. Patterson, Jr. January 25, 2010	1	Andrew Spagnoli June 7, 2010	52	Roland L. Bell March 30, 2010	600	Miguel Landeros, Jr. June 16, 2010	728
Kevin T. O'Neill June 21, 2010	1	John F. Volpe June 24, 2010	52	William A. Fraker, Sr. May 31, 2010	600	Anthony Locorriere April 6, 2010	751
Fred A. Rivetti April 28, 2010	1	Rolland "Tex" Pinsonneault June 20, 2010	56	Anthony Guarrera March 12, 2010	600	Dorothy Meehan June 19, 2010	751
Steven E. Schultz June 3, 2010	1	Howard Kramer April 4, 2010	80	Andrew I. McDowall April 29, 2010	600	Fred Santore, Sr. April 2, 2010	751
Harry R. Brahmstadt June 25, 2010	2	Michael McAteer April 27, 2010	80	Clifford G. Shirpser January 15, 2010	600	Rosemary DiBona November 1, 2009	752
Bobby L. Walker June 21, 2010	2	James H. Wheelan June 3, 2010	80	Gerald Yarus May 27, 2010	600	Cornelius McGranery April 1, 2010	752
George E. Cox, Jr. May 1, 2010	4	Robert W. Devereaux May 8, 2010	93	Richard McGuire May 13, 2010	618	Carmen O. Wasil April 29, 2010	767
Michael J. Sottosanti March 30, 2010	4	Joseph P. Kane April 17, 2010	93	Michael Kaahanui, Jr. May 21, 2010	665	Salvatore Bua April 8, 2010	794
Richard E. Brown June 23, 2010	16	Warren Longe May 31, 2010	105	Jack Ralph Breeze May 27, 2010	667	Ronald J. Mackiewicz, Jr. May 10, 2010	798
Shawn L. Tutt June 20, 2010	17	John P. Accardo May 23, 2010	110	Chris Hansen June 26, 2010	669	Nikita Knatz January 1, 2010	800
Julio T. Gonzalez, II May 12, 2010	19	Kevin Glass May 10, 2010	119	Cam North June 1, 2010	669	Steven Metzger May 10, 2010	829
John M. Sabo May 22, 2010	19	Nostradamu Abrahano April 24, 2010	122	Donald R. Carver May 3, 2010	683	Jerry D. Mincy May 3, 2010	834
Claude F. Hall, Sr. June 17, 2010	25	Evaristo Lopez May 1, 2010	122	D'Marco Ray Smith February 1, 2010	695	David Christensen July 20, 2010	835
Hilton Pierre April 24, 2010	26	Paul E. Duarte June 22, 2010	169	Dorothea Allen April 17, 2010	700	Tina M. Wargo July 10, 2010	835
Pau H. Jackson III June 30, 2010	27	David J. Hetzel April 1, 2010	199	Paul Anderson May 31, 2009	700	Daniel Read May 25, 2010	839
John R. Braddock May 26, 2010	33	Jean C. Smolens May 26, 2010	284	Gordon Brenner April 3, 2010	700	Kelly Petersen April 29, 2010	849
Thomas J. Jurevick May 27, 2010	33	Milton S. Holland December 6, 2009	298	Lou De Marco November 4, 2009	700	Robert Gary May 3, 2010	871
Roland C. Nivette, Jr. June 5, 2010	33	Joseph Capasso March 23, 2010	306	Richard Harrison March 25, 2010	700	Lauri Klobas May 3, 2010	871
Louis A. Welk April 20, 2010	33	Joseph Levy February 21, 2010	306	Walter G. Keenan April 10, 2010	700	Don Gervais June 17, 2010	891
Greg J. Toman May 15, 2010	42			Leon Levy April 8, 2010	700		



NAME	LOCAL	NAME	LOCAL
Gary F. Marlatt April 8, 2010	891	Sarah Linquist June 22, 2010	USA829
Phil Morgan June 30, 2010	891	Margaret McDonough April 3, 2010	USA829
Stuart Robinson July 14, 2010	891	Patricia Stuart May 30, 2010	USA829
Sergey Traschenko May 30, 2010	891	Violet M. Henry May 20, 2010	B751
David Blakeslee April 29, 2010	18032	Mary H. Birmingham February 1, 2010	B754
M. Edgar Rosenblum April 18, 2010	18032	Pete Donohue April 30, 2010	B754
Adolf Aldrich April 2, 2010	USA829	Phillip Harris June 30, 2010	B754
Peter Hall May 27, 2010	USA829	Richard Theilen April 30, 2010	B754

THANK YOU

The Trustees of the Richard F. Walsh/Alfred W. DiTolla/ 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. DiTolla/ Harold P. Spivak Foundation.

CONTRIBUTOR

Bernard Fishbein
Brian Lawlor

IN MEMORY OF

Jacqueline Herel White
Jacqueline Herel White

REMEMBERING JACK MOYLE

It is with great sadness to report that on Monday, April 5, 2010, Brother Jack Moyle passed away. He was born on May 23, 1922, in Charlotte, NC. From the time of his birth, Jack was destined to work in the theatre following in the footsteps of his father and mother, both whom were employed in the theatre arena.

Jack graduated in 1941 from Technical High School in Charlotte, NC. He was a member of Covenant United Methodist Church, Dean Weaver Sunday School Class, Tech Hi Lunch Buddy Group, and retired after 56 years as a member of the International Alliance of Theatrical Stage Employees, Local 322. Jack's father, John Ollie Moyle was also a member of Local 322. Both received their Gold cards.

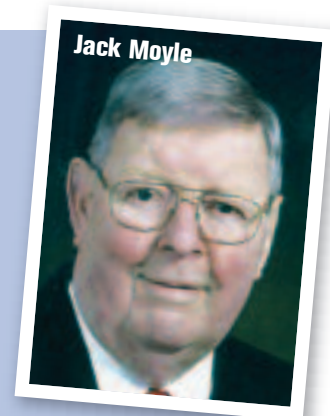
At an early age, Jack would accompany his father to the Carolina Theatre where he was adored by actresses. As he advanced in age, he became a "gofer" for the needs of actresses and actors, keeping him at the beck and call of all. One of his first jobs involved sound effects, shooting into a barrel. His employment in the theatre began as a movie projectionist at local theatres in Charlotte.

Jack entered the US Navy in 1942, trained at Pensacola, FL Naval Air Station, and served in the Pacific Theatre. After the surrender of Japan, his crew flew LIFE magazine correspondents to view the areas of Hiroshima and Nagasaki. Jack was honorably discharged in 1946. He served proudly.

His love for his Country never ended. He was truly a member of "The Greatest Generation."

After his return from serving his country during WWII, he resumed work in the theatre. In 1958 he was asked to join a Road Show while it was appearing in Charlotte. From there he began a fascinating career working as a Master carpenter traveling with Off Broadway plays; namely, Hello Dolly, Fiddler on the Roof; Promises, Promises; Raisin and many others. Also, accompanying Fred Waring and the Pennsylvanians, Marcel Marceau, Disney on Ice, Bolshoi Ballet, London Symphony Orchestra, and on and on. Working with stars Betty Grable, Ginger Rogers, Pearl Bailey (whose nickname for Jack was "Pepsi Cola Kid"), Barbara Rush, Steve Collins, Joel Grey and Scott McKay to name a few.

After recovering from Hodgkin Lymphoma in 1974, Jack remained in Charlotte working Off Broadway Shows performing in Charlotte at Ovens Auditorium, engagements at the old Coliseum (now Bojangles Coliseum) from the day it opened, Coliseum on Tyvola and Blumenthal Performing Arts Theatre. He also continued to work as a movie projectionist at Southpark and Park Road Theatres.



Jack Moyle

Local Secretaries and Business Agents

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

ADG Art Directors Guild

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

AMPE Airline Motion Picture Employees

APC Affiliated Property Craftspersons

ATPAM Association of Theatrical Press Agents and Managers

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

FAE First Aid Employees

ICG International Cinematographers Guild

LF/VT Laboratory Film/Video Technicians

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,O,VT&CT Motion Picture Projectionists, Operators, Video Technicians & Computer Technicians

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

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

SA&P Scenic Artists and Propmakers

S&FMT Sound & Figure Maintenance Technicians

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

TBR&SE Television Broadcasting Remote & Studio Employees

TBSE Television Broadcasting Studio Employees

T&T Treasurers & Ticket Sellers

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TWU Theatrical Wardrobe Union

USA United Scenic Artists

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COLORADO

S 007 DENVER/BOULDER-James Taylor, 1475 Curtis Street, Denver, 80202. (303-534-2423) (Fax: 303-534-0216) Bus. Agt.: James E. Taylor.

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

M 062 COLORADO SPRINGS-Bryan Patrick, 1828 E. Kiowa Street, Colorado Springs, 80909. (719-520-1059) (Fax: 719-520-1090) Bus. Agt.: Gina Manning.

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

TWU 719 DENVER-Elisa Spadi, 12010 West 52nd Place, Unit #7, Arvada, 80002. (303-431-7561) (Fax: 303-431-7561) Bus. Agt.: Steve Davis (303-829-1567) (Fax: 303-948-3414).

CONNECTICUT

SM 052 STATES OF CONNECTICUT/NEW YORK/NEW JERSEY/NORTHERN DE./GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 074 SOUTHERN CONNECTICUT-David Barata, P.O. Box 9075, New Haven, 06532. (203-773-9139) (Fax: 203-516-2398). Bus. Agt.: Jon Damast (203-981-8479).

S 084 HARTFORD/NEW LONDON/NORTHERN CONNECTICUT-Joseph Davis, 1145 D New Britain Ave., West Hartford, 06110. (860-233-8821) (Fax: 860-233-8827). Bus. Agt.: William Philbin.

SS,PC,CC&PA 161 CONNECTICUT/NEW YORK/NEW JERSEY-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

DELAWARE

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE./GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus. Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 284 WILMINGTON-Eva Lynne Penn, P.O. Box 1503, Wilmington, 19899-1503. (302-652-4626) (Fax: 302-475-4903) Bus. Agt.: Michael Harrington.

DISTRICT OF COLUMBIA

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

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

TWU 772 WASHINGTON-Sara Butt, P.O. Box 10999, McLean, VA 22102. (571-420-2990) (Fax: 301-322-3125). Bus. Agt.: Linda Boyland.

E,S&CST 815 WASHINGTON-Robert E. McFadden, 2512 Cliffbourne Pl., N.W., #2a, Washington, 20009-1512. (202-265-9067) Bus. Agt.: Samuel J. Mc Fadden.

TBSE 819 WASHINGTON-Renee Moore, P.O. Box 5745 Friendship Sta., Washington, 20016. (202-966-4110) Bus. Agt.: David Lee.

T&T 868 WASHINGTON-Anita Wilkinson, P.O. Box 58129, Washington, 20037. (202-419-9207) Bus. Agt.: Michael Gilotte.

FLORIDA

M 060 PENSACOLA/PANAMA CITY/DESTIN-Robert L. Wilson, P.O. Box 1084, Pensacola, 32591 (850-390-2367) (Fax: 850-455-0135). Bus. Agt.: Steve Brown.

M 115 JACKSONVILLE/TALLAHASSEE/GAINESVILLE-Nick Ciccarello, P.O. Box 462, Jacksonville, 32201. (904-723-6070) (Fax: 904-723-6090) Bus. Agt.: Kevin Jackson.

M 321 TAMPA/CLEARWATER/LAKELAND/ST. PETERSBURG-Judy Philips, 7211 N. Dale Mabry, #209, Tampa, 33614. (813-931-4712) (Fax: 813-931-7503) Bus. Agt.: Richard McGauley.

M 412 BRADENTON/SARASOTA-Michael Verbil, P.O. Box 1307, Tallevast, 34270. (941-359-1254) (Fax: 941-359-1254) Bus. Agt.: Roy Sorensen (941-914-1553).

SM 477 STATE OF FLORIDA-Nancy Flesher, 10705 N.W. 33rd Street, #110, Miami, 33172. (305-594-8585) (Fax: 305-597-9278) Bus. Agt.: William F. Moyse.

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

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Illinois and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, John Hilsman, 690 Lincoln Road, Suite 203, Miami Beach 33139 (305-538-9226) (Fax: 305-538-9259). Illinois Office: 901 W. Jackson Blvd., Suite 201, Chicago, IL 60068. (312-243-3841) (Fax: 312-243-4275).

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

S 647 NAPLES/FT. MYERS/MARCO ISLAND-Christopher Grenier, P.O. Box 700, Estero, 33929. (239-498-9090) (Fax: 239-282-1346) Bus. Agt.: Maria Colonna.

MPVT/LT/AC&GE 780 (See also Illinois)-Debbie Bedard, 3585 N. Courtenay Pkwy., Suite 4, Merritt Island, FL 32953. (321-453-1018) (Fax: 321-453-1178) Bus. Agt.: Larry Gianneschi.

EE 835 ORLANDO/DAYTONA BEACH-Richard Vales, 4403 Vineland Road, Quorum Ctr. B4, Orlando, 32811. (407-649-9669) (Fax: 407-649-1926). Bus. Agt.: Richard Vales.

GEORGIA

M 320 SAVANNAH-Wayne Roelle, 1513 Paulsen St., Savannah, 31401. (912-507-8558) (Fax: 208-979-8533) Bus. Agt.: Wayne Roelle.

SM 479 STATE OF GEORGIA (Except Savannah and Vicinity)-Terry Moody, 1000 Iris Drive, Suite F, Conyers, 30094. (770-483-0400) (Fax: 770-483-0999) Bus. Agt.: Michael Akins.

SM 491 SAVANNAH, GA/STATES OF NORTH AND SOUTH CAROLINA-Andrew Oyaas, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin.

S 629 AUGUSTA-Anthony Capaz, 2314 Washington Road, Augusta, 30904. (706-738-2312) (Fax: 706-738-2312). Bus. Agt.: Bruce Balk.

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

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

TWU 859 ATLANTA-Rita Cochran, 2970 Leah Lane, Douglasville, 30135. (770-714-6927) (Fax: 678-838-1456) Bus. Agt.: Sue Cochran.

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

HAWAII

M 665 STATE OF HAWAII-Kay Carter, 875 Waimanu Street, Suite 610, Honolulu, 96813. (808-596-0227) (Fax: 808-591-8213). Bus. Agt.: Donovan K. Ahuna

IDAHO

M 093 WALLACE/KELLOGG, ID/SPOKANE, WA-Jill Scott, P.O. Box 1266, Spokane, 99210. Bus. Agt.: Jacel Evans. Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

S 099 BOISE/NAMPA/CALDWELL/TWIN FALL/SUN VALLEY, ID/STATE OF UTAH-Susan Foretich, 526 West 800 South, Salt Lake City, UT 84101. (801-359-0513) (Fax: 801-532-6227) Bus. Agt.: Patrick Heltnan.

EE 838 SOUTHERN IDAHO/SALT LAKE CITY, UT-Kathy Peck, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0705) Bus. Agt.: Nancy Trowse.

ILLINOIS

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

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

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, P.O. Box 333, Joliet, 60434-0333. (815-546-0124) Bus. Agt.: Lorin Lynch.

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

M 193 BLOOMINGTON/ NORMAL/ SPRINGFIELD/ JACKSONVILLE/ MACOMB/ PEORIA-Mary Roffers, P.O. Box 172, Bloomington, 61701-0172 (217-201-3969). Bus. Agts.: Tim Noe (Peoria), Chris Fields (Bloomington).

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

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

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-Richard Hall, P.O. Box 3272, Urbana, 61803-3272. (217-840-9969) (Fax: 217-688-3042) Bus. Agt.: Nancy Manganelli-Bues.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and New York) Alan Gitlin; National Executive Director, Bruce Doering; Central Region Director, John Hilsman, 901 W. Jackson Blvd., Suite 201, Chicago, IL 60668. (312-243-3841) (Fax: 312-243-4275). Florida Office: 690 Lincoln Road, Suite 203, Miami Beach, FL 33139. (305-538-9226) (Fax: 305-538-9259).

T&T 750 CHICAGO-Michael P. Keenan, 446 N. Edgewood, La Grange Park, 60526. (708-579-4305) (Fax: 708-579-4313) Bus. Agt.: Ira S. Alper (847-778-0809) (Fax: 888-799-9973).

TBSE 762 CHICAGO-Tom Hoover, P.O. Box 3710, Lisle, 60532 (312-671-7679) Bus. Agt.: Dennis Gates.

TWU 769 CHICAGO-Cheryl Weber, 15253 S. Olympic Lane, Lockport, 60441. (847-732-6326) (Fax: 815-836-3407) Bus. Agt.: Shirley Berling.

MPVT/LT/AC&GE 780 CHICAGO (see also Florida)-Debbie Bedard, 6301 N. Northwest Highway, Chicago, IL 60631. (773-775-5020) (Fax: 773-775-5771) Bus. Agt.: Larry Gianneschi.

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.

INDIANA

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

S 049 TERRE HAUTE-David G. Del Colletti, 210 Terre Vista Drive, Terre Haute, 47803. (812-243-0524) (Fax: 812-237-3741) Bus. Agt.: David Target.

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, 2905 DeKalb St., Lake Station, 46405. (219-718-8038) (Fax: 219-962-1250) Bus. Agt.: Rick D. Wilbanks (219-718-8037).

S 146 FORT WAYNE-Steve Tarr, P.O. Box 13354, Fort Wayne, 46868. (260-747-2643) Bus. Agt.: John H. Hinen, Jr.

O 163 CLARKSVILLE, IN/LOUISVILLE, KY-Kent L. Green, 125 West Carter Avenue, Clarksville, IN, 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN, 47119. (812-923-1295).

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

O 194 INDIANAPOLIS/ KOKOMO/ LOGANSPORT/ PERU/WABASH/ RICHMOND/ MUNCIE/ PORTLAND-Stephen A. Beeler, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

O 373 TERRE HAUTE-Richard Munn, P.O. Box 9294, Terre Haute, 47808. Bus. Agt.: Richard T. Munn, 8774 N. Kennedy Cir. Dr., Brazil, 47834. (812-446-2722)

M 618 BLOOMINGTON/BEDFORD/COLUMBUS/ FRENCH LICK-Mark R. Sarris, 2401 S. Woolery Mill Dr., Bloomington, 47403. (812-327-4262) Bus. Agt.: Mark R. Sarris.

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.

IOWA

S 042 COUNCIL BLUFFS/SIOUX CITY, IA/OMAHA/ FREMONT, NE-Cassie Moore, P.O. Box 351, Omaha, NE 68101 (402-639-7301) (Fax: 402-731-8284). Bus. Agt.: Bob Lane.

S 067 DES MOINES/AMES/WAUKEE/MASON CITY-MaryJo Williams, 897 85th Place, Pleasantville, 50225. (641-842-4703) Bus. Agt.: Ryan Anderson (515-707-8567).

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

M 690 IOWA CITY/CEDAR RAPIDS/WATERLOO/ DUBUQUE-Thomas E. Poggenpohl, P.O. Box 42, Iowa City, 52244-0042. (319-594-2690) Bus. Agt.: Roman Antolic.

TWU 831 COUNCIL BLUFFS, IA/OMAHA, NE-Alice George Holmes, 22108 Trailridge Blvd., Omaha, NE 68022 (402-289-1914) Bus. Agt.: Betty Haffner.

KANSAS

S 031 KANSAS CITY/TOPEKA/LAWRENCE/ EMPORIA, KS/KANSAS CITY-ST. JOSEPH, MO-Dan Pfitzner, 923-A West 17th Street, Kansas City, MO 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

M 190 WICHITA/HUTCHINSON/EL DORADO-Tim McCulloch, P.O. Box 3052, Wichita, 67201. (316-267-5927) (Fax: 316-267-5959) Bus. Agt.: Benjamin Juhnke.

M 464 SALINA-Susan Tuzicka, P.O. Box 617, Salina, 67401-0617. (785-825-2995). Bus. Agt.: Bill Tuzicka.

KENTUCKY

S 017 LOUISVILLE/FRANKFORT/DANVILLE-George Green, Jr., 119 W. Breckenridge Street, Louisville, 40203. (502-587-7936) (Fax: 502-587-3422) Bus. Agt.: James R. Madison.

O 163 LOUISVILLE, KY/CLARKSVILLE, IN-Kent L. Green, 125 West Carter Avenue, Clarksville, IN 47129. (812-282-2716) Bus. Agt.: Larry W. Hopewell, 4703 Wolford Drive, Floyds Knobs, IN 47119. (812-923-1295).

M 346 LEXINGTON-Merrill Richardson, P.O. Box 5, Lexington, 40588. (859-221-1921) Bus. Agt.: Donald A. Burton.

M 369 ASHLAND, KY/HUNTINGTON, WV/ IRONTON, OH-Judy M. Chapman, P.O. Box 192, Huntington, WV, 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

TWU 897 LOUISVILLE-Lisa Green, 5204 Saint Gabriel Court, Louisville, 40291. (502-491-1071) (Fax: 502-491-1071) Bus. Agt.: Rita Gagliardi.

LOUISIANA

S 039 NEW ORLEANS-Darrell Eik, P.O. Box 19289, New Orleans, 70179. (504-872-2165) (Fax: 504-309-8198) Bus. Agt.: Alan Arthur.

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

S 298 SHREVEPORT-Robbie Mayberry, 715 McNeil Street, Shreveport, 71101. Bus. Agt.: William Gaston (318-423-1756).

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. (225-275-1891) (Fax: 225-578-4135) Bus. Agt.: H. Hayes Taylor, 16632 Mockingbird Lane, Baton Rouge, 70819.

M 668 MONROE-Dan Saterfield, 400 Lee Joyner Expressway, Monroe, 71201. (318-329-2343). Bus. Agt.: Ross Slacks.

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

MAINE

S 114 PORTLAND/LEWISTON/AUGUSTA/ BANGOR-Thomas Bull, P.O. Box 993, Portland, 04104 (207-657-7100) (Fax: 207-657-7109). Bus. Agt.: Dave Herrman.

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, 1111 Park Avenue, Suite L-102, Baltimore, 21201-5651. (410-728-6527) (Fax: 410-728-6849) Bus. Agt.: Bruce Holtman.

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

MPP,0&VT 181 BALTIMORE-Dave Foreman, 4834 Ridge Road, Baltimore, 21237. (410-668-9545) Bus. Agt.: Karl O. Gilbert.

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

M 591 HAGERSTOWN, MD/FREDERICK, MD/ WAYNESBORO, PA/WINCHESTER, VA/ MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (202-210-5200). Bus. Agt.: John Nichols.

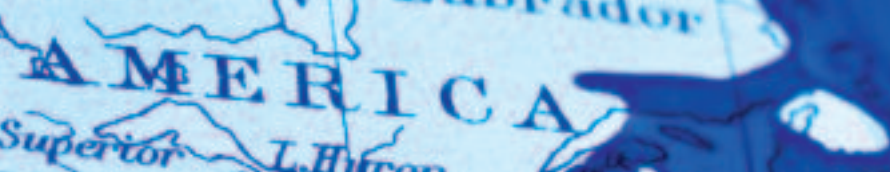
TBSE 833 BALTIMORE-James Coxson, P.O. Box 4834, Baltimore, 21211. Bus. Agt.: William Poplovski, 3400 Dunran Road, Baltimore, MD, 21222 (443-831-8181).

TWU 913 BALTIMORE-Suzanne Herbert-Forton, 301 Stonewall Rd., Catonsville, 21228. Bus. Agt.: Marybeth Chase, 7427 Watersville Rd., Mt. Airy, 21771. (410-340-0049).

MASSACHUSETTS

S 011 BOSTON/WALTHAM-John Walsh, 152 Old Colony Avenue, South Boston, 02127. (617-269-5595) (Fax: 617-269-6252) Bus. Agt.: John Walsh

S 053 SPRINGFIELD/PITTSFIELD-Valentino Larese, P.O. Box 234, Springfield, 01101. (413-530-4747) (Fax: 413-783-9977) Bus. Agt.: Michael Afflitto.



M 083 NORTH ADAMS-David Blair, 172 Notch Road, North Adams, 01247-3614. (413-664-4669) Bus. Agt.: David Blair.

M 096 WORCESTER-Mark Apholt, P.O. Box 582, Worcester, 01613. (508-929-0378) (Fax: 508-929-0385) Bus. Agts.: Donald R. Apholt, Jr., P.O. Box 212, Oakham, 01068. (508-882-3339).

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

O 186 SPRINGFIELD/HOLYOKE/PITTSFIELD-Geraldine Hanley, 194 Kendall Street, Ludlow, 01056. (413-583-5170) Bus. Agt.: Kenneth A. Hanley.

M 195 LOWELL, MA./NEW HAMPSHIRE-Elizabeth Cleveland, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

M 232 NORTHAMPTON/AMHERST-Paul Yager, P.O. Box 96, Deerfield. 01342. (413-687-3679) Bus. Agt.: Ted Hodgson.

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

T&T 753 BOSTON-Diane M. Blaskovich, 8 Admirals Lane, Salem, 01970. (617-407-9222) (Fax: 978-744-7976) Bus. Agt.: Stephen Colburn (617-894-1020).

TWU 775 BOSTON-Carol F. Colantuoni, 9 Randolph Road, Stoneham, 02180. (781-438-6338) (Fax: 781-438-6338) Bus. Agt.: Carol F. Colantuoni.

M 792 PLYMOUTH/CAPE COD-Robert Woodward Jr, 18 West Pond Road, Plymouth, 02360. (508-747-0248) Bus. Agt.: Maureen Crockett, Box 180 Newton Jct., New Hampshire, VT 03859. (603-382-7348).

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, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: Calvin Hazelbaker.

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

MPP, VT&CT 199 DETROIT-Paul Brattfish, 22707 Dequinder Road, Hazel Park, 48030. (248-399-7864) (Fax: 248-399-7866) Bus. Agt.: Donald M. Lewis.

S 201 FLINT/OWOSSO-Edward Hinderer Jr., 967 Mann Avenue, Flint, 48503. (810-767-1580) Bus. Agt.: William Hinderer, 4272 Round House Rd., #6, Swartz Creek, MI 48473 (810-635-4267).

M 274 LANSING/EAST LANSING/JACKSON/SAGINAW/CADILLAC/NORTH CENTRAL MICHIGAN/TRAVERSE CITY/ALPENA-John McDaniel, 419 S. Washington Square, Suite 103, Lansing, 48933. (517-374-5570) (Fax: 517-374-5589) Bus. Agt.: William Minihan.

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

MPP,O& VT 472 FLINT/OWOSSO-Harold Skinner, II, P.O. Box 90605, Burton, 48509-9998. (810-836-4556) Bus. Agt.: Guy Courts.

T&T 757 DETROIT-Tina Bell, 2565 Armada Drive, Auburn Hills, 48326. Bus. Agt.: Frederick Schefsky.

TWU 786 DETROIT-Diane McDaniel, 27830 Jefferson, St. Clair Shores, 48081. (586-771-3870) (Fax: 586-771-3870) Bus. Agt.: Beverly Lombart-Ignich.

SM 812 DETROIT-John DeMonaco, 20017 Van Dyke, Detroit, 48234. (313-368-0825) (Fax: 313-368-1151) Bus. Agt.: John DeMonaco.

MID-ATLANTIC AREA

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

MINNESOTA

S 013 MINNEAPOLIS/ST. CLOUD/LITTLE FALLS/ BRAINERD/ST. JOHN'S UNIVERSITY/COLLEGE OF ST. BENEDICT/ ST. PAUL-Royce Jackson, 312 Central Ave. S.E. Rm 398, Minneapolis, 55414. (612-379-7564) (Fax: 612-379-1402) Bus. Agt.: Dirk Ostertag.

S 032 DULUTH-James Rigstad, 2011 Garfield Avenue, Superior, WI 54880-2310. (715-392-5805) Bus. Agt.: Al Eastman.

MPP,O&VT 219 MINNEAPOLIS/ST. PAUL/ST. CLOUD/LITTLE FALLS/BRAINERD/ST. JOHN'S UNIVERSITY-Davin C. Anderson, 6066 Shingle Creek Pkwy., Suite 1161, Minneapolis, 55430-2316. (612-706-1450) Bus. Agt.: Davin C. Anderson.

M 416 ROCHESTER/AUSTIN/MANKATO/ WINONA-Edward D. Searles, P.O. Box 9095, Rochester, 55903-9095. (507-288-5197) Bus. Agt.: Paul Sund (507-753-3262).

SM 490 STATE OF MINNESOTA-Gary Surber, 312 Central Avenue SE, #398, Minneapolis, 55414. (612-627-0490) (Fax: 612-627-9734) Bus. Agt.: Joe Gallup.

M 510 MOOREHEAD, MN/FARGO, ND-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-237-0499) Bus. Agt.: James Torok.

TBSE 745 MINNEAPOLIS-Int'l Vice President-in-Charge: Daniel DiTolla, 1430 Broadway 20th Floor, New York, NY 10018 (212-730-1770) (Fax: 212-730-7809).

MISSISSIPPI

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

SM 492 NORTHERN MISSISSIPPI/STATE OF TENNESSEE-Theresa Morrow, P.O. Box 90174, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Robert Hill.

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

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

M 674 BILOXI/GULFPORT-Darrel Volesky, 6030 S. Vista Drive, Gulfport, 39507. (228-313-6865) Bus. Agt.: Martin G. Elchos.

MISSOURI

S 006 ST. LOUIS-Norma L. West, 1611 S. Broadway, Suite 110, St. Louis, 63104. (314-621-5077) (Fax: 314-621-5709) Bus. Agt.: John T. Beckman, Jr.

S 031 KANSAS CITY/ST. JOSEPH, MO/KANSAS CITY/TOPEKA/LAWRENCE/EMPORIA, KS-Dan Pfizner, 923-A West 17th Street, Kansas City, 64108. (816-842-5167) (Fax: 816-842-9481) Bus. Agt.: Gary L. Thomas.

MPP,AVE&CT 143 ST. LOUIS-Miron Vulakh, 5214 Chippewa Street, St. Louis, 63109. (314-351-5600) (Fax: 314-351-5600) Bus. Agt.: William Watkins.

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

SM 493 STATE OF MISSOURI-Cat Cacciatore, P.O. Box 410151, St. Louis, 63141. (314-469-4931) (Fax: 314-469-4931) Bus. Agt.: Gary Hansen.

T&T 774 ST. LOUIS-Mary Althage, 4056 Avenue F, St. Louis, 63123 (314-631-5065). Bus. Agt.: Angie Walsh, (314-647-9424).

TWU 805 ST. LOUIS-Kim Stone, 3937 Walsh Street, St. Louis, 63116. (314-351-7184) (Fax: 314-351-7184). Bus. Agt.: Karen Stone, 2433 Romaine Creek, Fenton, MO 63026 (314-712-7013).

TWU 810 KANSAS CITY-Judith McElroy, 5113 West 70 Street, Prairie Village, KS 66208. (816-225-6131) Bus. Agt.: Desiree Baird-Storey (913-362-0347).

MONTANA

M 240 BILLINGS-Gretchen Dibble, P.O. Box 545, Billings, 59103. (406-962-3655). Bus. Agt.: Dave Bakker (406-855-1664).

M 339 MISSOULA/KALISPELL/BUTTE/ ANACONDA/GREAT FALLS/HELENA-Katherine Matz, P.O. Box 6275, Great Falls, 59406-6275. (406-453-0447) Bus. Agt.: Bruce Bull.

NEBRASKA

S 042 OMAHA/FREMONT, NE/COUNCIL BLUFFS/ SIOUX CITY, IA-Cassie Moore, P.O. Box 351, Omaha NE 68101 (402-639-7301) (Fax: 402-731-8284). Bus. Agt.: Bob Lane.

M 151 LINCOLN-Eugene Trausch, P.O. Box 30201, Lincoln, 68503-0201. Bus. Agt.: Tony Polanka (402-465-5045) (Fax: 402-464-8100).

O 343 OMAHA-Lynn D. Rogers, 21504 Old Coach Road, Elkhorn, 68022. Bus. Agt.: Jeffrey K. Jenkins (402-676-9166).

TWU 831 OMAHA, NE/COUNCIL BLUFFS, IA-Alice George Holmes, 22108 Trailridge Blvd., Omaha, NE 68022 (402-289-1914) Bus. Agt.: Betty Haffner.

NEVADA

M 363 RENO/LAKE TAHOE-Claudia Johnson, 30 Mary St., #14, Reno, 89509. (775-786-2286) (Fax: 775-786-7150) Bus. Agt.: Charlotte Picerno.

M 720 LAS VEGAS-Ronald Poveromo, 3000 S. Valley View Boulevard, Las Vegas, 89102. (702-873-3450) (Fax: 702-873-4703). Bus. Agt.: John Hanson.

NEW ENGLAND AREA

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

NEW HAMPSHIRE

M 195 LOWELL, MA/NEW HAMPSHIRE-Elizabeth Cleveland, P.O. Box 514, Mt. Vernon, NH 03057 (603-566-2510). Bus. Agt.: Joyce Cardoza (603-654-4097) (Fax: 603-654-4098).

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

S 919 HANOVER/LEBANON, NH/BURLINGTON, VT-Leslie Day, P.O. Box 951, Burlington, 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

NEW JERSEY

S 008 CAMDEN/MERCER COUNTY, NJ/PHILADELPHIA, PA-Andrew Nolan, 2237 Hartranft Street, Philadelphia, PA 19145. (215-952-2106) (Fax: 215-952-2109) Bus. Agt.: Michael Barnes.

S 021 NEWARK-Jacky Riotto, 2933 Vauxhall Rd., Millburn Mall, Vauxhall, 07088. (973-379-9265) (Fax: 908-964-0243) Bus. Agt.: Stanley Gutowski.

SM 052 STATES OF NEW JERSEY/ NEW YORK/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 059 JERSEY CITY-Richard Drum, P.O. Box 3122, Secaucus, 07096. (973-769-6187) Bus Agt.: Richard Drum.

M 077 ATLANTIC CITY/VINELAND-Thomas M. Bambrick, Jr., P.O. Box 228, Linwood, 08221. (609-317-0958) (Fax: 609-909-9591) Bus. Agt.: Eric Berry.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/ CONNECTICUT-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

M 534 MIDDLESEX/MERCER/UNION COUNTIES/OCEAN COUNTY/ASBURY PARK/LONG BRANCH-Vincent Meli, P.O. Box 722, New Brunswick, 08903. (732-565-9200) (Fax: 732-565-9300) Bus. Agt.: Craig Werner (732-539-4560).

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-Judy Feltus, 205 Robin Road, Suite 202, Paramus, 07652. (201-262-4182) (Fax: 201-262-4138) Bus. Agts.: (Stage) Joe Villani; (Proj.) Patrick Riley.

TWU 799 CAMDEN, NJ/PHILADELPHIA, PA-Susan Calaciura, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282) (Fax: 856-488-6368) Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002.

CHE 917 ATLANTIC CITY-Gilda Passarella, 4119 Atlantic Avenue, Atlantic City, 08401. (609-345-0550) (Fax: 609-345-4554) Bus. Agt.: Darrell Stark.

NEW MEXICO

M 153 LAS CRUCES, NM/EL PASO, TX-Ignacio Flores, 3349 Dunganvan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-886-4900) Bus. Agt.: Scott White.

M 423 ALBUQUERQUE/ROSWELL/SANTA FE-Brian Shaffer, P.O. Box 81376, Albuquerque, 87198. (505-250-0994) (Fax: 505-255-1970) Bus. Agt.: Brian Shaffer.

SM 480 STATE OF NEW MEXICO-D.L. Herbert De Wing, 1418 Cerrillos Rd., Santa Fe, 87505. (505-986-9512) (Fax: 505-986-9513) Bus. Agt.: Jon Hendry.

TWU 869 ALBUQUERQUE-Darlene Jones, 369 Playful Meadows, Rio Rancho, 87144. (505-681-0601) Bus. Agt.: Ann Schreiber (505-247-8474).

NEW YORK

S 001 NEW YORK/WESTCHESTER-PUTNAM COUNTIES-Robert Score, 320 W. 46th Street, New York, 10036. (212-333-2500) (Fax: 212-586-2437) Bus. Agts.: (Theatre) Mickey Fox and Kevin McGarty; (TV) Edward J. McMahon, III and Robert C. Nimmo.

S 004 BROOKLYN and QUEENS-Terence K. Ryan, 2917 Glenwood Road, Brooklyn, 11210. (718-252-8777) (Fax: 718-421-5605) Bus. Agt.: Lewis Resnick.

S 009 SYRACUSE/ROME/ONEIDA/UTICA-Linda Mack, P.O. Box 617, Syracuse, 13201-0617 (315-625-4131). Bus. Agt.: Keith Russell.

S 010 BUFFALO-Charles Gill, 700 Main Street, Suite 200, Buffalo 14202 (716-822-2770) (Fax: 716-634-5529). Bus. Agt.: Gary Syracuse, Jr., 266 Sterling Avenue, Buffalo, NY 14216 (716-822-2770).

S 014 ALBANY/SCHENECTADY/AMSTERDAM-Gail E. Farley, P.O. Box 11-074, Albany, 12211. (518-427-1580) (Fax: 518-477-6677) Bus. Agt.: James Anziano.

S 025 ROCHESTER-Michael J. Ventrella, 140 Metro Park, Suite 4, Rochester, 14623. (585-427-8974) Bus. Agt.: Thomas F. Mason.

M 029 TROY-Richard M. Regnier, Sr., Rd#5-363 Currybush Road, Schenectady, 12306. (518-377-9080) (Fax: 518-372-3176) Bus. Agt.: Richard M. Regnier, Sr.

SM 052 STATES OF NEW YORK/ NEW JERSEY/ CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 054 BINGHAMTON-Daniel Sonnen, 1405 Livingston Place, Vestal, 13850. (607-777-2531) Bus. Agt.: William Carroll, P.O. Box 271, Binghamton, 13905. (607-427-6336).

TBSE 100 NEW YORK-Rich Rahnner, 191 Monell Avenue, Islip, 11751 (203-876-8566) Bus. Agt.: Greg Calvin.

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.

SS,PC,CC&PA 161 NEW YORK/ NEW JERSEY/ CONNECTICUT-Beverly Billin, 630 9th Avenue, #1103, New York, NY 10036. (212-977-9655) (Fax: 212-977-9609) Bus. Agt.: Colleen Donahue.

M 266 JAMESTOWN/CHAUTAUQUA, NY/WARREN COUNTY, PA-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

M 289 ELMIRA/HORNELL/WATKINS/ ITHACA/CORNING/CORTLAND/BINGHAMTON-Florence Lovell, P.O. Box 1147, Elmira, 14902. Bus. Agt.: David Bailey, 713 Riverside Ave., Elmira, 14904. (607-733-7159) (Fax: 607-733-7159).

MPPD,VT, & AC 306 NEW YORK-Hugo F. Capra, 545 West 45th St., 2nd fl., New York, 10036. (212-956-1306) (Fax: 212-956-9306) Bus. Agts.: (Proj.) Barry Garfman; (Stage) Miriam Pollock.

M 311 MIDDLETOWN/NEWBURGH/ KINGSTON-Franklin DenDanto, P.O. Box 192, Washingtonville, 10992. (845-692-4358) (Fax: 845-692-0020) Bus. Agt.: Michael R. Brennan, 6 Virginia Street, Middletown, NY 10941 (845-692-4358).

O 324 ALBANY-Stanley Blakeman, 171 East Side Drive, Ballston Lake, 12019 (518-399-2085). Bus. Agt.: John K. Hill.

S 340 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Michael Brogden, P.O. Box 160, Jericho, 11753. (516-457-6778) (Fax: 212-391-8320) Bus. Agt.: Brian J. Frankel.

M 353 PORT JERVIS/SULLIVAN COUNTY-John B. Senter, III, P.O. Box 1432, Monticello, 12701. (212-677-5711) Bus. Agt.: John B. Senter, III.

M 499 POUGHKEEPSIE-Michael Finamore, P.O. Box 499, Narrowsburg, 12764. (914-489-2439) (Fax: 845-331-7461) Bus. Agt.: Sandi Bohle, 180 Downs Street, Kingston, NY 12401 (914-489-2439).

M 524 GLENS FALLS/SARATOGA-Bob Medve, 12 Sunset Drive, Queensbury, 12804. (518-745-5954) (Fax: 518-745-5954) Bus. Agt.: Edward Smith (518-623-4427) (Fax: 518-623-4427).

M 592 SARATOGA SPRINGS-James Farnan, 47 County Route 76, Stillwater, 12170. (518-727-3735). Bus. Agt.: Rick Daus.

ICG 600 INTERNATIONAL CINEMATOGRAPHERS GUILD-(See also California, Florida and Illinois) Alan Gitlin; National Executive Director, Bruce Doering; Eastern Region Director, Chaim Kantor, 80 Eighth Ave., 14th Fl., New York, NY 10011. (212-647-7300) (Fax: 212-647-7317).

MPP, O&VT 640 NASSAU/SUFFOLK COUNTIES OF LONG ISLAND-Timothy King, 600 Johnson Avenue, Suite C-5, Bohemia, 11716. (631-750-6588) (Fax: 631-750-6589) Bus. Agt.: Robert B. Gottschalk, Jr.

M 645 ROCKLAND COUNTY-Ronald Jacobsen, 12 Kim Marie Place, Newburgh, 12550. (914-772-8186) Bus. Agt.: Brian McGarity, 85 South William Street, Pearl River, NY 10965 (718-813-2025).

MPEG 700 MOTION PICTURE EDITORS GUILD (see also California)-Diane Adler; Exec. Dir.:Ron Kutak, 7715 Sunset Blvd., #200, Los Angeles, CA 90046. (323-876-4770) (Fax: 323-876-0861) Asst. Exec. Dir.: Paul Moore, 145 Hudson Street, Suite 201, New York, NY 10013. (212-302-0700) (Fax: 212-302-1091).

LF/VT 702 NEW YORK-William Andrews, 542 Eastbrook Road, Ridgewood, NJ 07450. (212-869-5540) (Fax: 212-302-1091) Bus. Agt.: Joseph Truglio (201-447-0753).

M 749 MALONE-Michael S. Brashaw, 601 Ford Street, Ogdensburg, 13669. (315-393-2873) (Fax: 315-393-2880) Bus. Agt.: Samuel Rapin.

T&T 751 NEW YORK-Lawrence Paone, 1430 Broadway, 8th floor, New York, 10018. (212-302-7300) (Fax: 212-944-8687) Bus. Rep.: Lawrence Paone.

TWU 764 NEW YORK and VICINITY-Rochelle Friedman, 545 West 45th Street, 2nd fl., New York, 10036. (212-957-3500) (Fax: 212-957-3232) Bus. Agts.: (Legit) Bart Daudelin; (Film) Frank Gallagher.

TWU 783 BUFFALO-Patricia J. Marchewka, 124 Brentwood Drive, So. Cheektowaga, 14227-3271. (716-812-0783) Bus. Agt.: Mary Jo Witherell, 27 Warburton Pl., Buffalo 14223.

T&T 788 ROCHESTER-Floyd R. Schilstra, 1142 Bay Road, Webster, 14580 (585-787-2934). Bus. Agt.: John Giffen.

TBSE 794 NEW YORK-Ryan Priest, P.O. Box 154, Lenox Hill Station, New York, 10021. (646-596-3539) .Bus. Agt.: Timothy Daughtry.

MAHS 798 NEW YORK-Joseph Cuervo, 152 West 24th Street, New York, 10011. (212-627-0660) (Fax: 212-627-0664). Bus. Agt.: Daniel Dashman.

ADG 800 NORTHEAST OFFICE (See also California, Illinois and North Carolina)-Stan Harris, 90 West St., #23H, New York, NY 10006 (646-246-3722).



TBSE 821 ELMIRA-Norman Stull, 101 E. Water Street, Elmira, 14901 (607-733-5518) Bus. Agt.: Jon Shaban.

EE/BPBD 829 NEW YORK-John V. McNamee Jr, 386 Park Avenue South, 13th floor, New York, 10016. (212-679-1164) (Fax: 212-679-1421).

M 842 ONEONTA/COOPERSTOWN/SIDNEY/DELHI/COBLESKILL/WALTON-William Pierce, 1504 Burnt Hill Road, West Fulton, 12194. (518-827-8428). Bus. Agt.: William Pierce.

TWU 858 ROCHESTER-Kathleen Olson, 21 Wimbledon Rd., Rochester, 14617. (585-338-7915). Bus. Agt.: Anne Bowes.

ATPAM 18032 NEW YORK-Nick Kaledin, 62 West 45th Street, Suite 901, New York, 10036. (212-719-3666) (Fax: 212-302-1585). Bus. Agt.: Gerry Parnell.

USA 829 NEW YORK REGIONAL OFFICE-Carl Baldasso, 29 West 38th Street, 15th fl., New York, NY 10018. (212-581-0300) (Fax: 212-977-2011) Bus. Agt.: Cecilia Friederichs.

NORTH CAROLINA

M 278 ASHEVILLE-Roger I. Briant, P.O. Box 2071, Asheville, 28802. (828-545-0641) Bus. Agt.: Michael D. Rhodes.

M 322 CHARLOTTE/GREENVILLE-Randy Raynard, 6101 Idlewild Road, Suite 322, Charlotte, 28212. (704-537-8329) (Fax: 704-367-9436) Bus. Agt.: Bruce T. Grier (704-367-9435).

M 417 DURHAM/CHAPEL HILL/RALEIGH-Amy O'Donnell, P.O. Box 28152, Raleigh, 27611. (919-422-0866) (Fax: 919-477-5833) Bus. Agt.: Rob McIntire.

SM 491 STATES OF NORTH AND SOUTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin.

M 574 GREENSBORO/BURLINGTON/HIGH POINT-Neil Welch, Jr., P.O. Box 8575, Greensboro, 27419. (336-451-0390) (Fax: 336-638-3625) Bus. Agt.: Bill Daves, 4025 Lamond Drive, Winston-Salem, 27101. (336-852-0660).

M 635 WINSTON-SALEM/LEXINGTON/THOMASVILLE-Henry Grillo, P.O. Box 15338, Winston-Salem, 27113-0338. (336-399-7382) Bus. Agt.: Patrick O'Kelly.

ADG 800 SOUTHEAST OFFICE (See also California, Illinois and New York)-John D. Kretschmer, 605 Fitzgerald Dr., Wilmington, NC 28405. (910-443-3838).

NORTH DAKOTA

M 510 FARGO, ND/MOOREHEAD, MN-James Torok, 702 7th Street, North, Fargo, ND 58102. (701-235-3840) Bus. Agt.: James Torok.

OHIO

S 005 CINCINNATI/HAMILTON/FAIRFIELD/SPRINGDALE/OXFORD-Kevin G. Eviston, 35 E. 7th Street, Suite 501, Cincinnati, 45202. (513-721-1302) (Fax: 513-721-0023) Bus. Agt.: Thomas Guidugli.

S 012 COLUMBUS/NEWARK/MARYSVILLE/DELAWARE-Joe McCutcheon, 566 E. Rich Street, Columbus, 43215. (614-221-3753) (Fax: 614-221-0078) Bus. Agt.: Richard Shack, 2581 East Fifth Avenue, Columbus, OH 43219.

S 024 TOLEDO/LIMA/MARION/BOWLING GREEN/TIFFIN/FINDLAY-Sandra Cassaubon, 435 S. Hawley Street, Toledo, 43609. (419-244-6320) (Fax: 419-244-6325). Bus. Agt.: John Palsa.

S 027 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-Michael Lehane, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902 (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Dave Vacca.

S 048 AKRON/CANTON/MASSILLON/ALLIANCE/MANSFIELD-Helen Louie, 678 North Main Street, Akron, 44310. (330-374-0480) (Fax: 330-376-2721) Bus. Agt.: Helen Louie.

M 064 STEUBENVILLE, OH/WHEELING, WV-Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnecchia (304-639-2516) (Fax: 304-242-6134).

S 066 DAYTON/SPRINGFIELD/DARKE/MIAMI AND CHAMPAIGN COUNTIES-Keith J. Thomas, P.O. Box 75, Dayton, 45401. (937-415-0066) (Fax: 937-415-0067) Bus. Agt.: Kenneth G. Rice.

S 101 NILES/WARREN/YOUNGSTOWN-David Rees, P.O. Box 362, Youngstown, 44501. (330-747-9305) Bus. Agt.: John Osborne.

MPP, O&V T 160 CLEVELAND/ASHTABULA/LORAIN/ELYRIA/SANDUSKY/ERIE COUNTY-John Galinac, 8358 Munson Road, Suite 104, Mentor, 44060. (440-255-3160) (Fax: 440-255-3119) Bus. Agt.: John Galinac.

SM 209 STATE OF OHIO-Jonathan Andrews, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Kenneth McCahan.

M 369 IRONTON, OH/HUNTINGTON, WV/ASHLAND, KY-Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

TWU 747 COLUMBUS-Julia Johnson, 4791 Summit Road, SW, Pataskala, 43062. (740-927-1696) Bus. Agt.: C. Wayne Cossin, 1954 Indianola Ave., Columbus, 43201 (614-298-8071).

T&T 756 CLEVELAND-Glenn Barry, 17157 Rabbit Run Dr., Strongsville, 44136. (440-238-7711) (Fax: 440-238-6963) Bus. Agt.: Thomas Patton.

TWU 864 CINCINNATI-Jean Mueller, 2643 Highland Avenue, Cincinnati, 45219. (513-861-5300) (Fax: 513-861-5301) Bus. Agt.: Peter A. Diamond.

TWU 883 CLEVELAND-Diane Burke, 4689 Georgette Ave., N. Olmsted, 44070. (440-734-4883) (Fax: 440-734-3588) Bus. Agt.: Diane Burke.

TWU 886 DAYTON-Sharleen Rafferty, P.O. Box 124, Dayton, 45401-0124. Bus. Agt.: Cynthia Closser.

OKLAHOMA

S 112 OKLAHOMA CITY-Tina Saxton, 511 Couch Drive, Oklahoma City, 73102. (405-231-0025) (Fax: 405-231-0056) Bus. Agt.: Stephen Rysted.

S 354 TULSA/PONCA CITY-Paul Clear, P.O. Box 354, Tulsa, 74101. (918-496-7722) (Fax: 918-496-7725) Bus. Agt.: Steve Brown.

M 387 LAWTON/OKLAHOMA CITY-Homer L. Hawkins, 4226 SE Ford Road, Lawton, 73501. (580-355-1599) Bus. Agt.: Barry Leday, 35 NW 28th, Lawton, OK 73505. (580-248-0830).

TWU 904 TULSA-Lloyd Roberts, P.O. Box 563, Tulsa, 74101. (918-369-9041) (Fax: 918-369-9041) Bus. Agt.: Marcia Holland (918-369-3687).

OREGON

M 028 PORTLAND/SALEM-Pat Chard, 4949 S.E. 26th Ave., Portland, 97202. (503-295-2828) (Fax: 503-230-7044) Bus. Agt.: Chris Bateman.

SM 488 PACIFIC NORTHWEST-Linda Bloom, 5105 SW 45th Avenue, Portland, OR 97221. (503-232-1523) (Fax:

503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen; (Washington) Robert Riggs.

M 675 EUGENE/CORVALLIS/BEND-Virginia Sands, P.O. Box 12217, Eugene, 97440. (541-344-6306) Bus. Agt.: Rocky Haffner.

TBR&SE 793 PACIFIC NORTHWEST-Dave Bishop, P.O. Box 94282, Seattle, WA., 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

PACIFIC NORTHWEST

SM 488 PACIFIC NORTHWEST-Linda Bloom, 5105 SW 45th Avenue, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen; (Washington) Robert Riggs.

TBR&SE 793 PACIFIC NORTHWEST-Dave Bishop, P.O. Box 94282, Seattle, WA., 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

PENNSYLVANIA

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

S 008 PHILADELPHIA, PA/CAMDEN/MERCER COUNTY, NJ-Andrew Nolan, 2237 Hartranft Street, Philadelphia, 19145. (215-952-2106) (Fax: 215-952-2109). Bus. Agt.: Michael Barnes.

SM 052 STATES OF NEW YORK/ NEW JERSEY/CONNECTICUT/NORTHERN DE. /GREATER PA.-William McGavin, 326 W. 48th Street, New York, NY 10036. (212-399-0980) (Fax: 212-315-1073) Bus Mgr.: John Ford; Bus. Reps.: John Fundus and Raymond Fortune.

S 082 WILKES BARRE-Michael Marancik, P.O. Box 545, Wilkes-Barre, 18703 (570-824-1665). Bus. Agt.: Joseph K. Jacobs, Jr. (570-824-4260).

S 097 READING-David Sterner, P.O. Box 7511, Reading, 19603-7511. Bus. Agt.: Russell Hoffman (484-955-3009).

S 098 HARRISBURG/HERSHEY/CARLISLE-F. Joseph Spackman, P.O. Box 266, Hershey, 17033-0266. (717-991-4411) Bus. Agt.: Chester Ross.

S 113 ERIE-Sonia Ferrante, P.O. Box 557, Erie, 16512. (814-882-7763) Bus. Agt.: Kenneth Marchant.

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

S 200 ALLENTOWN/EASTON/STROUDSBURG/BETHLEHEM-Frank lafrate, P.O. Box 1723, Bethlehem, 18016. (610-867-0658) (Fax: 610-867-0658) Bus. Agt.: Eric Wills.

M 218 POTTSVILLE/MAHANAOY CITY/SHENANDOAH/LANSFORD/SHAMOKIN-Robert Van Horn, 107 Village Road, Orwigsburg, 17961. (570-366-0629) Bus. Agt.: Robert Spiess, 17 Rose Avenue, Port Carbon, 17965. (570-622-5720).

M 266 WARREN COUNTY, PA/JAMESTOWN/CHAUTAUQUA, NY-Eric Bolling, 3673 Pleasant Avenue, Jamestown, NY 14701. (716-664-9448) Bus. Agt.: Gordon R. Pugh (716-761-6944).

M 283 HANOVER/YORK COUNTY/GETTYSBURG/LANCASTER COUNTY-Judi S. Miller, 1927 Queenswood Drive, L-205, York, 17403. (717-846-4314). Bus. Agt.: Charles Reynolds.

M 329 SCRANTON/PITTSTON-Patricia Martin, 1266 O'Neil Highway, Dunmore, 18512. Bus. Agt.: Don Martin (570-650-3607).

SM 489 GREATER PITTSBURGH AREA-Cassie Ross Eccles, P.O. Box 100056, Pittsburgh, 15233. (412-403-4890) (Fax: 412-820-2621) Bus. Agt.: George Jaber.

M 591 WAYNESBORO, PA/HAGERSTOWN, MD/FREDERICK, MD/WINCHESTER, VA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (202-210-5200). Bus. Agt.: John Nichols.

M 627 SOUTHWEST PENNSYLVANIA (excluding West Alexander)-Pat Gianella, 321 Fingal Street, Pittsburgh, 15211. (412-431-0264) (Fax: 412-431-0264) Bus. Agt.: Pat A. Gianella.

M 636 LEWISTOWN/STATE COLLEGE/HUNTINGTON/ALTOONA/WILLIAMSPORT/JOHNSTOWN/INDIANA/SUNBURY/LEWISBURG/BLOOMSBURG/SELINGSGROVE/INDIANA-Roger Tharp, IV, P.O. Box 394, State College, 16804. (814-571-4321) Bus. Agt.: Fred Park, Jr. (814-883-0769).

T&T 752 PHILADELPHIA-Tara Suppa, P.O. Box 70, Runnemede, NJ 08078. (215-431-5184) Bus. Agt.: Jerry Kelly.

TWU 787 PITTSBURGH-Deborah Termini, 9 Beltzhoover Ave., Pittsburgh, 15210-1009. (412-728-0503) (Fax: 412-471-7787) Bus. Agt.: Roza Martinovic.

TWU 799 PHILADELPHIA/CAMDEN, NJ-Susan Calaciura, 200 Plymouth Place, Merchantville, NJ 08109. (215-643-1282) (Fax: 856-488-6368) Bus. Agt.: Elisa Murphy, 901 Llanfair Road, Lower Gwynedd, PA 19002.

TBSE 804 PHILADELPHIA-Thomas Baginski, 210 Locust Street, #6AW, Philadelphia, 19106 (215-922-4594). Bus. Agt.: Debbie Harris.

TBSE 820 PITTSBURGH-David Ferry, P.O. Box 22365, Pittsburgh, 15222-0365. (724-733-1236) Bus. Agt.: Marji Murphy.

T&T 862 PITTSBURGH-Nancy Regan, 655 Penn Avenue, Pittsburgh, 15222. (412-456-7026) Bus. Agt.: Luke Doyle.

TBSE 902 JOHNSTOWN/ALTOONA-Bob Hess, 49 Old Hickory Lane, Johnstown, 15905. (814-255-7600) Bus. Agt.: Joe McGinty.

PUERTO RICO/VIRGIN ISLANDS

M 494 PUERTO RICO/U.S. VIRGIN ISLANDS-Mitzy Ann Ramirez-Suarez, 259 Chile Street, Suite D, San Juan, PR 00918 (787-764-4672) (Fax: 787-765-3459). Bus. Agt.: Luis Estrella.

RHODE ISLAND

M 023 STATE OF RHODE ISLAND-John Brennan, 90 Printery Street, Providence, 02904. (401-225-2308) Bus. Agt.: Patrick Ryan, 6 Driftwood Drive, Barrington, RI 02806.

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

TW, MA&HS 830 STATE OF RHODE ISLAND-Jacqueline Keegan, 10 South Bend Street, Pawtucket, 02860. (401-489-0886) Bus. Agt.: Frances Howe, 85 Pine Hill Road, North Scituate, 02857. (401-647-9333).

SOUTH CAROLINA

M 333 CHARLESTON/MYRTLE BEACH-Michael Coffey, P.O. Box 31921, Charleston, 29417-1921. (843-744-4434) (Fax: 843-744-7336) Bus. Agt.: George Aytes.

M 347 COLUMBIA-Vivian Vandegrift, P.O. Box 8876, Columbia, 29202 (803-394-1896) (Fax: 866-925-3475) Bus. Agt.: James Harwell (803-240-0111).

SM 491 STATES OF SOUTH AND NORTH CAROLINA/SAVANNAH, GA-Andrew Oyaas, 1707 Castle Hayne Road, Wilmington, NC 28401. (910-343-9408) (Fax: 910-343-9448) Bus. Agt.: Jason Rosin.

SOUTH DAKOTA

S 220 SIOUX FALLS-Terry Bader, P.O. Box 2040, Sioux Falls, 57101. (605-261-2639) Bus. Agt.: Dave Schreck.

M 503 MITCHELL/HURON-Wade R. Strand, 25798 409th Street, Mitchell, 57301. (605-996-7533) Bus. Agt.: Tony Palli (605-996-1591).

M 731 RAPID CITY/BLACK HILLS AREA-Gary Wallace, P.O. Box 2358, Rapid City, 57709 (605-545-2516). Bus. Agt.: Dean Henderson.

TENNESSEE

S 046 NASHVILLE-Deborah McCarley, 211 Donelson Pike, #202/203, Bldg A, Nashville, 37214-2932. (615-885-1058) (Fax: 615-885-5165) Bus. Agt.: Michael J. Gilbert.

S 069 MEMPHIS-Allen Byassee, 3340 Poplar Avenue, Suite 129, Memphis, 38111. (901-327-4994) (Fax: 901-327-8626). Bus. Agt.: Allen Byassee.

S 140 CHATTANOOGA-Robert Wills, P.O. Box 132, Chattanooga, 37401. (423-645-9251) (Fax: 423-757-5326) Bus. Agt.: Chris Keene.

S 197 KNOXVILLE/MARYVILLE/ALCOA/GATLINBURG-Charles J. Flenniken, P.O. Box 946, Knoxville, 37901. (865-428-6583) Bus. Agt.: Ronald Carrell.

SM 492 STATE OF TENNESSEE/NORTHERN MISSISSIPPI-Theresa Morrow, 4610 Charlotte Pike, Nashville, TN 37209. (615-386-3492) (Fax: 615-460-7492). Bus. Agt.: Robert Hill.

M 699 JOHNSON CITY/KINGSPOUR, TN/BRISTOL, VA-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-741-7434) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

TWU 825 MEMPHIS-Dorothy L. Clark, 1472 Kinilwood, Memphis, 38134. (901-386-3429) (Fax: 901-382-7832) Bus. Agt.: Dorothy Clark.

TWU 894 KNOXVILLE-Leslie Percelly, P.O. Box 14653, Knoxville, 37914. (865-659-9701) (Fax: 865-546-2135) Bus. Agt.: Roland Harkness.

TWU 915 NASHVILLE-Barbara W. Sullivan, P.O. Box 383, Hermitage, 37076 (615-883-8023) (Fax: 615-851-6055). Bus. Agt.: Judy Resha (615-851-6055).

TEXAS

S 051 HOUSTON/GALVESTON-Scott Firth, 3030 North Freeway, Houston, 77009. (713-697-3999) (Fax: 713-697-0222) Bus. Agt.: Butch Lange.

S 076 SAN ANTONIO-Carl Lenhart, 206 San Pedro, #306, San Antonio, 78205 (210-223-1428) (Fax: 210-225-6115) Bus. Agt.: Raymond G. Sewell.

S 126 FORT WORTH/ARLINGTON/DENTON/GAINESVILLE/GRAPEVINE-Jim Brady, P.O. Box 185178, Fort Worth, 76181. (817-929-1926) (Fax: 817-284-0968) Bus. Agt.: Dale Domm.

S 127 DALLAS/GRAND PRAIRIE/MCKINNEY-Senita Peck, 4116 Live Oak Street, Dallas, 75204. (214-742-4741) (Fax: 214-747-4792) Bus. Agt.: Carl Labry.

M 153 EL PASO, TX/LAS CRUCES, NM-Ignacio Flores, 3349 Dungan Drive, El Paso, 79925. (915-594-8250) (Fax: 915-886-4900) Bus. Agt.: Scott White.

M 183 BEAUMONT/PORT ARTHUR/ORANGE-Marie Pinner, 681 Ridgewood Drive, Pt. Neches, 77651. (409-626-1880) (Fax: 409-729-0578) Bus. Agt.: Larry Allen.

M 205 AUSTIN-Michelle Lehman, P.O. Box 142, Austin, 78767. (512-371-1217) Bus. Agt.: Jon Maloy.

O 330 FORT WORTH/DENTON/GAINESVILLE-Coleman Bennett, P.O. Box 146, Weatherford, 76086. (817-598-1517) Bus. Agt.: Coleman Bennett.

M 331 TEMPLE/KILLEEN/BRYAN/WACO-Darrell Dyer, P.O. Box 424, Killeen, 76540. (254-535-1256) Bus. Agt.: William Sproul.

M 378 WICHITA FALLS-Richard Lehman, 3188 Rifle Range Road, Iowa Park, 76367. (940-592-9753) Bus. Agt.: Richard Lehman.

SM 484 STATE OF TEXAS-Jason Keene, 1514 Ed Bluestein Blvd., #106, Austin, 78721 (512-385-3466) (Fax: 512-385-3370) Bus. Agt.: Stephen Beasley.

M 604 CORPUS CHRISTI/HARLINGEN/MCALLEEN/BROWNSVILLE-Doug Hopkins, P.O. Box 260356, Corpus Christi, 78426. (361-728-4664) Bus. Agt.: Edgar Arnold Garcia.

TBSE 796 STATE OF TEXAS-Frank Trevino, P.O. Box 70826, Houston, 77270. Bus. Agt.: Andrew Benz.

TWU 803 DALLAS/FORT WORTH-Vicki Neumann, P.O. Box 570574, Dallas, 75357 (214-385-5248). Bus. Agts.: (Dallas) Patsy F. Neumann (214-352-8418) (Fax: 214-352-8418); (Fort Worth) Kathy Neel Gentry (817-834-4256) (Fax: 817-834-4256).

M 865 ODESSA/MIDLAND/LUBBOCK-Lamont Furlow, 9372 W. University Blvd., Odessa, 79764. (432-381-2500) (Fax: 432-530-2223) Bus. Agt.: Lamont Furlow.

TWU 896 HOUSTON-Kathleen Pecha, P.O. Box 130774, Houston, 77219-0774. (281-686-5548) (Fax: 713-928-6731) Bus. Agt.: Glinda Anderson.

AMPE 920 DALLAS/FORT WORTH-Paul Thompson, 4841 W. Royal Lane, Irving, 75063 (972-929-1913) (Fax: 972-929-3651). Bus. Agt.: Marvin Davis.

UTAH

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

EE 838 SALT LAKE CITY, UT/SOUTHERN IDAHO-Kathy Peck, 230 West 200 South, Suite 2220, Salt Lake City, UT 84101 (801-320-0701) (Fax: 801-320-0705) Bus. Agt.: Nancy Trowse.

VERMONT

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

S 919 BURLINGTON, VT/HANOVER/LEBANON, NH-Leslie Day, P.O. Box 951, Burlington, VT 05402-0951 (802-865-0570). Bus. Agt.: Craig Mowery (802-355-4541).

VIRGINIA

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

M 055 ROANOKE/SALEM/DANVILLE/LYNCHBURG/BLACKSBURG/RADFORD/STAUNTON-Russell Prusak, P.O. Box 12424, Roanoke, 24025. (540-362-5164) (Fax: 540-853-5845). Bus. Agt.: James A. Nelson (540-353-1013).

S 087 RICHMOND/PETERSBURG/CHARLOTTESVILLE/EMPORIA-Robert D. Walton, P.O. Box 100, Sandston 23150. Bus. Agt.: John Fulwider (804-564-6698) (Fax: 804-746-1601).

M 264 NEWPORT NEWS/HAMPTON/WILLIAMSBURG-Trustees: Int'l Representatives: Mark Kiracofe and Scott Harbinson, P.O. Box 9124, Hampton, 23670. (757-838-9045) (Fax: 757-838-1066).

S 285 NORFOLK/CHESAPEAKE/PORTSMOUTH/VIRGINIA BEACH-Cristina Evans, 5307 E. Virginia Beach Blvd., Suite 128, Norfolk, 23502. Bus. Agt.: Dale Lee Evans (757-237-5058).

SM&BT 487 MID-ATLANTIC AREA-Carol Everson, 1414 Key Highway, Suite 201, Baltimore, MD 21230. (410-685-4141) (Fax: 410-685-3939) Bus. Agt.: Rosemarie Levy.

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (202-210-5200). Bus. Agt.: John Nichols.

M 699 BRISTOL, VA/JOHNSON CITY/KINGSPORT, TN-Joseph Washburn, P.O. Box 442, Unicoi, TN 37692. (423-741-7434) Bus. Agt.: Shelby Gene Coffey (423-741-8353).

WASHINGTON

S 015 SEATTLE/EVERETT/OLYMPIA/ANACORTES/MARYSVILLE/TACOMA/ BREMERTON/ BELLINGHAM/MT. VERNON/SEDRO WOOLEY/PORT ANGELES/ BURLINGTON/ CONCRETE/ STANWOOD/ LONGVIEW-Noel Clayton, 2800 1st Avenue, Room 231, Seattle, 98121. (206-441-1515) (Fax: 206-448-5325) Bus. Agt.: Paul Bigman.

M 093 SPOKANE, WA/WALLACE KELLOGG, ID-Jill Scott, P.O. Box 1266, Spokane, WA 99210. Bus. Agt.: Jacel Evans. Bus. Rep.: Pat Devereau (509-999-5073) (Fax: 208-623-6496).

SM 488 PACIFIC NORTHWEST-Linda Bloom, 5105 SW 45th Avenue, Portland, OR 97221. (503-232-1523) (Fax: 503-232-9552) Bus. Agt.: (Oregon) Charles A. Carlsen (503-232-1523); (Washington) Robert Riggs.

TBR&SE 793 PACIFIC NORTHWEST-Dave Bishop, P.O. Box 94282, Seattle, WA., 98124. (877-680-4853). Bus. Agt.: Todd Gordon.

TWU 887 SEATTLE-Rita M. Brown, 2800 1st Avenue, #229, Seattle, 98121. (206-443-9354) (Fax: 206-448-5325) Bus. Agt.: Delia Mulholland.

WEST VIRGINIA

M 064 WHEELING, WV/STEBENVILLE, OH-Tony Assaro, P.O. Box 292, Wheeling, WV 26003-0041. Bus. Agt.: Frank Scarnecchia (304-639-2516) (Fax: 304-242-6134).

S 271 CHARLESTON-Craig Colhoun, P.O. Box 75323, Charleston, 25375. (304-561-7910) (Fax: 304-357-7556). Bus. Agt.: Brock Comer.

M 369 HUNTINGTON, WV/ASHLAND, KY/IRONTON, OH-Judy M. Chapman, P.O. Box 192, Huntington, WV 25707. Bus. Agt.: Chestle St. Clair (304-733-0880).

M 578 NORTH CENTRAL WEST VIRGINIA-R.A. Nethken, P.O. Box 293, Morgantown, WV 26507. Bus. Agt.: William Delbridge (703-868-3154) (Fax: 304-293-3550).

M 591 WINCHESTER, VA/HAGERSTOWN, MD/FREDERICK, MD/WAYNESBORO, PA/MARTINSBURG, WV-Michael E. Clem, 10300 Moxley Road, Damascus, MD 20872. (202-210-5200). Bus. Agt.: John Nichols.

WISCONSIN

S 018 MILWAUKEE/WAUKESHA-James Luljak, 230 W. Wells St., Ste. 405, Milwaukee, 53203. (414-272-3540) (Fax: 414-272-3592) Bus. Agt.: Peter Misko.

M 141 LaCROSSE-Trygve Zielke, N 2528 Baker Road, La Crosse, 54601. (608-787-7667) (Fax: 608-787-0610) Bus. Agt.: William Timm.

M 251 MADISON/COLUMBIA/SAUK COUNTY-Brooks McGrath, 1602 South Park Street, #224, Madison, 53715. (608-616-0251) (Fax: 608-251-6023) Bus. Agts.: (Stage) Chris Gauthier; (Oper.) Tim Romano.

M 470 OSHKOSH/FOND DU LAC/GREEN BAY/WISCONSIN RAPIDS/ MARSHFIELD/ WAUSAU-Richard Comfort, P.O. Box 3351, Oshkosh, 54911. (866-426-4707) Bus. Agt.: Stephen Dedow.

TWU 777 MILWAUKEE-William Balfanz, 3619 N. 86th Street, Milwaukee, 53222-2816. (414-462-6214). Bus. Agt.: Beverly Jaeger, W346 N5708 North Lake Drive, Oconomowoc, 53066 (262-567-1863) (Fax: 262-567-1863).

WYOMING

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

M 426 CASPER-Robert H. Wilson, P.O. Box 353, Casper, 82602-0353. (307-234-3970) Bus. Agt.: Gary R. Vassos.

Local Secretaries and Business Agents of the Special Department Locals

(Unless otherwise specified, street address or post office box number listed is in city shown in bold-face type after local number.)

Reference Letters:

AAE Amusement Area Employees

AE Arena Employees

AFE Arena Facility Employees

AMTS Admissions, Mutual Ticket Sellers

B Back Room, Film Exchange Employees

BPTS Ball Park Ticket Sellers

F Front Office, Film Exchange Employees

MT Mail Telephone Order Clerks

T Theatre Employees - Special Departments

TSA Ticket Sales Agents

CALIFORNIA

T B18 SAN FRANCISCO-Christine Costello, 965 Mission St., Suite 207, San Francisco, 94103. (415-974-0860) (Fax: 415-974-0852) Bus. Agt.: Christine Costello.

T B32 SAN JOSE-SANTA CLARA COUNTY-Carol Jossi, P.O. Box 2832, Santa Clara, 95055. Bus. Agt.: Nancy Williams.

T B66 SACRAMENTO-Doris Goodwin, P.O. Box 19063, Sacramento, 95819. (916-486-4809) (Fax: 916-482-8178) Bus. Agt.: Richard Allen.

AAE B192 HOLLYWOOD-Frank Treppa, 10999 Riverside Dr., #301, N. Hollywood, 91602. (818-509-9192) (Fax: 818-509-9873) Bus. Agt.: Donna Covert.

CALIFORNIA SPECIAL BRANCH-Michael Miller, Jr., 10045 Riverside Drive, Toluca Lake, 91602. (818-980-3499) (Fax: 818-980-3496).

CANADA

T B173 TORONTO/HAMILTON-Lloyd Ricketts, 8 Lowry Square, Scarborough, Ontario M1B 1N6 (416-724-9067). Bus. Agt.: Chastity Brooker, 187 Park Street, South, Apt. 15E, Hamilton, ON L8P 3E9.

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.

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.

T B906 CHARLOTTETOWN, PE-Larry Arbing, 145 Richmond St./Conf Ctr Arts, Charlottetown, PE, C1A 1J1. (902-628-1864) (Fax: 902-566-4648).

COLORADO

T B7 DENVER-Jan Miller, 1475 Curtis St., Denver, 80202. (303-534-2423) (Fax: 303-534-0216).

DISTRICT OF COLUMBIA

TSA B868 WASHINGTON-Veciva Tobias, 2500 Virginia Ave., N.W., #308, Washington, 20037. (202-416-8521) Bus. Agt.: Antonio Bullock.

FLORIDA

AE AE938 JACKSONVILLE-Mac Brown, 1000 Water Street, Jacksonville, 32204 (904-879-1236) Bus. Agt.: David Moore.

ILLINOIS

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

T B194 INDIANAPOLIS-Stephen P. Blair, P.O. Box 7055, Greenwood, 46142. (317-507-0717) (Fax: 317-888-5252) Bus. Agt.: Stephen Blair.

MASSACHUSETTS

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

T B179 DETROIT-Frances Hemler, 26803 Warner, Warren, 48091. (586-481-3479) (Fax: 586-754-6883). Bus. Agt.: John Nesbitt.

MINNESOTA

T B26 MINNEAPOLIS-ST. PAUL-International Officer-in-Charge: Timothy Magee, 20017 Van Dyke, Detroit, MI 48234 (313-368-0825) (Fax: 313-368-1151).

MISSOURI

T B2 ST. LOUIS-Robert Horan, 1611 S. Broadway, Suite 108, St. Louis, 63104 (314-647-6458). Bus. Agt.: Robert Young, 2647 Meadowlane Drive, Granite City, IL 62040. (314-503-3706).

NEW YORK

T B90 ROCHESTER-Rick Welch, 100 Lakecrest Avenue, Rochester, 14612. (585-415-8585) (Fax: 585-724-7667) Bus. Agt.: Mike Povia.

MT B751 NEW YORK-Katherine Lowell, P.O. Box 20561, New York, 10129. (212-239-6226) (Fax: 212-239-5801) Bus. Agt.: Curtis Bunche.

BPTS F72 NEW YORK-Michael A. Byrnes, 15 Mill Road,

South Farmingdale, 11735 (516-658-1384) (Fax: 516-454-0188). Bus. Agt.: Michael A. Byrnes.

AFE AE936 ALBANY-Cory Straker, 51 South Pearl Street, Albany, 12207. (518-487-2267) (Fax: 518-487-2013) Bus. Agt.: Thomas Mink.

OHIO

T B27 CLEVELAND-Patrick Duffy, 1422 Euclid Avenue, Suite 721, Cleveland, 44115-1902. (216-621-9537) (Fax: 216-621-3518) Bus. Agt.: Toni Burns.

T B38 CINCINNATI-Jay Brewer, 252 Stokesay St., Ludlow, KY 41016. (859-291-3393) Bus. Agt.: Thom Brannock.

T B148 AKRON-Tracey Sommer, 345 South Avenue, Tallmadge, 44278 (330-634-0884) Bus. Agt.: Omar Banks.

AMTS B754 CINCINNATI-Karla Lang, 3739 Fallen Tree Way, Amelia, 45254. (513-373-7297) Bus. Agt.: Robert Fields.

OREGON

T B20 PORTLAND-Daniel Lyons, 4949 S.E. 26th Ave.,

Portland, 97202. (503-230-1138) (Fax: 503-230-7044) Bus. Agt.: Bambi Ooley (503-230-1138).

PENNSYLVANIA

T B29 PHILADELPHIA-Michael Messina, 2719 S. Fairhill Street, Philadelphia, PA 19147. (215-510-5949) Bus. Agt.: Mae Harper-Camp.

TEXAS

T B184 HOUSTON-Gloria Martinez, 3030 North Freeway, Houston, 77009 (713-697-3999) (Fax: 713-697-0222). Bus. Agt.: Denise Fabry.

WISCONSIN

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.

DISTRICT SECRETARIES

District No. 1 (Montana, Idaho, Oregon, Washington & Alaska)-Delia Mulholland, 2800 First Avenue, Suite 229, Seattle, WA 98121 (206-478-8877) Web site: <http://www.districtone.com>; Email: district.one@twu887.org.

District No. 2 (California, Nevada, Arizona & Hawaii)-Ed Brown, 10061 Riverside Drive, Suite 825, Toluca Lake, CA 91602. (818-303-4351) Web site: www.iadistrict2.org; Email: ebrown@iadistrict2.org

District No. 3 (Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut)-James E. Flanders, 152 Old Colony Avenue, South Boston, MA 02127. (617-268-5595) (Fax: 617-269-6252).

District No. 4 (Pennsylvania, Delaware, Maryland, Virginia, West Virginia and District of Columbia)-John Page, 1810 Hamlin Street, NE, Washington, D.C. 20018-2459. (202-269-5144) (Fax: 202-635-0192) Email: iatse-d4@comcast.net

District No. 5 (Wyoming, Colorado, Utah & New Mexico)-Susan N. Jones, 8159 Ventana Azul Ave., NW, Albuquerque, NM 87114. (505-280-1517).

District No. 6 (Texas, Oklahoma & Arkansas)-Stuart Hale, 4821 Elsby, Dallas, TX 75209. (214-352-2046) (Fax: 214-747-4792).

District No. 7 (Tennessee, Alabama, Georgia, North Carolina, South Carolina, Mississippi & Louisiana)-Andrew Oyaas, P.O. Box 472, Tuckasegee, NC 28783 (828-421-8123) (Fax: 828-293-1140). Email: iadistrict7@gmail.com.

District No. 8 (Michigan, Indiana, Ohio & Kentucky)-Rick Madison, 119 West Breckinridge Street, Louisville, KY 40203 (502-587-7936) (Fax: 502-587-3422). Email: iatse17@bellsouth.net.

District No. 9 (Wisconsin, Iowa, Illinois, Missouri, Minnesota, North Dakota, South Dakota, Nebraska & Kansas)-Ira Alper, P.O. Box 762, Rosemont, IL 60018 (847-778-0809) (Fax: 888-799-9973).

District No. 10 (New York, New Jersey)-John K. Hill, 171 East Side Drive, Ballston Lake, NY 12019 (518-399-2085) (Fax: 518-384-1817). Email: jhill11@nycap.rr.com

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District No. 12 (Manitoba, Saskatchewan, Alberta & British Columbia)-Barney Haines, 202-128 James Avenue, Winnipeg, MB R3B 0N8 (204-943-4634) (Fax: 204-943-8394). Email: i.a.d12@allstream.net

District No. 14 (Florida, Puerto Rico, U.S. Virgin Islands)-Kimberly Bowles, 5385 Conroy Road, Suite 200, Orlando, FL 32811 (407-422-2747) (Fax: 407-843-9170) Email: kabowles@iatselocal631.com

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